

Secondary School Financial Survey

Q1 .

Answered: 27 Skipped: 0

| Answer Choices | Responses |
|-------------------------------|------------|
| Name of School / College | 100.00% 27 |
| Age range of School / College | 100.00% 27 |

| # | Name of School / College |
|----|---|
| 1 | Newbridge High School |
| 2 | Bosworth Academy |
| 3 | Rawlins Academy |
| 4 | Charnwood College |
| 5 | De Lisle College |
| 6 | South Wigston High School |
| 7 | Winstanley Community College |
| 8 | Ibstock Community College |
| 9 | Wreake Valley |
| 10 | Hall Orchard CE Primary School |
| 11 | Lutterworth High School |
| 12 | Riverside Primary |
| 13 | Langmoor Primary School |
| 14 | Manor High School |
| 15 | The Meadow CP School |
| 16 | King Edward VII Science & Sport College |
| 17 | Stonebow primary School |
| 18 | Shepshed Hind Leys |
| 19 | Red Hill Field Primary School |
| 20 | Ridgeway Academy |
| 21 | Woodbrook Vale School |
| 22 | Hastings High School |
| 23 | martin High School |
| 24 | The Roundhill Academy |
| 25 | Brockington College |
| 26 | Ashmount School |
| 27 | Castle Donington College |

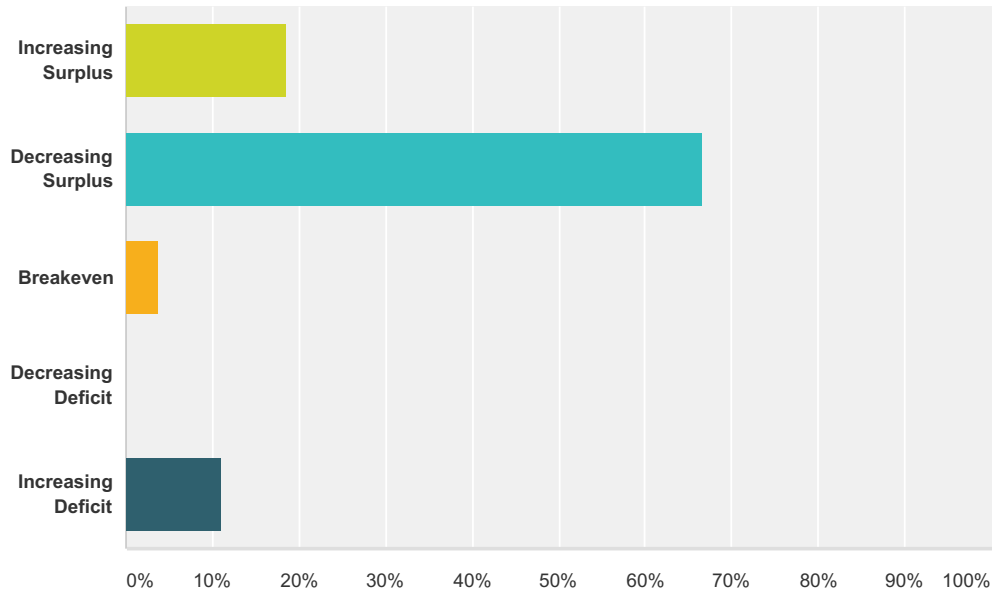
| # | Age range of School / College |
|---|-------------------------------|
| 1 | 11-14 |
| 2 | 11-18 |
| 3 | 11-18 |
| 4 | 11-18 |
| 5 | 11 to 19 |
| 6 | 11-16 |
| 7 | 11 - 16 |

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| | |
|----|---------------------------------------|
| 8 | 11-14 |
| 9 | 11-18 |
| 10 | 4-11 years |
| 11 | 11-16 |
| 12 | 4 - 11 |
| 13 | 4-10 |
| 14 | 10 -14 |
| 15 | 4-10 (will be 4-11 from September 16) |
| 16 | 14-19 |
| 17 | 4 to 11 |
| 18 | 10-14 and 14-19 |
| 19 | 4 - 11 |
| 20 | PRIMARY |
| 21 | 11-16 |
| 22 | 11-15 |
| 23 | 11-16 |
| 24 | 11 - 16 |
| 25 | 11-16 |
| 26 | 4-19 |
| 27 | 10 - 14yrs |

Q2 What is the financial position for 2014/15 financial year compared to the previous financial year?

