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**SUBJECT:** Trade Union De-Delegation  
**DATE:** 11 December 2024  
**RECIPIENT:** School's Forum

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**SUMMARY:**

The Schools Forum is asked to vote on the de-delegation of schools budget to fund trade union activity

**BACKGROUND and BRIEFING DETAILS:**

1. Schools in Southampton can opt to create a central pot to provide fund trade union activity. The fund provides the backfill for the school which employs the trade union representatives.
2. Maintained schools can vote to have an element of their individual school budget de-delegated to be held centrally. Academies, special schools and Pupil Referral Units can elect to buy into the fund via a service level agreement.
3. In recent years maintained primary schools have voted for the de-delegation of their budgets. An accumulated surplus amount had been de-delegated prior to 2022/23 which has meant that for the following financial years, 2022/23, 2023/24 & 2024/25, no amounts were de-delegated from schools' budgets.
4. The outturn for the last 3 years is shown in the table below. Based on the spend continuing at these levels there will be insufficient surplus for 2025/26.

	2021/22	2022/23	2023/24
Expenditure	28,287.67	31,873.43	35,126.63
SLA income	-9,378.00	0.00	-3,994.20
Net Spend	18,909.67	31,873.43	31,132.43

5. For maintained schools the following table summarises the amounts that would be de-delegated based on variable unit values:

<b>De-delegated Unit - Primary AWP</b>	£1.00	£1.45	£2.90
<b>De-delegated total</b>	£10,869.00	£15,760.05	£31,520.10
<b>De-delegated Unit - Secondary AWP</b>	£1.00	£1.45	£2.90
<b>De-delegated total</b>	£7,437.50	£10,784.38	£21,568.75

Note these estimates are based on October 2023 pupil numbers

6. Based on prior years the recommended unit value for primary schools is £1.45 per pupil.
7. Schools Forum are asked to vote on the decision to de-delegate budgets from maintained schools.

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