

<b>REPORT TO:</b>	<b>SCRUTINY SUB COMMITTEE – CHILDREN AND YOUNG PEOPLE</b>  <b>21<sup>st</sup> January 2020</b>
<b>SUBJECT:</b>	<b>EDUCATION BUDGET – 2020/21</b>
<b>LEAD OFFICER:</b>	<b>Kate Bingham, (Interim) Head of Finance – Children, Families and Education</b>
<b>CABINET MEMBER:</b>	<b>Councillor Alisa Flemming – Cabinet Member for Children, Young People and Learning Councillor Simon Hall, Cabinet Member for Finance and Resources</b>

<b>ORIGIN OF ITEM</b>	<b>This item is contained in the Committee’s work programme</b>
<b>BRIEF FOR THE COMMITTEE</b>	<b>To scrutinise the proposed 2020/21 Education Budget</b>

## **1. INTRODUCTION AND BACKGROUND TO FUNDING**

- 1.1 The report sets out the various components of the 2020/21 Education Budget to enable this committee to review the basis for the allocations received by Croydon for the coming year.
- 1.2 The Education budget can broadly be split into two areas, which are:
  - Revenue expenditure, funded via the **Dedicated Schools Grant (DSG)**, for the day to day running costs of schools, the provision for children and young people with special educational needs and disabilities as well as two, three and four years olds in addition to the services to fulfil the statutory services of the council; and
  - Capital expenditure in relation to the requirement to provide school places and essential maintenance.
- 1.3 The report will cover each area in turn.

## 2. DEDICATED SCHOOLS GRANT

### 2020/21 Spending Review

2.1 The Chancellor of the Exchequer delivered a statement on the 2020/21 Spending Review on 4th September 2019, followed by a more detailed statement by the Minister of State for School Standards. Whilst the majority of the Spending Review announcements outlined the government's departmental spending plans for 2020/21 only, the announcements as they relate to education, and specifically schools, funding cover a three-year period from 2020/21 to 2022/23.

2.2 The Spending Round confirmed:

- a) The government's commitment to a £7.1 billion increase in funding for schools by 2022/23 (£4.6 billion above inflation), compared to 2019/20 funding levels. Annual total and percentage increases are detailed in Table 1;

**Table 1: Funding package for schools**

		£ billion		Annual % increase
2019/20 DfE Spending Limit			43.5	
Annual increase:	2020/21	2.6		6%
	2021/22	2.2		5%
	2022/23	2.3	7.1	5%
2022/23 DfE Spending Limit			<b>50.6</b>	

- b) In 2020/21, the government will ensure that per pupil funding for all schools can rise in line with inflation (1.8%). The minimum per pupil amount increases are outlined below in Table 2;

**Table 2: Rates for Minimum per pupil level funding**

School phase	2019/20 £	2020/21 £	2021/22 £	2022/23 £
Primary School	3,500	3,750	4,000	4,000
Secondary School	4,800	5,000	5,000	5,000

- c) The additional schools funding includes over £700 million more in 2020/21 compared to 2019/20 funding levels to support children and young people with special educational needs;
- d) Increase early years spending by £66 million to increase the hourly rate paid to childcare providers through the government's free hours offers; and
- e) £400 million in 2020-21 for Further Education.

- 2.3 The Department for Education (DfE) settlement, taking into account the schools, Further Education and early years funding, represents a 3.3% increase in real terms to the overall resource budget from 2019/20 to 2020/21.
- 2.4 School capital allocations have already been set for 2020/21 with a full multi-year spending review of capital budgets to follow in 2020 as set out in Table 3. The DfE plans to announce Basic Need funding allocations for any places required by September 2022 in the Spring of 2020.