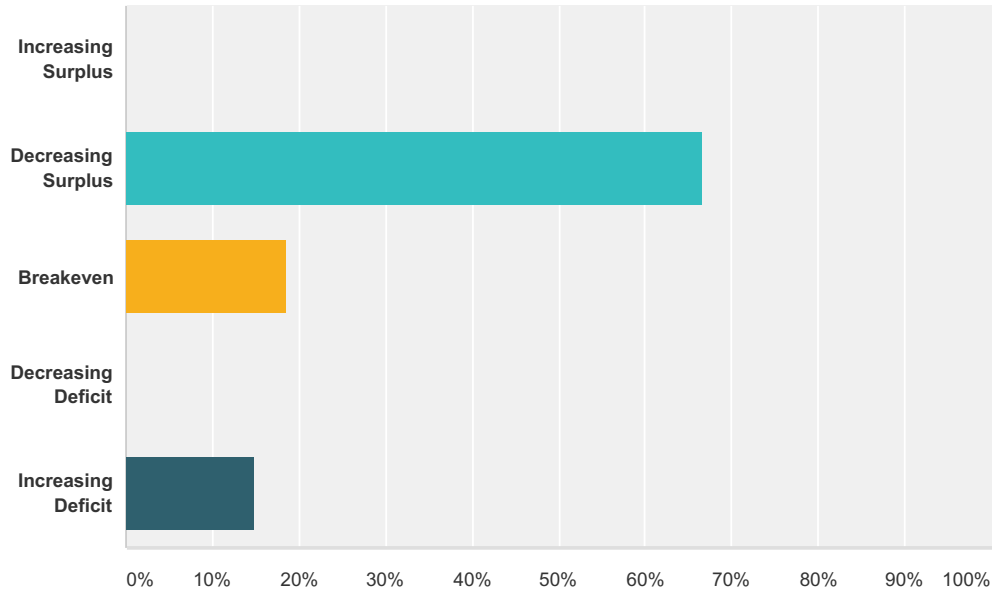
Answered: 27 Skipped: 0



| Answer Choices | Responses | Count |
|--------------------|-----------|-----------|
| Increasing Surplus | 18.52% | 5 |
| Decreasing Surplus | 66.67% | 18 |
| Breakeven | 3.70% | 1 |
| Decreasing Deficit | 0.00% | 0 |
| Increasing Deficit | 11.11% | 3 |
| Total | | 27 |

Q3 What do you project your 2015/16 financial position to be?

Answered: 27 Skipped: 0



| Answer Choices | Responses | Count |
|--------------------|-----------|-----------|
| Increasing Surplus | 0.00% | 0 |
| Decreasing Surplus | 66.67% | 18 |
| Breakeven | 18.52% | 5 |
| Decreasing Deficit | 0.00% | 0 |
| Increasing Deficit | 14.81% | 4 |
| Total | | 27 |

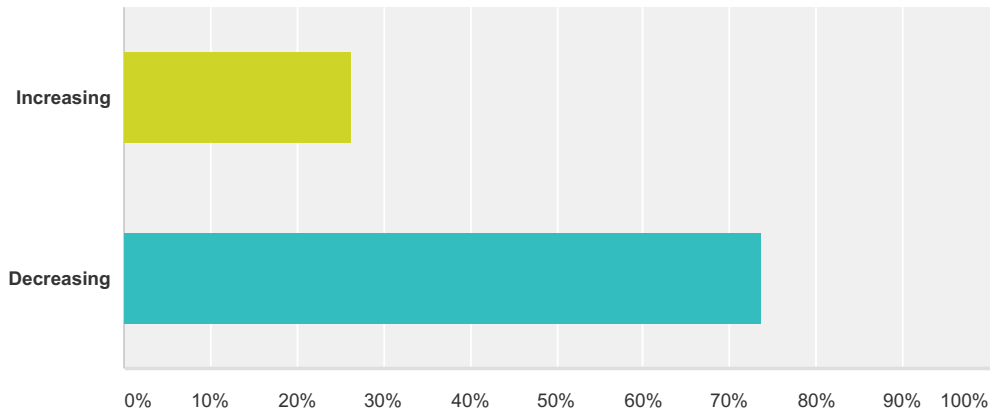
Q4 What is your Current Ratio (Current Assets / Current Liabilities) taken from your latest set of accounts?

