READING BOROUGH COUNCIL

REPORT BY FINANCIAL SERVICES

TO: Reading Schools Forum

DATE: 11 JANUARY 2018 AGENDA ITEM: 5

SUBJECT: SCHOOL FUNDING FORMULA 2018/19

SERVICE: EDUCATION, CHILDRENS'S WARDS: All

& EARLY HELP SERVICES

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PRINCIPAL ACCOUNTANT

1 PURPOSE OF REPORT

1.1 This report follows the recommended and agreed processes at the October 2017 Schools forum for the production of the 2018-2019 Schools Funding Formula.

2. RECOMMENDED ACTION

- 2.1 To note: Background on the work and agreements to date
- 2.2 To note: All figures supplied are indicative, before de-delegation and before final submission/agreement.
- 2.3 To note: formula funding options including transitional formula
- 2.4 Feedback: To assist LA decision on formula option for submission to ESFA by the 19th January

3. BACKGROUND

- 3.1 Over the last few years, the government has published 2 consultations regarding the introduction of a National Funding Formula for Schools. The National Funding Formula for all Schools will commence in 2020-21. Local Authorities have two years to transition the current local formulas to the national one.
- 3.2 Reading LA reviewed the Local School Funding Formula with the Funding Working Group and in July 2017, the group developed a local consultation. The results were reported back in October to the Schools Forum for discussion. The Schools Forum agreed 4 main recommendations for the LA to use while producing the 2018-19 formula.

- 3.3 The main recommendations agreed at October 2017 Schools Forum
 - 1. The LA will implement the IDACI Factor
 - 2. The LA will implement the Free School Meals Factor Ever 6
 - 3. The LA will review the Lump Sum amount while reviewing the factor values and working out the impact due to the minimum funding guarantee.
 - 4. The LA will move towards or use the new National funding factor values
 - a. The LA will produce a table that will include
 - i. How much each individual school would have got (per average pupil) in 18-19 under the old Reading formula
 - ii. How much each individual school would get (per average pupil) if implementing the National formula in full
 - iii. Proposed LA transition formula that will move all schools towards the National formula and potentially lessen any finance impact on schools (per average pupil).

This will then be discussed at January 2018 Schools Forum and a view will be recorded from School <Forum members.

3.4 With regard to Formula changes it is for the LA to propose and decide any changes. Schools Forum must be consulted on any changes and also must inform schools of any consultations (in practice the LA has discharged this responsibility). It should be noted that all Primary and Secondary Schools and Academy members have a vote on this matter.

4 SCHOOL FORMULA FUNDING 2018-2019 (based on 17-18 local formula)

4.1 School formula funding work happened over the Christmas period when the ESFA provided the formula tool. This would have included updated data from various sources (mostly the October 2017 Census). The first step was to produce the 18-19 budgets on the same bases as the 17-18 formula. Attached in annex 1 is the detailed split (by school) on what the estimated budget would have looked like if the LA/Schools Forum chose not to do any changes from the current 17-18 formula. The table below shows the split between each local formula area.

FORMULA AREA	Actual 17-18 Budget	Estimated 18-19 Budget	Budget Variance
AWPU	64,842,213	67,174,631	2,332,418
DEPRIVATION	4,811,765	4,937,838	126,073
EAL & MOBILITY	2,501,251	2,703,781	202,530
PRIOR ATTAINMENT	3,325,930	3,279,638	(46,292)
LUMPSUM	2,375,520	2,375,520	-
SPLIT SITES	17,149	17,149	-
RATES	1,147,157	1,176,914	29,757
EXCPETIONAL RENTS	74,895	74,895	-
MINIMUM PER PUPIL	0	492,368	492,368
MFG	1,496,811	857,926	(638,885)
TOTAL	80,592,691	83,090,660	2,497,969

4.2 If the LA populated the formula on the same basis as 17-18 due to the pupil increases and adopting the national rule of minimum funding per pupil (Primary

