

DECISION PAPER

SUBJECT: Review of SLA – Supply Cover for Long Term Sickness 2013/2014
DATE: 19th September 2012
RECIPIENT: SCHOOLS FORUM

SUMMARY:

1. We have undertaken a review of the supply cover SLA to ensure that schools are not only receiving good value for money but also that future take up would still make this SLA sustainable.

BACKGROUND and BRIEFING DETAILS:

2. Schools currently have the option to buy into this SLA which funds a contribution towards the supply costs incurred due to long term sickness. This service enables schools to pool the risks of long term sickness of teachers and, in primary schools only, support staff excluding cleaners and caretakers.
3. However over time we have seen a decline in the number of schools agreeing to buy into this SLA, Table 1 in appendix A details the take up over the last 4 years. As can be seen there is a low number of schools subscribing in 2012-13 which is likely to reduce further in 2013-14 allowing for academy transfers alone.
4. Analysis contained within Table 2 in Appendix A shows that on average secondary schools receive a larger amount of funding from the scheme than primary schools do. Even in previous years where secondary schools have made up a smaller proportion of the total number of subscribing schools they have still been taking up more than their share of the subscriptions.
5. If this service was to continue we may need to consider a pricing mechanism that would be fairer across both sectors which would inevitably lead to secondary schools paying more.

6. **RECOMMENDATION:**

The Forum are asked to give a view on:

Whether the current SLA for supply cover in relation to long term sickness should be withdrawn with effect from financial year 2013-14.

Appendices/Supporting Information:

Appendix A – Analysis of SLA take up and allocations to schools

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Appendix A

Table 1 - SLA Take Up 2009 to 2013					
		Year			
		2012/13	2011/12	2010/11	2009/10
No. of Subscribing Schools		39**	55	61	59
Primary/Special	Nos	33	49	55	53
	%	84.6%	89.1%	90.2%	89.8%
Secondary	Nos	6	6	6	6
	%	15.4%	10.9%	9.8%	10.2%
Amount of Income		£224,123	£295,869	£257,275*	£472,541

* Income this year was particularly low as there was a large surplus that had built up in the scheme.

** this number will reduce to 34 during the year when taking account of **known** academy transfers

Table 2 - Funding Distribution Between Sectors							
		Years					
		2011/12		2010/11		2009/10	
		£	%	£	%	£	%
Primary/ Special	Cost to Schools	216,571	73.2	210,394	81.8	390,676	82.7
	Payment from Fund	129,516	43.8	250,510	72	209,505	65.4
Secondary	Cost to Schools	79,298	26.8	46,881	18.2	81,865	17.3
	Payment from Fund	166,353	56.2	97,453	28	110,632	34.6