Answered: 24 Skipped: 3

| # | Responses |
|----|---|
| 1 | 2.82 (should you not also ask for the Net Current Assets, which is an indication of reserves - these are reducing for most academies) |
| 2 | 5/1 |
| 3 | 4.81 |
| 4 | Unable to provide information |
| 5 | 6.08 |
| 6 | ? |
| 7 | 1.2 |
| 8 | 1:18 |
| 9 | 2.01 |
| 10 | 5/1 |
| 11 | 13/14 £448000 Net Current assets/£604000 Pension Liability |
| 12 | ? |
| 13 | 60/40 |
| 14 | 3.5 |
| 15 | 2014-15 accounts still being prepared - unable to answer |
| 16 | 3.7 |
| 17 | n/a |
| 18 | 11:24 (hope that makes sense) |
| 19 | 2.08 |
| 20 | 1.11 to 1 (31/08/15) |
| 21 | 1.58 : 1 |
| 22 | £959,000 to £266,000 |
| 23 | LMSS does not work in this way |
| 24 | 8.15% |

Q5 Is your Current ratio

Answered: 19 Skipped: 8



| Answer Choices | Responses |
|----------------|-----------|
| Increasing | 26.32% 5 |
| Decreasing | 73.68% 14 |
| Total | 19 |

Q6 Have you undertaken redundancies in the last two financial years? If so please indicate the number of FTE for teaching / non teaching staff.

Answered: 21 Skipped: 6

| Answer Choices | Responses |
|------------------------|-----------|
| Teaching (2013/14) | 90.48% 19 |
| Non-teaching (2013/14) | 85.71% 18 |
| Teaching (2014/15) | 90.48% 19 |
| Non-teaching (2014/15) | 95.24% 20 |

| # | Teaching (2013/14) |
|----|---|
| 1 | 0 |
| 2 | None appointment made with temporary reduction in numbers in mind |
| 3 | 9.9 |
| 4 | 0 |
| 5 | 0 |
| 6 | 0 |
| 7 | No |
| 8 | No |
| 9 | 0 |
| 10 | 0 |
| 11 | 0 |
| 12 | none |
| 13 | No |
| 14 | 0 |
| 15 | 0 |
| 16 | 5 as at 31/08/2015 |
| 17 | 0 |
| 18 | No |
| 19 | 1.2 |

| # | Non-teaching (2013/14) |
|----|---|
| 1 | 1.3 |
| 2 | None but carefully appointed to temporary contracts |
| 3 | 0 |
| 4 | 0 |
| 5 | 0 |
| 6 | 0 |
| 7 | No |
| 8 | No |
| 9 | 0 |
| 10 | 0 |

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|----------|---|
| 11 | 0 |
| 12 | none |
| 13 | No - but have reduced total hours |
| 14 | 0 |
| 15 | 0 |
| 16 | 0 |
| 17 | No |
| 18 | 0 |
| # | Teaching (2014/15) |
| 1 | 0 |
| 2 | None appointment made with temporary reduction in numbers in mind |
| 3 | 0 |
| 4 | 7.55 |
| 5 | 0 |
| 6 | 11.9 |
| 7 | 0 |
| 8 | No |
| 9 | No |
| 10 | 0 |
| 11 | 0 |
| 12 | 0 |
| 13 | none |
| 14 | No - but we have reduced by 1 teacher through natural loss |
| 15 | 0 |
| 16 | 0 |
| 17 | 0 |
| 18 | No |
| 19 | 1 |
| # | Non-teaching (2014/15) |
| 1 | 0.8 |
| 2 | None but carefully appointed to temporary contracts |
| 3 | 1.5 |
| 4 | 7.0 |
| 5 | FTE 2 leavers not replaced |
| 6 | 0 |
| 7 | 17.23 |
| 8 | 0 |
| 9 | No |
| 10 | No |
| 11 | 0 |
| 12 | 0.4 |
| 13 | 0 |
| 14 | none |
| 15 | No - but have reduced total hours |

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|----|----|
| 16 | 0 |
| 17 | 0 |
| 18 | 0 |
| 19 | No |
| 20 | .5 |

Q7 Please describe the financial challenges and issues that have affected your financial position in the past two financial years. Please state the financial impact of each issue.

