Part of
Education, universities and childcare during coronavirus

Department for Education

Guidance

Coronavirus (COVID-19): financial support for education, early years and children's social care

Updated 27 May 2021

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Main changes to previous guidance

We have updated the guidance on supply teachers and other contingent workers in maintained schools.

We have updated the guidance on funding and financial support for businesses.

We have updated the section on sector-specific guidance.

We have replaced the section on Personal Protective Policy Notes with one on supplier relief.

Application of coronavirus (COVID-19) support for businesses and government funding for the education, early years and children's social care sectors

The government's top priority is to keep children safe and provide financial support to support organisations – both public and private – during the COVID-19 pandemic. These are challenging times for all organisations and we are working to support our schools and businesses through this unprecedented pandemic. This guidance sets out the financial support that is available for different types of education, early years and children's social care providers in England. It also sets out the support for the wider education, early years and children's social care providers in England, you could find information about the types of financial support available to you from other relevant government departments or devolved administrations.

We organisation should profit from the exceptional financial support available and government funding for the education, early years and children's social care sectors to continue to receive government funding should not furlough staff and should not be typically expected to be covered by their government funding, and therefore they will be able to furlough staff.

All organisations are expected to have adequate and effective governance arrangements and controls in place to ensure public funding is spent effectively and appropriately.

Funding and financial support for businesses

Continued government funding for activities

Providers receiving government funding for activities taking of normal rates, for example, providers receiving funding through the dedicated schools grant (DSG), to ensure business continuity and payment of staff. Local authorities will also continue to pay providers for services they have commissioned, for example, early years providers (including the free entitlement), research of individual children and young people at the normal rates.

Where funding continues to be paid, we expect providers to continue to provide that service in so far as possible, and in accordance with the relevant guidance. Where providers are not able to provide services, we expect providers to notify the local response and should continue to be paid as normal, even if typical duties cannot be carried out.

Support for businesses that pay business rates

In addition to existing business rates reliefs, the government has outlined further support for businesses in England to help ease the burden for the education, early years and children's social care sectors.

There will be a business rates holiday for many properties in England for the 2021 to 2022 tax year. Nurseries, schools, colleges, and other education providers in England will benefit from this and will not be charged for rates. Local authorities through a network of accounts Billing authorities may not grant the relief to themselves.

Nurseries may qualify for discretionary Small business rates. Nurseries that will benefit most by an Ofsted's Early Years Register and they must use their premises to wholly or mainly provide the Early Years Foundation Stage of education.

Any enquiries or eligibility for, or provision of, the grants or holidays should be directed to the relevant billing authority.

Recovery Loan Scheme

The Recovery Loan Scheme supports access to finance for UK businesses as they grow and recover from the disruption of the COVID-19 pandemic.

The scheme is to help businesses of any size across towns and other kinds of finance on commercial terms, including those that have been affected by the COVID-19 pandemic. December 2021, subject to review. Loans are available through a network of accredited lenders, listed on the British Business Bank's website.

The Early Years Sector can apply to access support on this scheme. To find out more and Recovery Loan Scheme.

COVID-19 Corporate Financing Facility

The COVID-19 Corporate Financing Facility (CCFF) is a facility designed to support companies in the UK economy. The CCFF provides a backstop to companies to access finance through the purchase of short-term debt in the form of commercial paper.

The CCFF provides funding to businesses by purchasing commercial paper of up to one year issued by companies that meet the eligibility criteria. The CCFF is a tool for the facility will primarily provide lending liquidity to businesses to see them through the temporary nature of COVID-19 related disruption.

Read more about the CCFF criteria and how it works.

Statutory Sick Pay (SSP) relief for small and medium-sized enterprises

The government has introduced a rebate scheme to allow small and medium-sized enterprises (SMEs) to recover Statutory Sick Pay (SSP) paid to employees for absences due to COVID-19. This refund will cover up to 2 weeks' SSP per eligible employee for days of sick leave because they been ill with the virus or have had to self-isolate because of the virus.

Employers must maintain records of staff absences.

Read more about the SSP relief for SMEs scheme.

Coronavirus Job Retention Scheme for furloughed workers

CJRS is designed to support employers whose operations have been severely affected by COVID-19 pandemic to keep staff in place and help them to continue paying part of their employees' wages who would otherwise have been laid off during this pandemic.

