

Central Charging Policy FY18/19

1. The following proposal for the Central Charging Policy for FY2018/2019 to The Trustee's (Board of Trustees) of The Two Counties Trust is to change the previous policy adopted for FY2017/2018 in line with the previously agreed structural changes and development of the central team and therefore services.
2. The DfE are still expecting the Multi Academies Trusts in the East Midlands to continue to develop central teams and to adopt a top slicing approach to financial support centralisation structure costs and as suggest stated that the average is 5.5% top slicing. It is proposed that the Central Charging Policy for the forthcoming financial year FY2018/2019 is as follows.
3. **Top Slicing:** (remains the same)
The level of the Trusts involvement and support for each academy will be based on need which is determined by Ofsted rating. The following table will determine the charge at the beginning of each year.

Ofsted Rating	Top Slice %
Outstanding (1)	1%
Good (2)	1%
Requires Improvement (3)	2%
Inadequate (4)	3%
Special Measures (5)	3%

4. **Central Service Charges:**
The Trust will manage many legal requirements and manage scales of economy via 'Central Services' as the Trust develops to provide cost effect solutions to each of the academies. These will be charged using the most appropriate basis for each service. For FY2017/2018 these are identified as;
5. **Payroll Services;** (remains the same)
Fixed charge based on size of payroll turnover.

£0m to £4.999m	£ 2,000
£5m to £7.499m	£ 4,000
£7.5m to £9.999m	£ 6,000
£10m to £12.499m	£ 8,000
£12.5m +	£10,000

 - £1.65 per payslip raised.
 - £1.65 per P60 raised.
 - £10 per P45 raised.
 - £5 per P11D raised.
6. **Annual Audit:** Audit Fee per Academy £5,000 (remains the same)

7. **HR Consultancy:** (remains the same)
 HR consultancy fee per employee per year £30.
 Plus Fixed charge based on size of payroll turnover.
- | | |
|------------------|---------|
| £0m to £4.999m | £ 6,000 |
| £5m to £7.499m | £ 8,000 |
| £7.5m to £9.999m | £10,000 |
| £10m to £12.499m | £12,000 |
| £12.5m + | £14,000 |
8. **Premises & Estates:** (new charge and will indirectly be funded from SCA)
 Fixed charge based on Property Valuation.
- | | |
|--------------|----------|
| £0m to £10m | £ 5,000 |
| £10m to £15m | £ 10,000 |
| £15m to £20m | £ 15,000 |
| £20m to £25m | £ 20,000 |
| £25m + | £ 25,000 |
9. **Health & Safety Services;** (new charge)
 Fixed charge based on size of Funding.
- | | |
|------------------|---------|
| £0m to £4.999m | £ 2,000 |
| £5m to £7.499m | £ 4,000 |
| £7.5m to £9.999m | £ 6,000 |
| £10m to £12.499m | £ 8,000 |
| £12.5m + | £10,000 |
10. **Marketing & Communications:**
 Fixed charge based on size of Funding.
- | | |
|------------------|---------|
| £0m to £4.999m | £ 1,000 |
| £5m to £7.499m | £ 1,500 |
| £7.5m to £9.999m | £ 2,500 |
| £10m to £12.499m | £ 3,500 |
| £12.5m + | £ 4,000 |
11. **Corporate Governance:**
 £3,000 per school

Document management

Review cycle:	Annually
Next review due:	December 2019
Policy owner	Kevin Hearn
Approving body:	The Board of Trustees
Equality Analysis completed:	

Appendices