Answered: 25 Skipped: 2

| # | Responses |
|----|---|
| 1 | Lack of funding for increase in salaries, Pension and NI has caused significant issues. There will need to be further redundancies as a result of this. Additional funding if distributed differently could have assisted with this and avoided future planned teaching and student support staff redundancies. An 3% additional funding or £100 per pupil could have secured this. |
| 2 | - Age Range Change - no financial support from EFA / LA - Transport (local authority transport plan changes) - Low funded authority - salary increases no uplift in budget to accommodate |
| 3 | National squeeze on education funding, especially P16 Leicestershire fair funding issues and decision to allocate most new money to primary schools unfunded age range changes - KS4 to KS3 |
| 4 | Falling rolls as a result of age range change |
| 5 | Lower student numbers due to Loughborough schools reorganisation. Loss of lagged funding circa £120k Published increase in employer contributions for Teacher Pensions, Support Staff Local Gov't Pensions, end of employer NI rebate of 3.4% April 2016 –approximate 5% unfunded increase in staffing costs New GCSE & A Level Courses |
| 6 | Reduced income: Insurance funding: This reduction has meant we have had to review the level of cover we have in place and we don't now have the level of cover we did two years ago. Reduction in ESG: This has meant that we have seen less services being brought back as we have less funding per student. Reduction in Maintenance funding: We are able to undertake less work around school to maintain the up keep of the building. Clear calculation of the Deprivation funding, hard to forward plan as there is not a simple way of calculating it. Hard to forward plan how to cater for these students? Lump Sum payment is not pro-rata, primary schools get the same as a secondary, is that fair and consistent? We could use the increased funding for further intervention or student enrichment. The consistency of regular rules around funding: Makes 5year planning crazy. Each year the amounts we get per student are changed and the manner in which we are judged alters how can we be consistent and forward plan with confidence? |
| 7 | Age Range Change Increased Competition |
| 8 | Fall in student numbers Increase in staffing costs Small increase in government funding for secondary schools in 2014/15 Income lost from LA for extended services, e.g Adult Education and Youth Services. Students lost to other local schools through parent choice. Staff skill shortage - lack of suitable applicants which is driving up salaries. |
| 9 | Age range changes have meant that we will not be funded for students that we teach this year, and we will not be funded for the current student numbers next year. On top of this we have increased costs associated with pay awards, changes to NI and Superannuation, the new living wage and general cost pressures. |
| 10 | Pupil premium funding as less pupils applying because of UIFSM Top-up funding from SEN children, school having to find funds to cover their contribution. Converting to an Academy and the additional costs incurred with this which maintained schools are not required to. Our conversion costs were significantly higher than the contribution that we were given by the EFA. |
| 11 | During age range change we are not funded for pupils until the following year. In 15/16 we have a budget based on 694 pupils - we have 762 pupils in school! This is an obvious financial strain as there is no transitional funding for High Schools, despite the fact that in year 3 we lose funding for year 7's moving to the Upper school yet we do not get funding for Year 10's as we already have 5 year groups by then. Transitional funding of 90% should be applied in year 3 of transition of High Schools to allow financial parity with Upper Schools. The SEN clawback over the last 2 years was another impact on the school budget! AWPU level very low in comparison to other authorities. EHCP - funding changes have impacted on the amount of top up received to support vulnerable students. Capital Funding (DFC) so small it is not useful for any significant capital works! ACMF process encourages schools to spend money on consultancy without any guarantee of funding - this process needs to be reviewed. NI Contributions increase have had approximately £50k per annum effect on budget!! No additional income (other than £2k grant!) Reduction in MFG Reduction in ESG Removal of the insurance top up funding - schools wanting same cover and service having to meet this cost from own budgets! |
| 12 | Changing to an Academy has increased level of expenditure due to charges from all services. Lucky to receive CIF Funding for a new mobile. |