- £3,300 and Secondary £4,600 for 18-19), the 18-19 formula would have costed an additional £2.5 million. As in every year, the reason for gains/losses are not completely due to pupil numbers, The majority of pupils would attract other forms of funding (FSM, EAL, LPA) that the make-up of these factors would change when pupils move in and out of school settings. These changes with the number on roll are the elements that the LA cannot change or protect schools from. Annex 1 show that some schools continue to lose funding but still have the exact same amount of children in both years.
- 4.3 Resource unit pupils were always taken out of the formula and funded separately via the 10k base rate and top-up funding. For 18-19, the ESFA have changed the rules and all pupils on roll (including Resource unit pupils) will form part of the formula. This would show increases in these schools which would show false growth due to the 10k base funding reducing for these pupils. Please note this covers 83 pupils across Reading and will slightly distort the figures when the data is trying to compare "like with like" budgets.
- 4.4 For this exercise, the LA kept the minimum funding guarantee at -1.5% (as in previous years)

5 SCHOOL FORMULA FUNDING 2018-2019 (based on national rates)

- 5.1 The next stage was to produce the school budgets based on the national formula. The national formula rates were published in September with some minor changes from the consultation rates in spring 2017. For this set of budgets, the LA has decided to use the MFG factor of 0% rather than -1.5% as recommended by the ESFA. The budget also continues to implement the national minimum rates for primary and secondary schools.
- 5.2 The table below shows the original 18-19 budget compared to the estimated budget if the national formula was fully implemented from April 2018.

FORMULA AREA	Estimated 18-19 Budget	18-19 National Formula	Budget Variance
AWPU	67,174,631	62,189,690	(4,984,941)
DEPRIVATION	4,937,838	7,172,405	2,234,567
EAL & MOBILITY	2,703,781	2,231,578	(472,203)
PRIOR ATTAINMENT	3,279,638	5,402,315	2,122,677
LUMPSUM	2,375,520	5,390,000	3,014,480
SPLIT SITES	17,149	17,149	-
RATES	1,176,914	1,176,914	ı
EXCPETIONAL RENTS	74,895	74,895	-
MINIMUM PER PUPIL	492,368	326,866	(165,502)
MFG	857,926	1,297,933	440,007
TOTAL	83,090,660	85,279,745	2,189,085

5.3 The figures stated in the above table and in Annex 2 are not a surprise to the LA. The bullet points below are the common themes in implementing the

national formula and this will eventually happen in 2020-21 when the national formula is fixed and published by the ESFA rather than a local formula.

- Reduction in Primary AWPU
- Increase in deprivation
- Increase in prior attainment
- Increase in lump sum
- Reduction in Minimum funding guarantee
- Funds moving from Primary to Secondary phases
- 5.4 Reading received an additional £2.2m due to the national formula funding being implemented for allocations only in 18-19. This is to work out the DSG allocation rather than being forced to implement the national formula from April 2018. The table below shows the split of the additional £2.2m by phase and its no surprise that the majority of funding has gone towards secondary

School	18-19 with 17-18 formula	18-19 National formula	Variance	% Uplift
Primary	52,239,629	52,788,751	549,122	1.1%
Secondary	30,851,031	32,490,994	1,639,963	5.3%
Total	83,090,660	85,279,745	2,189,085	2.6%

- 5.5 For many years, Schools Forum have known that the Reading primary schools have been funded over the national average and secondary schools have been below the national average. In financial years 2013-14, 14-15 and 15-16 the LA with Schools Forum tried to pump more funding into secondary phases to bring the rates up to national averages. This was achieved by raising the secondary AWPU amounts. Other factors were not changed and this still showed Reading Secondary Schools being below average. The national factors clearly make this point.
- 5.6 The LA recommends that the Secondary Schools should receive the majority of the additional funding, but also recognises that primary funding will reduce when the national formula is introduced in 2020-21. Every LA has 2 full budget years to help transition all schools that lose and gain under the new national formula.

6 SCHOOL FORMULA FUNDING 2018-2019 (TRANSITIONAL)

6.1 In the tables above, the LA has reviewed two potential budgets by using the 17-18 school formula for 18-19 and introducing the National formula from April 2018. In October Schools Forum the LA recommended (with Schools Forum approval) to produce a transitional funding formula that brings the national formula factors while adding in protection for schools that will see funding reduce with he 2020-21 implementation of the national formula.

