

## Appendix 2: Summary of De delegation Consultation Comments

### Contingency and support for schools in financial difficulty

- 1 Supported the contingency fund overall but would have preferred not to fund the £50k for the Urgent School Improvement Fund.

### Maternity and other Cover

- 1 Do we know how much a private insurance scheme might be for maternity cover? Presumably academies use that sort of scheme. Are we sure that our current arrangements are competitive? (I am perhaps more conscious of this currently as we will be getting new deals for every other type of insurance.)
- 2 I am interested in looking at alternatives for next year and would welcome some insight from academies on this. According to the Bradford paper, very few local authorities run this sort of insurance. Why? This accounts for about half of the total de-delegated costs and surely warrants some investigation: hopefully confirming that this is a good deal based on academies' and other LAs'

### Suspended Staff cover

- 1 Suspension should be in our experience a very unusual occurrence. Any individual school will have to deal with this themselves.
- 2 Suspended staff cover should only be for those schools acting under HR advice and where there is not a history of using suspension as a tactic for managing out staff where the face doesn't fit.
- 3 This fund is going up 56% per pupil. There isn't much impetus to get matters resolved quickly if schools can just rely on this fund.

### Trade Union Facilitators

- 1 Never used local convenors. We have a HR SLA in place to cover collective bargaining.
- 2 We are being asked for £6.64 per pupil, whereas Central Bedfordshire charge just £3. North Yorkshire is proposing £3.94. Bradford charged £4.75 last year and were reducing their charges per pupil by 5%. The national median appears to be about £3
- 3 The increased costs of Trade Union Facilities feels excessive and I do not support this without wider due diligence as to whether this could be brought down.
- 4 As employers, we do have a legal duty to provide paid union time but the level is not set. Per pupil rates in Leeds are proposed to go up by 7.6%. Our charges seem to be more than twice the national median
- 5 I do not have the details to support this measure, I am in favour of trade unions but feel that schools should not be funding them and that this is done through members' contributions. I would be prepared to change my vote on this after receiving further information as to how this is beneficial.
- 6 Why is the percentage more than double in Leeds compared to some authorities. We do not object to providing union time but the rate for Leeds does seem extremely high.

### School Library Service

- 1 I think the library service ought to be opt in as schools with their own facilities need the money to support those.
- 2 I am not sure that the Leeds School Library Service offers value for money. I would much rather spend this money on actual books for the children in all honesty
- 3 This is going up massively: by over 15% per pupil (9% service budget increase overall when pupil/school numbers are taken into account). This will cost my school £3400. I could buy a lot of books with that every year and is much higher than my annual spend on library/topic books! I do think that this is a good service but I am not sure every one of my classes uses it well. I think that this
- 4 Could this be changed to a traded service

### Free school meals eligibility

- 1 Can the LA explain why this service is costing over £2.00 per pupil in Leeds when the Bradford document suggests they charge just £1 and that appears to be the median?

### Behaviour support services

- 1 School has to deal with all its own issues. External support is not easy to source'.
- 2 This feels like an historic anomaly although behaviour support services are one of the headings in the operational guidance that can be funded. It is not clear to me what service this is supporting: possibly one or two posts that can have only a very marginal impact across 200 schools. Since 2014, this has cost my school over £6k at current rates for no apparent benefit. I am not clear how I could access this service to make use of my annual £600+ contribution. (I think I may have inadvertently used this service in
- 3 According to Bradford Schools Forum, only 30% of LAs de-delegate this service.
- 4 Not beneficial

### Support to underperforming ethnic minority groups and bilingual learners