**Table 3: Departmental Capital Budgets**

Department	2019/20	2020/21
	£ billion	
Education	5	4.5

### National Funding Formula

- 2.5 In March 2016 the DfE announced the National Funding Formula (NFF) proposals and in the two consultations that followed set out the intentions for school funding going forward. The intention was to implement the NFF by December 2016. However, in May 2017 the government announced that the NFF implementation would be delayed until April 2018 with a soft implementation of the NFF being available to Local Authorities (LAs) for 2018/19 and 2019/20 with a further extension to include 2020/21 (announced in July 2018).
- 2.6 It remains the government's intention that the schools budget should be set on the basis of a single NFF from 2021/22 and for 2020/21, LAs will continue to determine final funding allocations for schools through a local formula allowing LAs, following Schools Forum authorisation, to apply local rates / amounts to each of the factors that determine the allocation (such as Minimum Funding Guarantee and income deprivation affecting children) prior to the distribution of funding to schools. Croydon's School Forum finalised those decisions on 11<sup>th</sup> November 2019.

### Decision Making

- 2.7 Whilst the School Forum is consulted with (on behalf of all schools) and authorises the funding formula factors, the LA is responsible for making the final decisions on the formula which includes political approval in line with the local scheme of delegation. In line with this Education and Skills Funding Agency (ESFA) guidance and Croydon's scheme of delegation, the Cabinet member for Children, Young People and Learning will be consulted and the Cabinet member for Finance and Resources will be requested to accept the recommendations of Croydon's Schools Forum on the 2020/21 funding formula for Croydon schools, prior to the submission of the authority proforma tool (APT) which specifies Croydon's schools funding formulae by 21<sup>st</sup> January 2020.

### 3. Croydon's 2020/21 DSG Allocation

- 3.1 The final 2020/21 DSG allocation was published on the 19<sup>th</sup> December 2019, following the spending round announcements in September and provisional allocation notification in October 2019.
- 3.2 The DSG is allocated on a financial year basis and funds all aspects of education that relate directly to children and young people. The grant is split into four blocks: a schools block, a high needs block, a central schools services block and an early year's block.
- 3.3 Funding for mainstream and special Academies is included within the DSG allocation for the LA for transparency but is not actually paid to the LA as it is passed directly to academies by the ESFA. The removal of funding from the DSG allocation for academies is known as recoupment and in 2019/20, the DSG allocation was recouped by more than £166 million against the schools and high needs block allocation.
- 3.4 The total 2020/21 DSG allocation for Croydon is £364.306 million and is detailed in Table 4 below.

**Table 4: DSG allocation (before recoupment)**

<b>Financial Year</b>	<b>Schools Block</b>	<b>High Needs Block</b>	<b>Central Schools Services Block</b>	<b>Early Years Block</b>	<b>Total DSG Allocation</b>
	<b>£ million</b>	<b>£ million</b>	<b>£ million</b>	<b>£ million</b>	<b>£ million</b>
<b>2020/21 Final</b>	262.963	66.804	5.831	28.707	<b>364.306</b>
<b>2019/20 Final</b>	247.512	61.086	6.117	28.264	<b>342.979</b>
<b>Movement between 2019/20 and 2020/21</b>	<b>15.451</b>	<b>5.718</b>	<b>-0.286</b>	<b>0.443</b>	<b>21.326</b>

- 3.5 In 2020/21, Croydon will see an increase in the level of DSG funding of £21.326 million compared to 2019/20. Reasons for the increases are detailed below:

#### **Schools Block (before recoupment) - increase of £15.451 million**

- 3.6 Whilst there has been a very small reduction in pupil numbers by 14.5 to 51,022.5 in 2020/21 (reflecting a decrease in primary pupils by 371 to 32,398 and an increase in secondary pupils by 356.5 to 18,634.5), there is an overall increase in funding of £15.451 million as a consequence of the primary and secondary pupil unit of funding being increased to accommodate the overall increase in Education funding for 2020/21.

- 3.7 The respective pupil units of funding now stands at £4,504.90 and £5,986.57 – an increase of £211.55 and £525.69 from 2019/20. As a result there is an increase in funding of £17.001 million offset by a reduction in the growth, premises and mobility factors of £1.550 million, the latter two due to changes in the local formula allocation in 2019/20 and the growth element being allocated on observed differences of changes in pupil numbers as opposed to being based on previous year's allocation amounts.

