

Version Final

SCHOOLS LEGAL ADVICE ON EMPLOYMENT MATTERS

INSURANCE/ MUTUAL SCHEME – 2025-26

1. The scheme is designed to help schools cover legal costs they may incur on employment issues.
2. The scheme will be managed by a committee of up to three headteachers, who will be advised by representatives from Schools HR and/or the legal team. This committee will be empowered to make policy decisions regarding the running of the scheme, accounting arrangements, the level of premiums and consider (and decide on) any exceptional circumstances claims.
3. The Schools HR team will administer the scheme.
4. The scheme will be open only to maintained schools in Ealing Borough.
5. A minimum number of schools or employees are required to sign up to the scheme for it to be viable. This number is 35 schools or 2,000 employees. If less than this sign up to the scheme it will not be considered viable to operate the scheme.
6. The premium for all schools is set at a fixed fee per employee per year. For 2025 - 2026 this fee is £20.00 per employee. This premium is subject to annual review. Additionally, in the event of a scheme deficit in any year, schools will be required to contribute additional funds on the basis set out in the relevant section below.
7. A fixed sum of £2,500 is payable as an administration charge to cover the costs of the scheme's administration.
8. Legal costs that are covered by the scheme are:
 - i. Responding to an Employment Tribunal Application and preparation for/attendance at hearing.
 - ii. Responding to a claim lodged at another court or with a statutory body, by an employee or ex-employee that relates directly to their employment, and preparation for/attendance at hearing.
 - iii. Advising the school on an HR issue that requires legal input, including drawing up Settlement Agreements.
9. Costs that are not covered by the scheme are:
 - i. Legal advice or support on non-employment issues

- ii. Awards (incl interest) made against the school at a court or tribunal
 - iii. Advice in relation to any claim being dealt with through the Council's liability insurances
- 10. The total amount payable to any school under this scheme in any one financial year will be capped at 6 times their annual contribution, not to exceed a maximum payment of £8,000. Any costs above this figure will be picked up by the school and may be reimbursed in part or full under 11 (ii).
- 11. If the scheme operates at a cash surplus in any year then the management committee will decide how to dispose of the surplus, which could be one of the following ways:
 - i. Transfer all or part of the surplus to the schemes reserve to cover deficits in future years.
 - ii. Make additional payments to schools that have been capped under the scheme.
 - iii. Make refunds to schools that have made no claims
 - iv. Reducing premium payments
- 12. If the scheme overspends or runs at a deficit then the management committee will deal with the deficit in one of the following ways:
 - i. Using all or some of any reserves held by the scheme
 - ii. Seeking additional contributions from schools in inverse proportion to their use of the scheme in that year
- 13. The scheme will be suspended in the event that any deficit runs over and above the total fund available to the scheme.
- 14. Schools will only be able to claim under the scheme if they can show that they have taken and not acted contrary to HR advice.