Legal Advice on Employment Matters – Insurance Scheme

The management committee for the legal insurance scheme for advice on employment matters have reviewed the operation of the scheme for 2017/18.

In summary the review noted:

1. 51 schools joined the legal insurance scheme. This covered 3,462 employees.

2. The total receipts for the scheme were £3,390, due to most schools receiving a free subscription for the year 2017/18. This was added to the scheme surplus of £73,460.15, which was carried forward from 2016/17. Therefore the total fund available to the scheme was £76,850.15.

3. In the main claims covered legal expenses associated with drawing up settlement agreements.

4. After all claims were paid and accruals taken into account, the scheme was left with a surplus of £47,706.06. The management committee decided not to pay the capped element of claims made by schools.

The management committee decided to continue with the scheme for 2018/19 on the following basis:

- To use the surplus balance to:

    - Provide a 50% rebate on the premium to each school participating in the scheme for 2018/19. The current premium is £10 per employee per annum.

    - So as an example, a school with 60 employees would pay a premium of £600 per year. 50% of £600 is £300 – this amount will be taken from your total premium, so the school will pay £300.

- That a minimum of 40 schools elect to join the scheme to make it viable.

- Payouts under the scheme will be capped at six times the premium (not to exceed £6,000), before the 50% rebate is applied, to ensure viability of the scheme. Costs incurred above the cap, would be met by schools.

- The scheme will operate from 1st April 2018 to 31st March 2019.

A copy of the scheme is attached for your information **(appendix 2).**

If you wish to participate in the scheme for 2018/19, please complete the attached pro forma **(appendix 1)** and return by e mail to jbourchier@ealing.gov.uk by **Friday 4th May 2018**.

If you do have any queries please do not hesitate to contact me by email or by phone on 020 8825 9478