### **High Needs Block (before recoupment) - increase of £5.718 million**

- 3.8 There is a net increase of £5.718 million in the High Needs Block. The funding for High Needs through the NFF for 2020/21 is based on three elements; the NFF allocation, the basic entitlement factor and the import/export adjustments.

#### 3.8.1 NFF allocation

A significant increase in the NFF allocation of £5.402 million has been confirmed to accommodate the overall increase in High Needs funding for 2020/21 (based on population increases and proxy indicators including a free school meals (FSM) factor; an income deprivation affecting children index (IDACI) factor; a bad health factor; a disability factor and Key Stage 2 and 4 low attainment factors).

#### 3.8.2 Basic entitlement

There is also additional growth in the basic entitlement as, whilst it was expected that the per pupil element remained the same as that in 2019/20 at £4,348.33, a small increase of £2.29 per pupil has been allocated in addition to an increase in the number of pupils at special schools/academies of 72, has resulted in additional funding of £0.316 million.

#### 3.8.3 Import/export adjustments

The import/export adjustments element currently remains the same as that calculated in 2019/20 (£-1.899 million) and will be updated in May/June 2020 with the January 2020 Census data and the February 2020 Individualised Learner Record data. The intention is to reflect more precisely the movement of pupils and students, and therefore the funding.

#### 3.8.4 Additional funding

Whilst a mechanism remains in the regulations for the transfer of up to 0.5% from the schools block to the high needs block, with the approval of the School Forum, this flexibility has not been sought for 2020/21.

Croydon did not rely on any further transfers from the Schools Block to the High Needs Block in our DSG Deficit Recovery Plan as that was

- (i) counterproductive to the SEND strategy with the emphasis on increasing inclusivity in mainstream schools; and
- (ii) any such transfer would require year on year approval and including any reliance of this in the recovery plan was presumptuous.

Both of those conditions remain present, in addition to the new consideration relating to significant increases in both the Schools Block and the High Needs

Blocks for 2020/21. This latter consideration has enabled Croydon to review the current DSG Deficit Recovery Plan which now does not depend on any transfer from the Schools Block in future for the same reasons as outlined in (i) above.

### **Central Services Schools Block - decrease of £0.286 million**

3.9 In 2018/19, the NFF created a fourth block within the DSG called the Central Services Schools Block (CSSB). This block is made up of two parts – Reported spend on Ongoing Functions and Reported spend on Historic Commitments.

#### **3.9.1 Ongoing Functions**

The Reported spend on Ongoing Functions includes services such as School Improvement and Education Welfare, totals £2.831 million.

The 2020/21 allocation for ongoing functions has reduced by £0.073 million based on a reduction in the CSSB unit of funding decreasing by 2.5% year on year from £56.91 per pupil in 2019/20.

#### **3.9.2 Historic Commitments**

The Reported spend on Historic Commitments consists of the prudential borrowing costs for SEND provision and historic teacher pension costs, totalling £2.570 million, a 20% reduction from 2019/20 equating to £0.643 million. This 20% reduction is in line with the ESFA's previously stated policy of reducing the funding that LAs receive for historic commitments made prior to 2013/14.

Following representations made to the ESFA on the impact of this significant reduction – particularly on the prudential borrowing costs of a capital programme with a pay-back period of 10 years (up to 2025/26) - the ESFA have restored the allocation as it relates to the prudential borrowing costs. Further representations will be made regarding the historic teacher pension costs.

The ESFA have not yet determined how they will continue to unwind this in future years and commit to ensuring information about future years will be provided with as much notice as possible.

### **Early Years Block – increase of £0.443 million**

3.10 There is an increase in the funding levels for 2020/21 from the 2019/20 final grant and work is continuing on the allocation Early Years Block and could be subject to further adjustment following the finalisation of the January 2019 census.

