

education insight

Education Insight: for those working in the education sector

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welcome

to the November edition of our newsletter for those working in the education sector. We hope you will find this a useful summary of latest developments in schools, further and higher education and the training and apprenticeships arena. If you have any comments on the format or want more detail about a particular subject, please do not hesitate to contact any of us.



teacher workload cut by five hours a week over past three years

In comparison to 2016, teacher working hours has fallen by almost 5 hours per week, according to research conducted on the matter, which surveyed over 7,000 teachers, middle leaders and senior leaders.

Although teaching time has remained stable over the 3 year period, it was found that the reduction has been driven by cuts to time spent outside the classroom to complete burdensome tasks.

Gavin Williamson, the Education Secretary has noted:

"For too long, teachers have been working too many hours on time-consuming admin tasks that simply don't add value to the classroom..."


"...Today, I'm announcing how schools across the country stand to benefit from our £14 billion pound investment. As well as further measures to support staff through new technology to improve timetabling and curriculum resources to reduce planning time, this funding should help ensure teachers spend more time doing what they do best, teaching our children."

The research conducted found that teachers and middle leaders in primary schools were reporting that they were working an average of 12.5 hours during weekends and evenings, which is down 5 hours since 2016. Time spent out-of-hours by secondary schools teachers hasn't fallen as much but nevertheless, a reduction of 3.8 hours has been recorded in comparison to 2016.

Following the research, The Department for Education has announced plans to ensure that teaching remains an attractive profession, including announcing a significant step towards early roll-out of the Early Career Framework Programme in Bradford, Doncaster, the North East and Greater Manchester, from September 2020 which will see the appointment of providers of fully funded support packages for new teachers and mentors.

To read the full article, please [click here](#).

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new teachers set to receive up to £25k bursary and early career payments

New maths, chemistry, physics and modern foreign language teachers are set to receive a financial package worth up to £35,000 in addition to their salary.

The bursary is to be staggered so that whilst during training, trainee teachers should receive £26,000, with an additional £6,000 to be paid across the first four years of their career, from 2020/21.

The Education Secretary, Gavin Williamson has said:

"The inspirational role of a talented, dedicated and committed teacher can never be understated and is the one constant that all of us can remember from our time at school..."

".... The bursaries we are announcing today, along with the 2.75% pay rise for all teachers and school leaders this academic year, will do just that, while ensuring that those who stay in the classroom will benefit most."

To read the full article, please [click here](#).

What are people saying?

It can be recognised that the Education Secretary has placed a lot of emphasis on the need to attract and maintain teachers with packages such as the one noted above being introduced, but how many new teachers does the current education system need?

It has been found that schools across England advertised almost 1,300 more teacher vacancies last year than in the previous 12 months according to research, which ultimately attracts questions regarding the worsening teacher shortage.

The research that has been conducted by SchoolDash found that recruitment activity levels were highest in the Southeast and London, with the Northeast and Northwest positioned as the lowest. Not only does the research vary considerably from region to region, it was also found that there was a large variation by subject area.

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schools to learn funding allocations following £14 billion pledge

The recent announcement that the Government will be investing £14 billion into primary and secondary education, will see secondary schools receiving a minimum of £5,000 per pupil next year, with every primary school able to receive a minimum of £4,000 from 2021-22.

These figures follow the Prime Minister's pledge back in August that the budget for schools would be increased by a total of £14 billion over 3 years, rising to £53.2 billion by 2022-23.

As well as this new funding, £780 million is to be invested in 2020-21 to help children with Special Educational Needs and Disabilities (SEND) get the most out of their education.

Boris Johnson, Prime Minister stated:

"I promised on my first day in Downing Street to make sure every child has equal opportunities to succeed – regardless of their background or where they live. Because I believe that talent and genius is

evenly distributed but so often opportunity is not, and my job is to change this."

"We're already delivering on this promise with schools receiving more than £14 billion additional funding over the next three years, meaning every pupil in every school will get more money, and funding across the country will be levelled up."

Available from April, the extra money will:

- Ensure that per-pupil funding for all schools can rise at least in line with inflation
- Progress the implementation of our National Funding Formula, delivering promised gains in full for areas which have been historically under-funded
- Give schools the certainty they need to plan their budgets

In addition to the totals noted above, £4.4 billion is being invested over the next three years to continue to fund additional pension costs for teachers.

To read the full article, please [click here](#).

What are people saying?

The £14 billion investment mentioned in Gavin Williamson's speech has without doubt attracted attention, however it has been noted that the £14 billion figure referred to is a cumulative total over the next three years. Furthermore, some have noted how the budget will actually increase by £7 billion by 2022, which works out as £4.3 billion extra in "real-terms".

“As well as this new funding, £780 million is to be invested in 2020-21 to help children with Special Educational Needs and Disabilities (SEND) get the most out of their education. ”



first ‘state of the nation’ report marks world mental health day

It has been found that more than 4 in 5 young people aged between 10 and 24 are happy with their lives according to figures published to mark World Mental Health Day on 10th October 2019.