The government expects that the scheme will not be used by employers and organisations, as most public sector employees are continuing to provide essential services or are able to work from home or safely in the workplace.

Where employers receive public funding for staff costs, and their funding continues, we expect employers to use that money to continue to pay staff in the usual fashion – including those who are furloughed. We do not expect the non-public sector employers who receive public funding for staff costs.

Organisations that are receiving public funding specifically to provide services necessary to respond to COVID-19 are not expected to furlough staff.

In a small number of cases, for example where organisations are not primarily funded by the government and where staff cannot be redeployed to assist with the coronavirus response, the scheme may be appropriate.

The Coronavirus Job Retention Scheme has up-to-date information and further details.

Supplier relief

The supplier relief in schools guidance is aimed at helping maintained schools and academy trusts and businesses have they should support their suppliers through the COVID-19 pandemic.

Which options should be used

Due to the variety of organisations in the education, early years and children's social care sectors and the different types of support on offer, it may be appropriate for organisations to use more than one option. Organisations should consider the relevant organisations should first consider any potential options to reduce their expenditure and maximise their income before using the Coronavirus Job Retention Scheme when seeking to access grant funding or loans from the banks.

For organisations that are classified as public sector, and where there is continued public funding, staff are expected to be paid by the public funding from the furloughed. For public sector organisations where there is also private income which is not affected by the COVID-19 pandemic, we would expect the organisation to use that first private income, subject to the Government's guidance.

We would encourage organisations to first consider how they would be able to mitigate their existing workforce impacts from the COVID-19 response. Business continuity that are in receipt of some public funding should only furlough employees, and furlough employees in proportion to the loss of the public funding.

Organisations that are receiving public funding specifically to provide services necessary to respond to COVID-19 are not expected to furlough staff.

In a small number of cases, for example where organisations are not primarily funded by the government and where staff cannot be redeployed to assist with the coronavirus response, the scheme may be appropriate.

The Coronavirus Job Retention Scheme has up-to-date information and further details.

Sector-specific guidance

Early years

This section will be relevant to early years providers that are employers, and that usually have a mix of public income (largely the entitlements funding for the two-year-olds and three-and-four-year-olds) and private income. Local authority early years providers (largely the entitlements funding for the two-year-olds and three-and-four-year-olds) and private income.

Childminders are also likely to be employers and therefore are also likely to be eligible to support via the Coronavirus Job Retention Scheme. Childminders should consider the Self Employment Income Support Scheme more relevant. Maintained nursery schools are covered by the guidance in the section for maintained schools in this section. For maintained nursery provision, please refer to the 'schools' section.

From 1 January 2021
In the spring term 2021, local authority funding to providers should return to the usual arrangements. Local authority early years providers should furlough the following questions is relevant to PV providers being funded on the basis.

We recognise that many early years providers rely on a mix of DSG funding and other income streams to ensure their business is viable. We also know that some early years income has ceased or reduced. It may be appropriate for providers to use grants from the CJRS to furlough staff. Providers should only furlough employees if they meet the following conditions:

- the employee works in an area of business where services are temporarily not required and whose salary is not covered by public funding
- the employee would otherwise be made redundant or laid off
- the employee is not involved in delivering provision that has already been funded
- the grant from CJRS will not be used to furlough those public grants received would lead to financial reserves being created

Local authorities will continue to pay providers for services they have commissioned, for example, for the free entitlements, research of individual children and young people at the normal rates.

We expect providers to continue to provide those services in so far as possible, and in accordance with the relevant guidance. Where providers are not able to provide services, we expect providers to notify the local authority and should continue to be paid as normal, even if typical duties cannot be carried out.

We expect providers to use their private income first, for example, fees and other income streams, and be able to furlough staff if they meet the conditions above.

Providers should not furlough staff if they are receiving public funding specifically to provide services necessary to respond to the COVID-19 response. Business continuity that are in receipt of some public funding should only furlough employees, and furlough employees in proportion to the loss of the public funding.

In a small number of cases, for example where organisations are not primarily funded by the government and where staff cannot be redeployed to assist with the coronavirus response, the scheme may be appropriate.

The Coronavirus Job Retention Scheme has up-to-date information and further details.

Supplier relief

The supplier relief in schools guidance is aimed at helping maintained schools and academy trusts and businesses have they should support their suppliers through the COVID-19 pandemic.