- 6.2 The LA decided to keep the implementation of the national formula factors, but move some factors gradually towards the national rates. This was to help schools transition and try and make every school gain funding from 17-18.
- 6.3 Changes and criteria used
 - Same formula factors as the National Formula
 - Keeping the secondary AWPU rates to 17-18 values (due to being very close to the national rates). Proposed increase to national rate in 19-20.
 - Reducing Primary AWPU to £2,950 rather than £2,747 (national rate). Taking a stepped process until 2020-21.
 - Reducing EAL3 Primary to £600 rather than £515 (national rate). Taking a stepped process until 2020-21.
 - Increasing Low Prior Attainment Primary to £900 rather than £1,050 (national rate). Taking stepped process until 2020-21.
 - Increasing Low Prior Attainment Secondary to £1,250 rather than £1,550 (national rate). Taking stepped process until 2020-21.
 - Increasing the Lump Sum to £85,000 rather than £110,000 (national rate).
 Taking stepped process until 2020-21.
 - Increasing the Mobility Factor to £1,000 from £745 for all schools
 - Use the same national rates for all deprivation factors
 - Implementing the minimum pupil rates for 18-19 (£3,300 for Primary and £4,600 for Secondary)
 - Implementing the minimum funding guarantee at +0.5% rather than -1.5% This is to reflect the national increase in budgets as stated by Education secretary of state in September 2017.
- 6.4 The table below shows the original 18-19 budget compared to the draft transitional budget. This formula was put together to assist the transitioning arrangements of the schools as many primary schools will lose out within the national formula and the LA has a duty to help schools gradually deal with the funding changes. The table below shows the split between each formula area. Simplicity, the transitional formula protects the Primary AWPU, Primary EAL and it is funded by not moving to the national rates for LPA, Secondary AWPU and Lump Sum. The Lump Sum will increase to £85k from £49k but not to the national value of £110k.

FORMULA AREA	Estimated 18-19 Budget	18-19 with Transition formula	Budget Variance
AWPU	67,174,631	64,752,097	(2,422,534)
DEPRIVATION	4,937,838	7,172,405	2,234,567
EAL & MOBILITY	2,703,781	2,534,849	(168,932)
PRIOR ATTAINMENT	3,279,638	4,529,018	1,249,380
LUMPSUM	2,375,520	4,165,000	1,789,480
SPLIT SITES	17,149	17,149	-
RATES	1,176,914	1,176,914	-
EXCPETIONAL RENTS	74,895	74,895	-
MINIMUM PER PUPIL	492,368	342,467	(149,901)
MFG	857,926	496,348	(361,578)
TOTAL	83,090,660	85,261,112	2,170,482

- 6.5 All Schools will gain additional funding from 2017-18, with Annex 3 showing the details at individual school level.
- 6.6 The table below is an update on the additional allocation split as provided for in 5.4. Due to the changes mentioned for the transition formula, this is intended to move funds usually allocated to Secondary under the national formula and pass them to Primary for protection. The LA was always clear that due to the additional funding coming in 18-19, it was the best opportunity to change the formula as much as possible and at the same time get all schools to gain funding to support the change. The movement equates to 0.78% of the total schools allocation. Note: This is only based on average pupil budget and not total budget due to data and pupil variations.

School	18-19 with 17-18 formula	18-19 National formula	Variance	% Uplift
Primary	52,239,629	53,450,797	1,211,168	2.3%
Secondary	30,851,031	31,810,345	959,314	3.1%
Total	83,090,660	85,261,142	2,170,481	2.6%

- 6.7 Annex 4 shows the formula values for all 3 potential formulas and compared to the 17-18 rates previously used.
- 6.8 The LA are recommending the transitional formula for 18-19 and it is the LAs final decision, but would like Schools Forum to review the papers before the meeting and comment on all aspects as the LA does have time to change the formula before the 19th January submission. However, this will not be notified to the Forum again due to the time constraints. Schools Forum is also asked to note, that the Business Rates budgets are under review and could possibly change. Business Rates should be 100% covered by the schools formula budget.

7 FINALISATION OF BUDGETS

- 7.1 The EFA will require a final submission on the formula by 19 January 2018 following this meeting.
- 7.2 It is anticipated that following the final submission to the EFA, finalised budgets for 2018-19 can be sent to schools in early February 2018. Academies and Free Schools operate on an academic year basis and are on a separate timetable as notified by the EFA.
- 7.3 The format for Notification of Indicative budgets will be the same as last year.
- 7.4 At present the figures are not finalised until a submission is made to the ESFA following this meeting and they have confirmed the figures for individual schools. However, we will be in contact with any schools affected by significant reductions from the 17-18 budgets to offer assistance where possible. Majority of this would be relating to reduction in pupils where the formula does not offer protection.