### **Croydon's DSG Funding Formula**

3.11 The DSG funding formula is maintained by the finance function of the LA and agreed by the Schools Forum and its working groups. The Schools Forum is actively involved in working with the LA to agree the principles of the DSG local funding formula and there are dedicated working groups for schools, early years and high needs funding blocks. These working groups are attended by representatives from all education establishments in the borough.

- 3.12 From 2018/19 the NFF provides two per pupil funding rates, one for primary pupils and one for secondary pupils. The 2020/21 rates per pupil are £4,504.89 for primary pupils and £5,986.57 for secondary pupils.
- 3.13 The above rates are multiplied by the number of primary and secondary pupils on roll to determine the LA's schools block allocation shown in Table 4 above. The LA then applies local factors that have been set by Schools Forum in order to determine the actual allocation per pupil and the individual schools budgets. Local factors include growth, de-delegation and deprivation. Therefore the amounts will change to smooth out the transition to NFF rates as per the recommendations made by Schools Forum.
- 3.14 Schools block
- 3.14.1 The Schools Block funding formula is due to be submitted to the DfE on the 21<sup>st</sup> January 2020 using the budget principles authorised by the Schools Forum over the autumn period. Once agreed by the DfE the detailed school budgets will be finalised and these will be issued to schools in March 2020.
- 3.14.2 Tables 5 and 6 below set out the 10 highest and 10 lowest schools block funded LAs in London on a per pupil basis for primary and secondary pupils, with Croydon ranked 24<sup>th</sup> out of 32 London boroughs. Whilst all ten boroughs within the bottom 10 have remained the same, Croydon's ranking has improved by one place since 2019/20 – mainly due a 9.6% increase in the secondary pupil unit of funding from 2019/20.
- 3.14.3 Although Croydon has seen an increase in its funding allocation the amount which other boroughs have received has increased and this results in the continuation of the gap between how much extra a pupil in one of our nearest neighbours for example Lambeth is funded compared to Croydon. The tables starkly illustrate the funding differentials between inner and outer London boroughs with the latter experiencing many of the same cost, provision and recruitment pressures as the former.

**Table 5: DSG 2020/21 Schools block allocations per pupil**

Rank	Highest Funded London Authorities	2020/21 schools block primary unit of funding £	2020/21 schools block secondary unit of funding £
1	Tower Hamlets	6,027.70	7,999.76
2	Hackney	6,018.44	8,011.35
3	Southwark	5,637.62	7,873.97
4	Lambeth	5,573.43	7,530.92
5	Camden	5,485.88	7,057.78
6	Newham	5,554.07	6,860.42
7	Westminster	5,470.85	6,960.06
8	Hammersmith and Fulham	5,311.43	7,128.01
9	Kensington and Chelsea	5,447.07	6,868.80
10	Islington	5,396.22	7,131.58

**Table 6: DSG 2020/21 Schools block allocations per pupil**

Rank	Lowest Funded London Authorities	2020/21 schools block primary unit of funding £	2020/21 schools block secondary unit of funding £
23	Hillingdon	4,454.43	5,953.50
24	Croydon	4,504.89	5,986.57
25	Harrow	4,274.73	5,823.36
26	Sutton	4,240.69	5,383.33
27	Kingston upon Thames	4,203.64	5,439.26
28	Redbridge	4,214.94	5,640.47
29	Havering	4,252.16	5,654.14
30	Bromley	4,281.91	5,407.79
31	Bexley	4,125.93	5,539.66
32	Richmond upon Thames	4,080.43	5,479.70

3.14.4 The minimum funding guarantee (MFG) will continue to be applied and in 2020/21, all maintained schools or academies will see an increase of at least 0.5% per pupil compared to its 2019/20 budget (this excludes sixth form funding). MFG protects schools' budgets from large changes in funding based on factor changes. It protects school funding on a £ per pupil basis and will not protect a school against falling roll numbers.