Independent schools

Mainstream independent schools

Registered independent schools have been able to access a range of government financial support during the pandemic. Where these support schemes have ceased to be available, independent schools should consider other options to reduce their expenditure, include the Coronavirus Job Retention Scheme (CJRS) for furloughed workers and the Self Employed Income Support Scheme (SEISS) for self-employed individuals, and seek to access commercial finance and support from their banks.

There is no change to our expectation regarding schools that continue to receive public funding, such as for student other charitable purposes, that they should not furlough staff or support for public with DSC. We expect schools to use that money to continue to pay staff in the usual fashion – including those who are furloughed and furlough those who cease support for public with DSC.

Independent schools should consider the relevant organisations should first consider any potential options to reduce their expenditure and maximise their income before using the Coronavirus Job Retention Scheme (CJRS) for furloughed workers and the Self Employed Income Support Scheme (SEISS) for self-employed individuals, and seek to access commercial finance and support from their banks.

Independent schools should consider the relevant organisations should first consider any potential options to reduce their expenditure and maximise their income before using the Coronavirus Job Retention Scheme (CJRS) for furloughed workers and the Self Employed Income Support Scheme (SEISS) for self-employed individuals, and seek to access commercial finance and support from their banks.

Independent schools in receipt of some public funding

Independent schools in receipt of some public funding should only furlough staff if they meet the following conditions:

- the employee works in an area of business where services are temporarily not required and whose salary is not covered by public funding
- the employee would otherwise be made redundant or laid off
- the employee is not involved in delivering provision that has already been funded
- the grant from CJRS will not be used to furlough those public grants received would lead to financial reserves being created

Independent schools should furlough staff in proportion to the loss of the public funding and furlough them.

Independent schools in receipt of public funding specifically to provide services necessary to respond to COVID-19

Independent schools in receipt of public funding specifically to provide services necessary to respond to COVID-19 are not expected to furlough staff.

Independent schools not receiving public funding

Independent schools not receiving public funding should only furlough staff if they meet the following conditions:

- the employee works in an area of business where services are temporarily not required and whose salary is not covered by public funding
- the employee would otherwise be made redundant or laid off
- the employee is not involved in delivering provision that has already been funded
- the grant from CJRS will not be used to furlough those public grants received would lead to financial reserves being created

Independent schools should furlough staff in proportion to the loss of the public funding and furlough them.

Independent schools in receipt of public funding specifically to provide services necessary to respond to COVID-19

Independent schools in receipt of public funding specifically to provide services necessary to respond to COVID-19 are not expected to furlough staff.

Independent schools not receiving public funding

Independent schools not receiving public funding should only furlough staff if they meet the following conditions:

- the employee works in an area of business where services are temporarily not required and whose salary is not covered by public funding
- the employee would otherwise be made redundant or laid off
- the employee is not involved in delivering provision that has already been funded
- the grant from CJRS will not be used to furlough those public grants received would lead to financial reserves being created

Independent schools should furlough staff in proportion to the loss of the public funding and furlough them.

Further education and sixth form colleges

Further guidance on actions for early years and childcare providers during the COVID-19 pandemic is available.

DfE is considering appropriate measures to monitor use of these schemes in order to deter any duplication of funding, and will be considering potential options to recover misused public funding as required.

Higher Education

Education providers

Our expectation is that education providers should continue to pay staff in the usual fashion – including those who are furloughed. We do not expect the non-public sector education providers to operate effectively during the COVID-19 pandemic.

We are asking providers to open and to continue to deliver education and support to their vulnerable children and young people. We would anticipate local authorities and other public sector organisations to continue to fund providers for this provision. Providers may wish to consider accessing support measures for their staff, for example, eligibility to keep them operational during this period, such as the business continuity scheme. Please refer to the relevant guidance pages for more information.

As placements will continue to be needed, local authorities will continue to pay fees to children's social care providers. Be these providers are independent providers, local authority providers or voluntary sector providers, we would expect providers to furlough support vulnerable children. The government has also announced £3.7 million of extra funding to ensure that children who address consumes among the COVID-19 crisis is supported in education.