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| 13 | Significantly less capital funding relying on decreasing reserves for development. Increase in revenue costs with little or no increase in funding. |
| 14 | Rising staffing costs. Also planning for the return of Year 6 to the school. |
| 15 | Fall in NOR, 80 X c£4k = £320k Non Funded Pay Award = £40k Multiple Aged Buildings and unsuccessful capital bids resulting in excessive un-funded remedial works c £70k |
| 16 | Since becoming an academy, increased costs of buy backs, insurance, utilities etc Staffing costs - higher % of overall budget as fewer less experienced staff |
| 17 | Lack of information about pupil numbers in future years - difficult to plan classes/predict income Increasing staff cost in particular pensions contributions |
| 18 | We are trying to avoid a deficit budget and despite cuts each year is more challenging. Increase in on-costs and salaries are the biggest factor. We have reduced our total classroom support assistant hours despite an increase in SEN children (having to pay the first £6000 of a statement has caused us considerable problems) and have reduced the teaching staff by 1 although number on roll is still similar. reductions have been made in all budget areas including premises, resources and training. |
| 19 | Unfunded pay awards NI rate changes Pension rate increase Contributions from Revenue to Capital Projects |
| 20 | Money is very tight and we have had to cut back on staff training, resources and site developments to ensure we stay in the black. |
| 21 | 1. changeable pupil numbers with conversion to 11-16, bulge years requiring extra staff but then need to cut down. Cost of redundancies met by the academy c£137k. 2. Not enough financial support to change the infrastructure to fit a 11-16 school. Some support from the LA and EFA and investment from s106 and the academy but still no sports hall, adequate dining facilities, office space, small classrooms. Need a further £2million. 3. Pupil numbers lower than forecast due to market forces (local school outstanding, we are RI, transport policy changes expensive for our parents, Groby GCSE results better than ours). Funding 15/16 £273000 lower than budget (this also fed into the redundancies). 4. Numbers on roll this September are 16 lower than expected - this will trigger further redundancies to save £75k 16/17 and £236k 17/18. We are unsure whether we can do this and are analysing the curriculum models. 5. Government changes to the curriculum are expensive in terms of resources but no additional monies are given. 6. Pay rise announced by the government costs us £24kpa but no additional monies in the budget. This is 1/2 a teacher being redundant in reality. 7. Academies are not able to borrow or take out finance leases. We cannot be expected to operate in a commercial world with such restraints. We have to take out operating leases and then do not own the goods. This is more expensive for the tax payer. |
| 22 | Not being funded for actual numbers on role during period of increasing age range change. Currently 675 on role being funded on 630, with no reserves. Negotiations on-going with EFA for support. Negative cash position projected at December 2015. |
| 23 | 11-16 age range change has meant that we have had to spend a surplus that we had been building up for age range change. We have spent the surplus and have had to agree to a building loan, meaning a commitment of £156K in each of the next 7 years. What is concerning is that this has come at the same time as a decreasing net budget (due to staff wage increases, pension changes, NI increases), failure to receive the full amount of 'fairer funding' that we were informed by central government that we would receive and not receiving the AWPU for all children joining the school. We have only managed to breakeven due to our strong financial budgeting, savings made and because of income from lettings. I am concerned that we may incur a deficit budget in the near future. |
| 24 | New school has meant that salaries have exceeded income for a number of years - LA agreed deficit |
| 25 | Reduction in EFA funding over the last two years Not filling staff places as they become vacant |

Q8 Have you undertaken redundancies in the current financial year (2015/16)? If so please indicate the number of FTE for teaching / non-teaching staff.

Answered: 21 Skipped: 6

| Answer Choices | Responses |
|----------------|------------|
| Teaching | 100.00% 21 |
| Non-teaching | 95.24% 20 |