### 3.15 High needs

3.15.1 The 2020/21 High Needs allocation is £66.804 million based on the October 2019 census, with further adjustments expected for January 2020 census data, February 2020 Individualised Learner Record data and adjustments for hospital education funding. The budget for 202/21 is expected to be authorised by the Schools Forum on the 20<sup>th</sup> January 2020.

3.15.2 At as the end of 2018/19, the High Needs block forecast overspend was £13.041 million (including previous years overspends). The 2019/20 Quarter 2 High Needs Block forecast overspend is £5.351 million, bringing the cumulative deficit to £17.154 million.

3.15.3 Table 7 illustrates previous year's movements between the schools block and the high needs block and year end overspend.

**Table 7: High Needs Block Cumulative Deficit**

Years	In year Overspend £ million	Brought Forward £ million	Transfer from Schools Block £ million	Carry Forward £ million
2015/16	2.569	0	0	2.569
2016/17	4.619	2.569	-1.468	5.720
2017/18	5.175	5.720	-2.246	8.649
2018/19	5.611	8.649	-1.219	13.041
2019/20 draft	5.351	13.041	-1.238	17.154

3.15.4 The budget pressures are principally attributable to the increase in demand, which has led to an over-reliance on the independent / non-maintained sector, due to shortage of local state funded special schools and / or resourced provision. This is being addressed and a strategy developed to move to a more sustainable framework.

3.15.5 Croydon Council has a long term plan to increase special schools, Enhanced Learning Provision and post 16 specialist places, including a new free special school with 150 places opening in September 2021. Through this strategy the intention is to provide an effective pathway of local education provision for young people which is an efficient use of resources and supports young people in becoming independent in or near their local community.

3.15.6 Management of the high needs block and reducing the overspend requires that together there is an approach that manages reliance on Education, Health and Acre Plans for children with lower levels of SEN, reduces demand and ensure placements of children are delivered through the continuum of state-funded education provision at efficient values. A high level summary of Croydon's DSG Deficit Recovery Plan is included at Section 4 of this report.

### 3.16 Early years

3.16.1 The Early Years block allocation has been based on a nationally set rate of a:

- £5.21 hourly rate for three and four year olds; and
- £5.74 for two year olds

This has increased from funding rates of £5.13 and £5.66, respectively.

3.16.2 The allocation will be updated following the January 2020 census. Based on the initial 2020/21 allocation, the following components of the draft budget for 2020/21 will be proposed to the Schools Forum on 20<sup>th</sup> January 2020:

- A (provisional) increase in rate for three and four year olds in 2020/21 to £4.87 (£4.73 in 2019/20)
- £5.74 for two year olds

## 4 DSG Deficit Recovery Plan

4.1 As a condition of the 2019/20 DSG, LAs with an overall DSG deficit of one per cent or more at the end of the previous financial year were required to submit recovery plans for the deficits by 30<sup>th</sup> June 2019.

4.2 Croydon submitted a plan to recover the 2018/19 in-year High Needs Block deficit of £5.612 million over a five year period to the DfE, as agreed with the School Forum and Chief Finance Officer and endorsed by this Sub Committee in July 2019.

4.3 The five-year recovery period is in line with the five year SEND strategy with key areas to be targeted, as set out in paragraph 3.15.5. The intention is to improve our SEND provision while reducing the expenditure in order to ensure that we can fulfil our statutory duty to be meet the needs of all pupils with special education needs.

- 4.5 The DfE letter of response informed Croydon that as the High Needs Block allocation for 2020/21 would be increased and that subsequent year's allocations for 2021/22 and 2022/23 were under review, the Council would need to review and revise the previously submitted recovery plan.
- 4.6 A detailed breakdown of the revised recovery plan, including High Needs Block budget setting for 2020/21 will be submitted to the High Needs Working Group in January 2020 in preparation for Schools Forum in the same month. It is anticipated that the Council will receive clarification about future High Needs Block funding allocations early in the new year, which will inform strategic deployment of resources with greater certainty.