The categories that young people were most happiest with included:

- When with friends and family
- Their health
- School
- Their appearance

Although the figures are promising, it is with no surprise that bullying, including cyberbullying was rated as one of the main reasons for unhappiness or poor wellbeing – more so for teenage girls. Recent NHS data has also found that almost a quarter (22.5%) of teenage girls have an emotional disorder, with bullying being one of the

primary contributing factors. Additionally, sleep and leisure time were reported as important factors for the results.

Education Secretary, Gavin Williamson has said:

“The pressures young people face today both in and out of school are vastly different to those their parents and grandparents experienced, so we need to listen to what they have to say and act on it.”

“That’s why our new compulsory new health and relationships education will teach pupils from an early age how to build their resilience, notice changes in their wellbeing and how to form healthy relationships, starting with their friends at school. We are also ramping up professional mental health support in schools so that when there is a problem, help is available quickly.”

The Health Secretary, Matt Hancock has stated that:

“Looking after our mental health must start at a young age – and our children should feel valued, supported and listened to. It is encouraging this report finds the majority of our young people are happy, but our mental health is an asset – just like our physical health, so it is vital children get the support they need.”

“We are also transforming services through the NHS Long Term Plan – backed by an extra £2.3 billion a year – so that 345,000 more children and young people have access to mental health support by 2023/24.”

To read the full article, please [click here](#).

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government loans to build new schools alongside new homes

On 10th October 2019, Gavin Williamson announced that up to £20 million per school would be made available to builders, in order to have schools ready in new communities before new properties are finished.

The aim of this approach is to produce new schools places that are financed and delivered upfront, rather than builders having to wait for new housing developments to be complete and sold before having the finances to build the schools required. This should also bring the Tories closer to meeting their goal of creating 1 million school places nationwide in a decade since 2010.

The Education Secretary has said:

"...we know in some cases, building schools and properties at the same time so they are ready for new communities can be challenging for housing developers. That's why we are launching these loans today, to help parents secure a good school place for their child at the same time as moving into a new family home."

The Developer Loans for School Programme will run from 2019 to 2021, in areas that meet a specific criteria, including:

- Demand for more good school places;
- An approved application to open a new free school before the loan changed hands;
- Planning permission to build extra homes;
- Demonstrate value-for-money of the project;
- Early funding required for the school as part of housing developments; and
- The borrower must be a UK-registered company and must own the site.

The pilot programme, which initially consists of around 10 loans, started accepting applications from October 2019.

To read the full article, please [click here](#).

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multi-million investment in school and college buildings

Academies and sixth form colleges across England are now able to bid for a share of more than £400 million to put towards developing facilities, improve schools buildings and create more good school places.

This fund can be used to expand classrooms, upgrade facilities and address issues of general wear and tear of school buildings. The criteria to be considered for the funding will favour bids from schools with organised finances and good governance, as well as showing restraint on executive salaries.

The strengthened criteria for next years' Condition Improvement Fund will incentivise academies and trusts to improve finances and governance. The point based system

will see that candidates who pay two or more salaries in excess of £100,000 or one salary in excess of £150,000 lose as many as 4 points during the judging process. In addition to this, Academies Minister Lord Agnew has introduced the following:

- An extra point for applicants that have signed-up to the most recent Government funding agreement;
- Deductions of up to four points for applicants that have not submitted a financial improvement plan following a visit from a School Resource Management Advisor; and
- Further scrutiny for successful projects worth more than £1 million.

To read the full article, please [click here](#).

What are people saying?

It has been said that Ministers are withholding £500,000 for vital repairs from 17 schools due to them having not agreed to a visit from Lord Agnew's costcutters. Not only are the 17 schools facing these issues, many have criticised the new points system for obtaining the Condition Improvement Funding. The points system is being deemed as unfair due to it only applying to smaller trusts.

The Secretary of the Association of School and College Leaders has stated that:

"The deterioration of the school estate is a well-documented problem and the department should not be making it more difficult for schools to access what little capital funding is available."

"It is deeply worrying that money that has been allocated for keeping buildings safe and in good working order is being withheld to leverage an unconnected policy."

"The criteria to be considered for the funding will favour bids from schools with organised finances and good governance, as well as showing restraint on executive salaries."



policy — your need to know guide

Important dates to note if your school is converting to academy status

For any schools converting to academy status, this is a breakdown of all of the relevant deadlines that must be met in order to convert by the schools selected date.

Please [click here](#) to read the full guidance.

A level and other 16 to 18 results: 2018 to 2019 (provisional)

Provisional information on A level and other results for 16 to 18 year olds at the end of their final year, including average points scored for students in a number of subjects.

Please [click here](#) to read the full statistics.

Teachers: claim back your student loan repayments

Guidance on how teacher who have been employed as a teacher in the 2018 to 2019 financial year can claim back the student loan repayments.

Please [click here](#) to read the full guidance.

meet the team

As the evolving educational landscape continues to open up new opportunities and present challenges, you need to be confident that you are getting the right legal advice, at the right time and, of course, at the right price. Ward Hadaway's Education Team is recognised as a leading national player. Our friendly, commercial and pragmatic approach allows you to be reassured that you are in safe hands.

Whether you are a maintained school, academy, multi academy trust, free school, studio school or UTC, our team have an in-depth, up-to-date knowledge of the sector, making us ideally placed to offer the best possible advice to all those involved in the delivery of educational excellence for pupils, students and their communities. [Click here](#) to read about how we can work with you.



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