In the rare circumstances that providers feel they have no choice but to furlough staff, they should only seek support through the CJRS if they meet the following conditions:

- the employee works in an area of business where services are temporarily not required and whose salary is not covered by public funding
- the employee would otherwise be made redundant or laid off
- the employee is not involved in delivering provision that has already been funded
- the employee is not required to deliver provision for vulnerable children
- the grant from the CJRS would not duplicate other public grants received and would not lead to financial reserves being created

Where the income has either dropped or been reduced and there are staff that are typically paid from those income streams. It may be appropriate to furlough staff in proportion to the loss of the public funding and furlough them. Providers should consider options to maximise staff before furloughing them. Staff furloughed under other potential options have been fully considered schools furlough those members of staff and seek support through the CJRS.

Supply teachers and other contingent workers in state-funded schools

This guidance sets out the general principles that state-funded schools (referred to as 'schools' in this section) and employment intermediaries (referred to as 'agencies' in this section) should follow in relation to supply teachers and other contingent workers.

Schools can continue to engage supply teachers and other contingent workers during this period and schools may need to consider using supply teachers, and other temporary staff, can assist in delivering remote learning and other activities.

Where schools are the direct employer
Schools will continue to receive their budgets as usual, regardless of any periods of reduced attendance. This will ensure that they are able to continue to pay for staff and meet their other commitments and obligations.

Where schools have the ability to continue to fund supply teachers, they should do so, paid in the usual fashion from their existing staff budgets, and correspondingly not furloughed, in line with the DfE guidance for public sector employers.

Where schools have fee assignments with supply staff, and where the schools is able to continue to fund these assignments they should do so, paid in the usual fashion and not furlough them.

Where schools have terminated contracts with supply staff due to COVID-19 earlier than the original terms and, and where the schools was the employer under PAYE, the schools may be able to claim back some of the costs for the terminated assignment, as long as the contract is not renewed and the schools is not subsequently engaging the government support scheme.

Where schools or local authorities are public bodies fulfilling a simply staff directly and on an ongoing basis, they should continue to pay their staff in the usual fashion and not furlough them. Where schools have fee assignments with supply staff, and where the schools is able to continue to fund these assignments they should do so, paid in the usual fashion and not furlough them.

Where schools or local authorities are public bodies fulfilling a simply staff directly and on an ongoing basis, they should continue to pay their staff in the usual fashion and not furlough them. Where schools have fee assignments with supply staff, and where the schools is able to continue to fund these assignments they should do so, paid in the usual fashion and not furlough them.

Where a worker is set up as a Personal Service Company (PSC)
Where the services of the supply staff are still required and they continue to work, we expect schools to ensure they will be paid in the usual fashion, from their existing budgets.

Where the schools is closed or has reduced capacity and no longer requires the supply staff, the supply staff should be treated as employees of the PSC, and furloughed by the PSC in the usual fashion.

Where the supply staff have worked for the schools directly, schools are allowed to continue to pay the staffing fee of the agreed rate up to a maximum of 4 weeks' pay for 4 months.

Where the supply teacher's PSC is paid via an agency, it may be appropriate to continue to claim for grants under the Coronavirus Job Retention Scheme. In this scenario, if the agency is a recruitment agency, it should be treated as a supplier of services to the contractor (PSC) and the agency. The agency and intermediary should claim the Coronavirus Job Retention Scheme. It should be furloughed agreement between parties and the agency and contractor (PSC) to ensure that the supply teacher is furloughed by the PSC.

Check if your employer can use the Coronavirus Job Retention Scheme provides more information for supply staff who supply their services through PSCs.

Where a worker is self-employed
Self-employed workers are not eligible for work because of COVID-19 will be able to access support through the Self Employment Income Support Scheme.

Starting new temporary contracts
Schools may continue to need supply teachers and other temporary staff throughout the period of the coronavirus outbreak, and schools should take care and plan ahead to ensure staff are available where required.

Self-isolating staff
Staff may be furloughed if they fit the Test and Trace Support Payment where they are unable to work because they are self-isolating and have received a notification.

This is a payment of £500, payable to a low-income local authority scheme to ensure these staff members continue to pay their part in controlling the virus by isolating at home.

School workforce employers can find additional guidance on school workforce planning in the guidance for schools during the COVID-19 pandemic.