Annex 1 - If we used the same local formula for 18-19

		Estimated		Describ Novembran
School	Actual	18-19 Budget	Budget	Pupil Number Variance from
SCHOOL	17-18 Budget	on current	Variance	17-18 to 18-19
		formula		17-10 to 10-19
Alfred Sutton Primary School	2,174,813	2,198,131	23,319	23
Caversham Primary School	1,570,035	1,567,614	-2,420	0
Coley Primary School	946,271	973,482	27,211	4
E P Collier Primary School	1,171,553	1,340,841	169,288	26
Geoffrey Field Junior School	1,425,814	1,421,749	-4,065	4
Geoffrey Field Infant School	1,093,873	1,094,532	660	4
Oxford Road Community School	1,005,070	991,072	-13,998	0
Redlands Primary School	927,566	925,027	-2,540	0
The Hill Primary School	1,646,955	1,645,185	-1,769	0
The Ridgeway Primary School	1,511,942	1,533,439	21,497	10
Park Lane Primary School	1,527,347	1,515,324	-12,023	-2
Wilson Primary School	1,608,761	1,583,253	-25,508	1
Emmer Green Primary School	1,684,083	1,688,872	4,789	4
Southcote Primary School	1,941,418	2,052,851	111,432	28
St Michael's Primary School	1,393,609	1,498,502	104,893	31
Moorlands Primary School	1,709,633	1,735,487	25,854	13
Thameside Primary School	1,544,439	1,559,786	15,347	6
Katesgrove Primary School	2,518,515	2,441,387	-77,129	-11
Caversham Park Primary School	766,943	720,020	-46,923	-11
Micklands Primary School	1,488,664	1,560,487	71,823	22
Manor Primary School	1,273,613	1,272,060	-1,553	4
New Christ Church Primary School	811,226	749,310	-61,916	-15
All Saints Aided Infant School	293,531	289,901	-3,630	0
St Mary and All Saints Primary School	1,392,936	1,386,681	-6,255	-5
St Anne's Catholic Primary School	754,296	736,753	-17,544	-7
English Martyrs' Catholic Primary School	1,551,847	1,534,317	-17,530	-6
Christ The King Catholic Primary School	1,293,115	1,372,935	79,820	0
St Martin's Catholic Primary School	658,095	650,821	-7,274	-4
Whitley Park Primary and Nursery School	2,543,559	2,521,085	-22,474	3
Blessed Hugh Faringdon Catholic School	3,654,831	3,682,918	28,088	4
All Saints Junior School	371,559	372,833	1,274	-1
Meadow Park Academy	1,303,751	1,332,054	28,303	12
Battle Primary Academy	1,628,127	1,558,533	-69,594	-12
The Palmer Primary Academy	1,632,438	1,649,402	16,965	10
Civitas Academy	503,365	788,564	285,200	69
The Heights Primary School	712,658	894,856	182,198	57
Ranikhet Academy	1,063,842	1,073,919	10,077	6
New Town Primary School	1,114,315	1,142,697	28,382	11
Churchend Primary Academy	1,227,173	1,314,786	87,613	27
St John's Church of England Primary School	1,492,716	1,551,081	58,365	20
UTC Reading	785,826	969,962	184,136	38
Maiden Erlegh in Reading	2,184,544	3,062,899	878,355	179
WREN School	1,557,768	2,421,098	863,330	176
Reading Girls' School	2,470,801	2,189,715	-281,086	-53
Highdown School and Sixth Form Centre	4,791,680	5,108,803	317,123	58
Reading School	2,732,763	3,115,771	383,008	25
Prospect School	5,777,312	5,386,904	-390,408	-88
Kendrick School	2,168,650	2,225,354	56,703	0
John Madejski Academy	3,189,050	2,687,608	-501,442	-95
Total	80,592,691	83,090,660	2,497,969	565