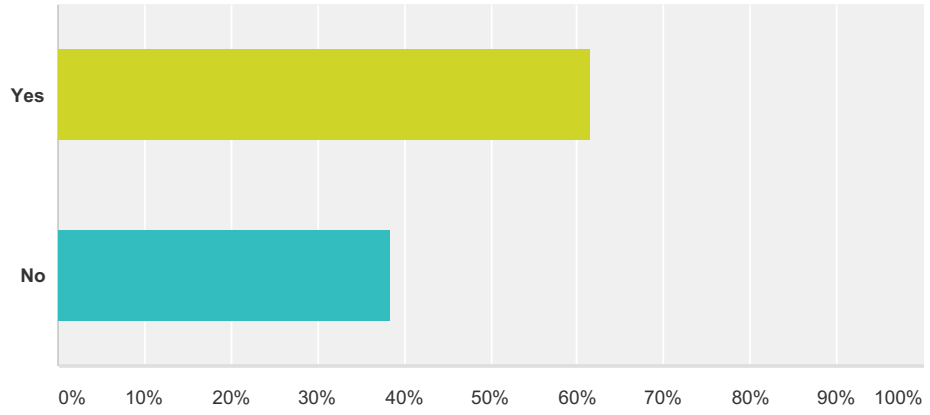
| # | Teaching |
|----|--|
| 1 | planned for 2016/17 (although we predicted a 14% above PAN intake) |
| 2 | N/A |
| 3 | not yet, but may have to |
| 4 | 7.0 |
| 5 | 0 |
| 6 | 7 fte expected |
| 7 | 0 |
| 8 | No |
| 9 | No |
| 10 | 0 |
| 11 | 0 |
| 12 | 0 |
| 13 | None |
| 14 | 0 |
| 15 | NO |
| 16 | 0 |
| 17 | 0 |
| 18 | 5 as at 31/08/15 |
| 19 | 0 |
| 20 | No |
| 21 | 1 |
| # | Non-teaching |
| 1 | 1.56 (2 members of student support staff) |
| 2 | N/A |
| 3 | not yet, but may have to |
| 4 | 8.8 |
| 5 | 2 (Potentially) |
| 6 | Currently reviewing again |
| 7 | 0 |
| 8 | No |
| 9 | No |
| 10 | 0 |

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|----|--|
| 11 | 0 |
| 12 | 0 |
| 13 | In process - 1 post, 0.4 due to office restructure |
| 14 | 3 |
| 15 | NO |
| 16 | 0 |
| 17 | 0 |
| 18 | 0 |
| 19 | No |
| 20 | 0 |

Q9 Do you expect to undertake redundancies in the next three financial years?

Answered: 26 Skipped: 1



| Answer Choices | Responses |
|----------------|-----------|
| Yes | 61.54% 16 |
| No | 38.46% 10 |
| Total | 26 |

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Q10 Please describe the financial challenges and issues that will affect your financial position over the next three - five years. Please state the financial impact of each issue where possible.