## **5 Academies**

- 5.1 Academies are funded directly from ESFA on an academic year basis.
- 5.2 As stated previously, mainstream and special academies funding is included within the DSG allocation for the LA for transparency and is not actually paid to the LA but passed directly to academies. The removal of funding from the DSG allocation for academies is known as recouplement.
- 5.3 This amount will be subject to change depending on the number of schools that convert to academies during the year. In October 2019 of the 57,001 pupils on roll full time and part time at main point of registration, 37,599 (66%) were in academies and free schools. This is a decrease of 1% since October 2018.
- 5.4 Croydon currently has four open free schools - two primary and two secondary. The existing free schools (Harris Invictus Academy Croydon, Paxton Academy Sports and Science, Krishna Avanti Primary school and Coombe Wood School) are all funded by the ESFA in the same manner as academies are funded. Funding for non-mainstream free schools (e.g. special or alternative provision free schools) are funded differently.
- 5.5 Croydon has plans to open the Addington Valley Academy a special free school for 150 pupils aged from 2-19, with Autism Spectrum Disorder and learning difficulties in September 2021.
- 5.6 Ark Blake Academy, a mainstream secondary free school is due to open in September 2020 with a published admission number (PAN) of 180 pupils.

## **6 Pupil Premium**

- 6.1 Pupil Premium funding is awarded in addition to the DSG and is allocated on a per pupil basis for pupils who meet the criteria. The aim of the funding is to raise the attainment of disadvantaged pupils and close the gap between them and their peers. Funding is currently awarded on a per pupil basis for any pupil who has:-
- been eligible for Free School Meals in the last 6 years.
  - children (aged 4 to 15) who have been looked after for one day or more, adopted from care or leave care under a special guardianship or residency order, and

- children whose parents are in the armed forces are also eligible.
- 6.2 The 2020/21 funding allocation is yet to be announced (anticipated in mid-2020) and rates per pupil are expected to remain the same as 2019/20. The 2019/20 allocation was updated in December 2019 to take account for the October 2019 census data. This resulted in an allocation of £21.572 million for Croydon, based on per pupil rates of £1,320 for children in reception, year 1 to year 6, and £935 for pupils in year 7 to year 11 and £2,300 for looked after children (LAC) and £300 for children whose parents are in the armed forces being distributed to the schools fully. The 2019/20 allocation is marginally higher than the 2018/19 allocation, mainly due to the increased pupil numbers.

## **7 Revenue Funding – General Fund**

- 7.1 The Council is required to provide some education functions as a statutory duty. These include statutory education welfare, the Virtual School for Looked After Children, exclusions, children who are electively home educated, the commissioning of Alternative Provision, and intervention in schools causing concern. In addition, the School Improvement team has oversight of standards in primary, secondary, special schools and pupil referral units. They generally focus on improving service delivery, raising standards, narrowing the gap, enriching the curriculum and building learning communities. Other services include 16-19 services (NEET tracking), the schools music service, and commissioning of Octavo (the school improvement mutual).
- 7.2 In 2018/19, a new DSG block i.e. the Central School Services block (CSSB) was created with the aim of funding LA's for statutory duties they hold for both maintained schools and academies. It brings together:
- Funding for ongoing responsibilities such as admissions
  - Funding previously allocated through the retained duties element of the education services grant (ESG)
  - Residual agreed funding for historic commitments
- 7.3 The CSSB was resourced by virement from the School block which is where the above commitments were historically funded from. Please note the CSSB does not include (and is not intended to include) funding for any central front line budgets and commitments held in the Early Years and High Needs blocks.
- 7.4 The aim of the CSSB is to improve transparency and recognise the continued need to use DSG funding (within laid out parameters) to fund centrally managed commitments which support front line and support service functions.
- 7.5 The Council faces financial challenges in the coming years as a result of reductions in funding and grants provided by central government and the focus of the work to date has been to get to a balanced position for 2020/21 that will be presented to Cabinet in February and Council in March.