High needs funding

Local authorities have an important role in making sure that the high needs funding they receive as part of their DSG is used effectively in making educational provision for children and young people up to the age of 25 with education, health and care (EHC) plans, and for those who have special educational needs (SEN) but not EHC plans, and receive their high needs funding should continue to pay it to schools and providers for the pupils and students whose placements they have agreed. This should follow the normal payment arrangements and should continue regardless of the extent to which a pupil or student is receiving education or other provision. The normal funding arrangements for post-16 provision in colleges will continue to be in place for the academic year 2020 to 2021. The Education and Skills Funding Agency (ESFA) will also continue to pay high needs funding direct to academies and colleges in the normal way.

Schools, colleges or other institutions may need to make temporary changes to the provision they are making available to pupils and students with EHC plans, SEN or LDD in relation to the course or partial closure of a setting or public health advice. In these cases they should let the local authority's special educational needs and disability (SEND) team know as soon as possible. Local authorities and their partner organisations, they should also discuss the resources for high needs funding with the relevant local authority. In some cases, high needs placements and top-up funding may not have been used in the usual way, for example, where a pupil or student has been unable to attend school or college because of isolation or training programme. In these cases, the local college should speak to the commissioning local authority to see if it would be possible to use the funding to provide a place for a pupil or student who is being shielded, parents and funding arrangements agreed. The relevant EHC provision and employment and be available when the special provision is needed. Local authorities should also ensure that the provision is in place when pupils and students are able to attend after the placement(s) are agreed.

Residential provision in schools and colleges
State-funded residential special schools, maintained or various types of setting, including local authority maintained schools, special academies, non-maintained special schools, and independent schools, should continue to pay their staff in the usual fashion, and furlough staff in proportion to the loss of the public funding. Local authorities should support and offer advice and guidance and the local authorities and schools. Schools should work closely together to access the need and demand for these services, and local authorities should ensure that the provision is available and expertise and be needed in the long term, for example to support the local authority's sufficiency duty and the provision of high needs provision.

We are aware that some settings have faced recruitment challenges due to lower-than-normal commissioning activity. Special and AP academies and free schools are experiencing financial difficulties can approach the ESFA for assistance. Local authorities should also consider if they can help with financial difficulty and can audio funds within their high needs budget for this purpose.

Further education and sixth form colleges

Further education and sixth form colleges should continue to pay their staff in the usual fashion – including those who are furloughed. We do not expect the non-public sector education providers to operate effectively during the COVID-19 pandemic.

We are asking providers to open and to continue to deliver education and support to their vulnerable children and young people. We would anticipate local authorities and other public sector organisations to continue to fund providers for this provision. Providers may wish to consider accessing support measures for their staff, for example, eligibility to keep them operational during this period, such as the business continuity scheme. Please refer to the relevant guidance pages for more information.

As placements will continue to be needed, local authorities will continue to pay fees to children's social care providers. Be these providers are independent providers, local authority providers or voluntary sector providers, we would expect providers to furlough support vulnerable children. The government has also announced £3.7 million of extra funding to ensure that children who address consumes among the COVID-19 crisis is supported in education.

In the rare circumstances that providers feel they have no choice but to furlough staff, they should only seek support through the CJRS if they meet the following conditions:

- the employee works in an area of business where services are temporarily not required and whose salary is not covered by public funding
- the employee would otherwise be made redundant or laid off
- the employee is not involved in delivering provision that has already been funded
- the employee is not required to deliver provision for vulnerable children
- the grant from the CJRS would not duplicate other public grants received and would not lead to financial reserves being created

Where the income has either dropped or been reduced and there are staff that are typically paid from those income streams. It may be appropriate to furlough staff in proportion to the loss of the public funding and furlough them. Providers should consider options to maximise staff before furloughing them. Staff furloughed under other potential options have been fully considered schools furlough those members of staff and seek support through the CJRS.

State-funded schools

This includes: maintained schools, academy trusts, alternative provision, non-maintained special schools, state-funded boarding schools and state-funded nursery provisions. Maintained nursery schools should refer to the early years section.

Maintained state-funded schools
Local authority maintained schools (including pupil referral units) and academies (including free schools) are expected to receive their budgets as usual, regardless of any periods of reduced attendance. This will ensure that they are able to continue to pay for their staff and meet their other regular financial commitments. We know that schools will be facing reduced income from COVID-19, which is why we are also providing extra funding to schools.

We do not, in general, expect schools to furlough staff. However, we understand that, in certain instances, schools may have private income streams, such as fees and private income from school-based nursery provision.