Answered: 24 Skipped: 3

| # | Responses |
|----|--|
| 1 | Pension charges and auto enrol will have a detrimental effect - need to reduce staffing to accommodate additional costs. No real increase in funding to pay for those staff who met the criteria for pay progression will mean fewer staff and a need for reduction. The delay in funding and no reserves (predicting only £50k this year) will cause significant problems with an increasing number on roll and no funds to pay additional teachers required - even when planned optimum contact ratios, we are still short of funds. Our pupil numbers are set to continually rise over a number of years. We are unable to fund this lag of funding. Reducing Net Current Assets due to in-year deficit budgets being set. This is a question your survey should be asking. Hope this is of some use. |
| 2 | - Transport - Salaries |
| 3 | many issues which will be common to all Leicestershire Secondaries. The single biggest issue is P16 numbers. Ironically in a year in which A-level results are outstanding, Y12 has dropped by 100. This is a result of age range changes, competition from Loughborough College which has invested heavily. Impact is £400K next year, over £1M the following year and for 2 years beyond. |
| 4 | Non funding of staff pay rises/ increased pension & NI costs. Incremental pay rises £305k 15/16 £123k additional cost in 16/17 and a further £110k in 17/18 Further diminishing GAG funding - ESG & Lump Sum Predicted £391k in year deficit 2016/17 and £471k 2017/18 This is despite predicted student number increases in the 6th form |
| 5 | In the next 3-5years we will have to alter our curriculum model to cope with redundancies otherwise we will be in a negative position. I would like to be able to meet like secondary heads or school forums as business managers to ensure that we get told consistently the changes in the finances. I would be interested in trying to make things better county wide if opportunities appeared. Funding for LAC and PP in different for each authority (amounts per students, how to claim it, frequency to receive it). This causes lots of work as there is not a standard process. If there was such as system we could make this a lot easier and transparent. Surely we could get county to complete building surveys across the county and the maintenance funding is handed out based on need not a formula? The delay on decisions with regard to funding formulas - hard to forward plan... Happy to explain further if required. |
| 6 | Age Range Changes Increased Competition |
| 7 | The financial challenges seen over the last 2 years will continue and increase. EFA grants are unlikely to increase and staff costs will raise with the shortage of teachers and the rise to minimum wage. Based on the 5 year forecast we are projecting a £230K deficit by 2017/18 which will grow by an additional £200K pa if not addressed. Student data shows the numbers increasing with the impact on new housing however until these have actually started to show in school we feel it is unwise to build into the model. |
| 8 | We anticipate a significant deficit, exceeded £1 million in 2 years time even after having taken action on redundancies and other significant cost savings. |
| 9 | Minimum wage Capital costs Cuts in funding |
| 10 | As previously discussed, age range change is putting significant financial pressure on the school, particularly in year 3 of the change when an adjustment will be made to transfer funding to the Upper School for any Year 7's that move there without any transition funding to support this movement. Pay awards, pay progression, increased cost of energy and the reduction in funding all contribute to making the financial situation unmanageable in the longer term despite really tough decisions to keep staffing to a minimum when timetabling. |
| 11 | Year 6 to come back to primary - Extra Staffing Unsure how UIFSM will change |
| 12 | Increasingly difficult to maintain an in-year balance whilst continuing to develop the school and staff. |
| 13 | Getting Year 6 back in September 2016 will make the budget for 16-17 tight The forthcoming rise in NI costs, plus rising pension contributions are also likely to present a significant challenge. |
| 14 | Fall in NOR, 40 X C£4k = £160k, Withdrawal of Insurance Top Up Funding = £8k Reduction in ESG = £63k Increase in NI & Pension Contributions wef 2015/16 = £50k, Min Wage Rise Oct 2015 = £8k |
| 15 | PAN is 48 so with infant class size needing to be below 30, this means additional class to incorporate pupils and avoid mixed key stage class. Staffing therefore more expensive. Reduction in amount of SEN top up funding as pupils move schools but staffing permanent. School needs updating and refurbishing to allow for increasing numbers. 1991 build not always fit for purpose so money needs to be allocated to capital projects. |

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| 16 | Age-Range Change and consequent restructuring | |
| 17 | We feel that we have cut back so much in the last 4 years that we have nothing else we can reduce. We are hoping for an increase in pupil numbers or an improvement in the budget without which we will really struggle to avoid deficit whilst continuing to provide a good education | |
| 18 | We are working to maintain a balanced budget position for the period but some external factors that we have no control over such as unfunded pay awards, changes to funding formula will need to be factored in. | |
| 19 | We expect to be in a deficit situation in 3-4 years. We will have to make redundancies at that point. | |
| 20 | 1. Problem of pupil numbers as described above. We need to hit 900 pupils to become a viable school. Numbers now are 843, 16/17 833, 17/18 830, 18/19 849 and 19/20 873 and that is assuming we take on 180 in year 7 from Sept 16 onwards. Work on £4500 per pupil on average. 2. How to finance a rolling programme of ICT and Premises infrastructure. Shortfall c £60kpa 3. Reliance on CIF bids to do any major work. Restricted to 2 bids each year and no guarantees that they will be successful. Bids c£150kpa 4. Changes to KS4 structures in GCSEs and KS3 curriculum. c£30k required. 5. School kitchen is on the verge of being condemned. We can't replace any equipment until a new extraction unit is installed c£20k. Meanwhile chef has to keep oven doors shut with a large pan! Need £80k for a refurbishment. | |
| 21 | Robust financial good health projected by financial year 2017/18, when return to lag funding ensures a full school is once again funded appropriately. | |
| 22 | Please see question 7. We will also need to replace our artificial pitch in 5 years at a cost of £200K, so that we can continue to generate income. Further concerns are around needing to receive the full amount of fairer funding in the future and cuts being made to our budget by central government or the continuation of staff pay increases coming from school budgets. | |
| 23 | Maintaining quality of provision once the school is full | |
| 24 | EFA continual reduction in funding Increased staff costs (annual rises & oncosts) Minimum wage | |