

# News Bulletin



LIGHTHOUSE  
SCHOOLS PARTNERSHIP

Issue 40: 30 August 2022



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## Introduction

I hope that everyone had an enjoyable summer break and for once we can't complain about the weather. Welcome back to the beginning of a new academic year. Here we go...

We are coming back to some big challenges. We finished last term with a reassuring message to staff that we would do our utmost to expedite the pay awards. I can confirm that we are making an uplift of 3% across all grades in all posts in this September's pay run. This will go some way to holding the fort until the actual pay deals are signed off. With both teaching and support staff, the pay offers from DfE and the Joint National Council are more generous than we had expected. This obviously creates some budget challenges and we will be discussing those at next week's online Headteacher drop-in (Thursday 8<sup>th</sup> Sep 2pm - invitation to follow). I'd also like to do a short session on Headteacher appraisal then.

Lastly, you should have had all the safeguarding information that you need from Janine, but do contact her on her new email [jashmans@lsp.org.uk](mailto:jashmans@lsp.org.uk) if you need any support.

Good luck for the start of term.

Gary

## Pay Offers

As you will be aware, we were planning that, if the pay awards had not been agreed by September 2022, we would go ahead and pay both teachers and support staff an estimated pay award of 3% in September (with back pay to April 2022 for support staff).

National pay offers have been made for both teachers and support staff during the summer break but, as yet, these are not agreed. We will, therefore, go ahead with our original plan of providing a 3% increase in September and have instructed our payroll provider accordingly. Gary wrote to staff at the end of last term to share these plans, but you may wish to use your opportunities with staff at the start of term to confirm this position.

Further details of the pay offers are provided below:

### Teachers

On 19th July the [School Teachers Review Body \(STRB\) report](#) was published and accepted by the government.

The report recommends the following from September 2022:

- a. An 8.9% uplift to teacher starting salaries (for the rest of England) resulting in an M1 salary of £28,000 - **we budgeted for this level of increase**
- b. Varied uplifts between 5.5% to 8% for M2-M5 pay points - **we budgeted for this level of increase**
- c. A 5% uplift to all other pay ranges (including school leaders), advisory points and allowances - **we budgeted 3%**

The publication signalled the start of a ten-week period of consultation ending on 23 September. Once the consultation closes, the DfE will then consider the responses, finalise the drafts and lay the Pay Order in Parliament. This normally takes 21 days before it comes into effect. Please note that the pay uplifts recommended by the STRB remain provisional until the pay award consultation and Pay Order are finalised.

The financial impact of the proposed pay award compared to our budgets depends for each school on where on the scale their teachers are. [We do not want to update our budgeting software until we are able to give clear instructions to SBM's about the management of their employee scenarios before pay changes are applied to the system.](#) In the meantime, we have produced a [summary for each school](#) of the estimated impact. This will enable the school's leadership and LGB to understand the estimated financial implications and inform their decision making. This is based on data for September 2022, taken from iTrent on 9th August 2022. Please note that this data will not be completely accurate if schools were not up to date with their iTrent data input on the date that this data was extracted from the system.

## Support Staff

On 25th July the National Employers made a final offer to the unions representing the main local government NJC workforce. This was a one-year offer for the period 1 April 2022 to 31 March 2023. The offer is detailed below:

- a. with effect from 1 April 2022, an increase of £1,925 on all NJC pay points 1 and above
- b. with effect from 1 April 2022, an increase of 4.04 per cent on all allowances (as listed in the 2021 NJC pay agreement circular dated 28 February 2022)
- c. with effect from 1 April 2023, an increase of one day to all employees' annual leave entitlement
- d. with effect from 1 April 2023, the deletion of pay point 1 from the NJC pay spine.

This increase is not yet agreed.

The increase of £1,925 on all pay points results in % increases between 10.5% at the bottom of the scale to 4.04% at the top of the NJC scale (although our range extends a few points beyond this with increases of 3.82% at the top of our range). [We budgeted 3%.](#)

The financial impact of the proposed pay award compared to our budgets depends for each school on where on the scale their support staff are. [We do not want to update our budgeting software until we are able to give clear instructions to SBM's about the management of their employee scenarios before pay changes are applied to the system.](#) In the meantime, we have produced a [summary for each school](#) of the estimated impact. This will enable the school's leadership and LGB to understand the estimated financial implications and inform their decision making. This is based on data for September 2022, taken from iTrent on 3rd August 2022. Please note that this data will not be completely accurate if schools were not up to date with their iTrent data input on the date that this data was extracted from the system.

The Central Team will be estimating the back pay for support staff for the April to August 2022 period based on this latest pay offer and including it as Accrued Expenditure as part of the year end processes on behalf of schools.

# ANNOUNCEMENTS & UPDATES

The Government has confirmed that there will be no specific additional funding to cover these proposed awards. However, we continue to work with the Confederation of School Trust to raise the issue and the consequences for provision.

The majority of staffing for the 2022-23 academic year is already in place, so apart from not filling vacancies that occur, there is very little opportunity to make significant savings during the year. Equally, we cannot ignore the financial issues that the offered awards will generate. This work is intrinsically linked to the work on ‘resourcing our partnership’ that we started at the end of last academic year. The Central Team continue to analyse the implications for consideration by the Board of Trustees and this will be shared with schools at our ‘resourcing our partnership’ events on 1st and 7th November.

## FINANCE UPDATES

### Funding for 2023-24

The DfE has issued details of the [National Funding Formula for 2023-24](#). The supplementary funding grant received in 2021-22 and 2022-23 has been subsumed into the NFF for 2023-24. The information on funding rates detailed below is over and above the inclusion of the supplementary funding grant:

- The core factors in the schools NFF (such as the basic entitlement, and the lump sum that all schools attract) will increase by 2.4%.
- Additional support directed to disadvantaged pupils, through the FSM6 and IDACI factors in the schools will increase by 4.3%, compared to their 2022-23 values.
- The funding floor will ensure that all schools attract at least 0.5% more pupil led funding per pupil compared to its 2022-23 NFF allocation (including the supplementary funding grant).

The DfE, through the minimum per pupil funding levels, has said that every primary school will receive at least £4,405 per pupil, and every secondary school at least £5,715.

The inclusion of the supplementary funding grant means that most schools whose funding was ‘topped up’ through the minimum per pupil funding levels will see a reduction in this top up. When you include the impact of incorporating the supplementary funding grant, we estimate that, on average, schools in the Trust will see the following increases in funding in 2023-24:

Primary schools funded topped up to the minimum per pupil funding	0.5%
Primary schools funded through the NFF (above the minimum per pupil funding level)	2.3%
Secondary schools funded topped up to the minimum per pupil	0.4%
Secondary schools funded through the NFF (above the minimum per pupil funding level)	2.5%

We have produced a tool to enable schools to estimate funding allocations for 2023-24 and beyond. The tool is available on Foldr [here](#). Please note that the decision making for funding allocations still sits with Local Authorities via their school forums and, therefore, this information is subject to change. The tool will be updated to include schools due to join the Trust as and when this funding information is available.

## FOCUS ON GOVERNANCE

### Governor Training

SEND Link Governor Training - Wednesday 14<sup>th</sup> September at 6pm  
via Teams. Contact [fforrest@lsp.org.uk](mailto:fforrest@lsp.org.uk) for further details.