7.6 It is assumed that capital receipts will continue to be allocated where appropriate to fund transformation programmes and projects that support the assumptions made in the MTFs, this includes the transformational activities in the Children's Services Improvement Plan.

## 8 Capital Funding

8.1 The three year education capital programme, along with the necessary funding required for the supply of these places, will be presented to Council in January 2020 as part of the council's Croydon's Education Estates Strategy.

8.2 Based on Croydon's recent School Capacity (SCAP) Survey and forecasts of pupil numbers, our latest estimates suggest that there will be sufficient places in Croydon primary and secondary schools to accommodate children for the next three years. Currently, there is a higher level than necessary of spare capacity / surplus places in some of the primary school planning areas and council staff are currently working with the relevant schools to manage this spare capacity / surplus places.

8.3 The cost of the capital programme is estimated at £69.019 million over the period 2019/20 to 2021/22 as at January 2020. This is predominantly funded from a combination of council borrowing and other funding grants, as detailed in Table 8 below.

8.4 Full details of the capital programme are included in Appendix 1 of this report.

**Table 8: Education capital programme**

Funding Source	2019/20 £ million	2020/21 £ million	2021/22 £ million
School Condition Funding	3.374	2.000	2.000
Basic Needs	5.332		
ESFA Invest to Save	0.747	9.000	5.365
S106	0.558		
Borrowing	21.880	14.283	4.480
<b>Total</b>	<b>31.891</b>	<b>25.283</b>	<b>11.845</b>

## **9. CONSULTATION**

- 9.1 All Departments have been consulted during the preparation of this report. Individual projects and programmes within the budget will also be subject to necessary consultation as required.

## **10 FINANCIAL AND RISK ASSESSMENT CONSIDERATIONS**

- 10.1 The report is submitted by Lisa Taylor – Director of Finance, Investment and Risk (S151 Officer).

## **11 LEGAL CONSIDERATIONS**

- 11.1 The Head of Litigation and Corporate Law comments on behalf of the Director of Law and Governance that the Council is under a duty to ensure that it maintains a balanced budget and to take any remedial action as required in year.

Approved by: Sandra Herbert, Head of Litigation and Corporate Law on behalf of the Director of Law and Governance & Deputy Monitoring Officer.

## **12 HUMAN RESOURCES IMPACT**

- 12.1 There are no direct Human Resources considerations arising from this report as such, but items from savings packages and action plans included in the report or those that need to be developed in response to the report are likely to have significant HR impact. These can vary from posts not being filled or deleted, through to possible redundancies. Where that is the case, relevant policies and procedures must be observed and HR advice must be sought.

Approved by: Sue Moorman, Director of Human Resources

## **13 EQUALITIES IMPACT**

- 13.1 The funding allocations and formulae are set nationally and are therefore already subject to an equality assessment. An equality analysis will be undertaken to ascertain the potential impact the budget/funding allocations will have on groups that share protected characteristics.
- 13.2 In setting the Education Budget 2020/21, the Council has taken into account the need to ensure targeted funding is available for work on raising the attainment of disadvantaged pupils who are likely to share a “protected characteristic” (as defined in the Equality Act 2010) and close the gap between them and their peers.

Approved by: Yvonne Okiyo, Strategy Manager

**14 ENVIRONMENTAL IMPACT**

14.1 There are no direct implications contained in this report.

**15 CRIME AND DISORDER REDUCTION IMPACT**

15.1 There are no direct implications contained in this report.

**16 REASONS FOR RECOMMENDATIONS/PROPOSED DECISION**

16.1 The recommendations are to note the budget position for education funding. There is no direct action requested at this point.

**17 OPTIONS CONSIDERED AND REJECTED**

17.1 Given the current budget position there is no requirement for additional action at this time.

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<b>CONTACT OFFICER:</b>	Lisa Taylor, Director of Finance Investment and Risk (S151 Officer)
<b>BACKGROUND DOCUMENTS:</b>	None
<b>APPENDICES:</b>	Appendix 1: Education Capital Programme Budget Summary