Annex 2 - Implementing the National Formula from 2018-2019

School	18-19 with 17-18	18-19 National	Variance		
	formula	formula			
Alfred Sutton Primary School	2,198,131	2,215,637	17,506		
Caversham Primary School	1,567,614	1,570,035	2,420		
Coley Primary School	973,482	982,630	9,147		
E P Collier Primary School	1,340,841	1,306,764	-34,077		
Geoffrey Field Junior School	1,421,749	1,441,466	19,717		
Geoffrey Field Infant School	1,094,532	1,125,553	31,021		
Oxford Road Community School	991,072	1,005,070	13,998		
Redlands Primary School	925,027	927,566	2,540		
The Hill Primary School	1,645,185	1,647,967	2,781		
The Ridgeway Primary School	1,533,439	1,552,989	19,550		
Park Lane Primary School	1,515,324	1,520,669	5,345		
Wilson Primary School	1,583,253	1,606,108	22,855		
Emmer Green Primary School	1,688,872	1,697,117	8,245		
Southcote Primary School	2,052,851	2,037,289	-15,561		
St Michael's Primary School	1,498,502	1,503,123	4,621		
Moorlands Primary School	1,735,487	1,758,795	23,307		
Thameside Primary School	1,559,786	1,566,111	6,325		
Katesgrove Primary School	2,441,387	2,478,026	36,640		
Caversham Park Primary School	720,020	733,210	13,189		
Micklands Primary School	1,560,487	1,579,367	18,879		
Manor Primary School	1,272,060	1,289,401	17,341		
New Christ Church Primary School	749,310	783,528	34,218		
All Saints Aided Infant School	289,901	297,459	7,558		
St Mary and All Saints Primary School	1,386,681	1,392,256	5,575		
St Anne's Catholic Primary School	736,753	754,785	18,032		
English Martyrs' Catholic Primary School	1,534,317	1,549,296	14,979		
Christ The King Catholic Primary School	1,372,935	1,421,002	48,067		
St Martin's Catholic Primary School	650,821	656,104	5,283		
Whitley Park Primary and Nursery School	2,521,085	2,557,334	36,249		
Blessed Hugh Faringdon Catholic School	3,682,918	3,949,036	266,118		
All Saints Junior School	372,833	411,469	38,636		
Meadow Park Academy	1,332,054	1,349,155	17,102		
Battle Primary Academy	1,558,533	1,583,266	24,733		
The Palmer Primary Academy	1,649,402	1,671,995	22,592		
Civitas Academy	788,564	799,581	11,016		
The Heights Primary School	894,856	886,304	-8,552		
Ranikhet Academy	1,073,919	1,087,899	13,980		
New Town Primary School	1,142,697	1,156,698	14,001		
Churchend Primary Academy	1,314,786	1,323,743	8,957		
St John's Church of England Primary School	1,551,081	1,561,986	10,905		
UTC Reading	969,962	1,007,754	37,793		
Maiden Erlegh in Reading	3,062,899	3,267,525	204,626		
WREN School	2,421,098	2,652,052	230,954		
Reading Girls' School	2,189,715	2,425,815	236,100		
Highdown School and Sixth Form Centre	5,108,803	5,267,727	158,924		
Reading School	3,115,771	3,115,771	0		
Prospect School	5,386,904	5,618,796	231,892		
Kendrick School	2,225,354	2,225,354	0		
John Madejski Academy	2,687,608	2,961,165	273,557		
Total	83,090,660	85,279,745	2,189,085		

Annex 3 - Transitional School Funding formula 2018-19

		18-19 with	
School	18-19 with 17-18	Transition	Variance
56.1664	formula	formula	, aa
Alfred Sutton Primary School	2,198,131	2,227,138	29,007
Caversham Primary School	1,567,614	1,577,340	9,726
Coley Primary School	973,482	1,007,195	33,712
E P Collier Primary School	1,340,841	1,348,795	7,955
Geoffrey Field Junior School	1,421,749	1,473,395	51,646
Geoffrey Field Infant School	1,094,532	1,152,110	57,578
Oxford Road Community School	991,072	1,015,350	24,278
Redlands Primary School	925,027	935,208	10,181
The Hill Primary School	1,645,185	1,655,590	10,404
The Ridgeway Primary School	1,533,439	1,560,657	27,218
Park Lane Primary School	1,515,324	1,527,545	12,221
Wilson Primary School	1,583,253	1,631,079	47,826
Emmer Green Primary School	1,688,872	1,705,274	16,402
Southcote Primary School			
St Michael's Primary School	2,052,851 1,498,502	2,081,776 1,539,344	28,926 40,842
Moorlands Primary School	1,735,487	1,767,777	32,290
Thameside Primary School	1,559,786	1,573,712	13,927
Katesgrove Primary School			
	2,441,387	2,489,246 739,825	47,860
Caversham Park Primary School	720,020		19,804
Micklands Primary School	1,560,487	1,588,034	27,547
Manor Primary School	1,272,060	1,308,366	36,306
New Christ Church Primary School	749,310	795,468	46,158
All Saints Aided Infant School	289,901	294,606	4,706
St Mary and All Saints Primary School	1,386,681	1,434,939	48,258
St Anne's Catholic Primary School	736,753	763,516	26,764
English Martyrs' Catholic Primary School	1,534,317	1,598,080	63,763
Christ The King Catholic Primary School	1,372,935	1,453,452	80,517
St Martin's Catholic Primary School	650,821	663,065	12,244
Whitley Park Primary and Nursery School	2,521,085	2,591,218	70,133
Blessed Hugh Faringdon Catholic School	3,682,918	3,846,210	163,292
All Saints Junior School	372,833	403,610	30,776
Meadow Park Academy	1,332,054	1,356,400	24,346
Battle Primary Academy	1,558,533	1,589,979	31,445
The Palmer Primary Academy	1,649,402	1,692,844	43,442
Civitas Academy	788,564	818,446	29,882
The Heights Primary School	894,856	897,564	2,708
Ranikhet Academy	1,073,919	1,093,519	19,600
New Town Primary School	1,142,697	1,163,085	20,388
Churchend Primary Academy	1,314,786	1,365,663	50,877
St John's Church of England Primary School	1,551,081	1,570,586	19,505
UTC Reading	969,962	977,946	7,985
Maiden Erlegh in Reading	3,062,899	3,180,543	117,644
WREN School	2,421,098	2,572,800	151,702
Reading Girls' School	2,189,715	2,354,068	164,354
Highdown School and Sixth Form Centre	5,108,803	5,165,417	56,614
Reading School	3,115,771	3,115,771	0
Prospect School	5,386,904	5,496,436	109,532
Kendrick School	2,225,354	2,225,354	0
John Madejski Academy	2,687,608	2,875,800	188,192
Total	83,090,660	85,261,142	2,170,481

Annex 4 - Local and National Rates

Factors	17-18 Local Formula Factor Rates	18-19 National Formula Rates	Variance between 17-18 and National Rates	18-19 Transition Local Formula	Variance between transitional and National Rate
AWPU Primary (Years R-6)	3,131	2,747	-384	2,950	203
AWPU Key Stage 3 (Years 7-9)	3,833	3,863	30	3,833	-30
AWPU Stage 4 (Years 10-11)	4,370	4,386	16	4,370	-16
FSM % Primary	1,356	440	-916	440	0
FSM % Secondary	2,791	440	-2,351	440	0
FSM Ever 6 Primary	0	540	540	540	0
FSM Ever 6 Secondary	0	785	785	785	0
Deprivation (IDACI - Primary F)	0	200	200	200	0
Deprivation (IDACI - Secondary F)	0	290	290	290	0
Deprivation (IDACI - Primary E)	0	240	240	240	0
Deprivation (IDACI - Secondary E)	0	390	390	390	0
Deprivation (IDACI - Primary D)	0	360	360	360	0
Deprivation (IDACI - Secondary D)	0	515	515	515	0
Deprivation (IDACI - Primary C)	0	390	390	390	0
Deprivation (IDACI - Secondary C)	0	560	560	560	0
Deprivation (IDACI - Primary B)	0	420	420	420	0
Deprivation (IDACI - Secondary B)	0	600	600	600	0
Deprivation (IDACI - Primary A)	0	575	575	575	0
Deprivation (IDACI - Secondary A)	0	810	810	810	0
EAL 3 Primary	679	515	-164	600	85
EAL 3 Secondary	1,367	1,385	18	1,385	0
Low Attainment % old FSP 73	649	1,050	401	900	-150
LPA Secondary	912	1,550	638	1,250	-300
Mobility (rate set locally)	745	1,000	255	1,000	0
Lump Sum	48,480	110,000	61,520	85,000	-25,000

Provisionally the totals for 19-20 would match the national formula except for the lump sum increasing to £100k and the primary AWPU reducing to £2850. 2019-20 would be reviewed in autumn 2018 and changes to values by the government are unknown. (e.g. Inflation on national factors is a possibility)