Where the income has either dropped or been reduced and there are staff that are typically paid from those income streams. It may be appropriate to furlough staff in proportion to the loss of the public funding and furlough them. Providers should consider options to maximise staff before furloughing them. Staff furloughed under other potential options have been fully considered schools furlough those members of staff and seek support through the CJRS.

Supply teachers and other contingent workers in state-funded schools

This guidance sets out the general principles that state-funded schools (referred to as 'schools' in this section) and employment intermediaries (referred to as 'agencies' in this section) should follow in relation to supply teachers and other contingent workers.

Schools can continue to engage supply teachers and other contingent workers during this period and schools may need to consider using supply teachers, and other temporary staff, can assist in delivering remote learning and other activities.

Where schools are the direct employer
Schools will continue to receive their budgets as usual, regardless of any periods of reduced attendance. This will ensure that they are able to continue to pay for staff and meet their other commitments and obligations.

Where schools have the ability to continue to fund supply teachers, they should do so, paid in the usual fashion from their existing staff budgets, and correspondingly not furloughed, in line with the DfE guidance for public sector employers.

Where schools have fee assignments with supply staff, and where the schools is able to continue to fund these assignments they should do so, paid in the usual fashion and not furlough them.

Where schools have terminated contracts with supply staff due to COVID-19 earlier than the original terms and, and where the schools was the employer under PAYE, the schools may be able to claim back some of the costs for the terminated assignment, as long as the contract is not renewed and the schools is not subsequently engaging the government support scheme.

Where schools or local authorities are public bodies fulfilling a simply staff directly and on an ongoing basis, they should continue to pay their staff in the usual fashion and not furlough them. Where schools have fee assignments with supply staff, and where the schools is able to continue to fund these assignments they should do so, paid in the usual fashion and not furlough them.

Where schools or local authorities are public bodies fulfilling a simply staff directly and on an ongoing basis, they should continue to pay their staff in the usual fashion and not furlough them. Where schools have fee assignments with supply staff, and where the schools is able to continue to fund these assignments they should do so, paid in the usual fashion and not furlough them.

Where a worker is set up as a Personal Service Company (PSC)
Where the services of the supply staff are still required and they continue to work, we expect schools to ensure they will be paid in the usual fashion, from their existing budgets.

Where the schools is closed or has reduced capacity and no longer requires the supply staff, the supply staff should be treated as employees of the PSC, and furloughed by the PSC in the usual fashion.

Where the supply staff have worked for the schools directly, schools are allowed to continue to pay the staffing fee of the agreed rate up to a maximum of 4 weeks' pay for 4 months.

Where the supply teacher's PSC is paid via an agency, it may be appropriate to continue to claim for grants under the Coronavirus Job Retention Scheme. In this scenario, if the agency is a recruitment agency, it should be treated as a supplier of services to the contractor (PSC) and the agency. The agency and intermediary should claim the Coronavirus Job Retention Scheme. It should be furloughed agreement between parties and the agency and contractor (PSC) to ensure that the supply teacher is furloughed by the PSC.

Check if your employer can use the Coronavirus Job Retention Scheme provides more information for supply staff who supply their services through PSCs.

Where a worker is self-employed
Self-employed workers are not eligible for work because of COVID-19 will be able to access support through the Self Employment Income Support Scheme.

Starting new temporary contracts
Schools may continue to need supply teachers and other temporary staff throughout the period of the coronavirus outbreak, and schools should take care and plan ahead to ensure staff are available where required.

Self-isolating staff
Staff may be furloughed if they fit the Test and Trace Support Payment where they are unable to work because they are self-isolating and have received a notification.

This is a payment of £500, payable to a low-income local authority scheme to ensure these staff members continue to pay their part in controlling the virus by isolating at home.

School workforce employers can find additional guidance on school workforce planning in the guidance for schools during the COVID-19 pandemic.

Further education and sixth form colleges

Further education and sixth form colleges should continue to pay their staff in the usual fashion – including those who are furloughed. We do not expect the non-public sector education providers to operate effectively during the COVID-19 pandemic.

We are asking providers to open and to continue to deliver education and support to their vulnerable children and young people. We would anticipate local authorities and other public sector organisations to continue to fund providers for this provision. Providers may wish to consider accessing support measures for their staff, for example, eligibility to keep them operational during this period, such as the business continuity scheme. Please refer to the relevant guidance pages for more information.

As placements will continue to be needed, local authorities will continue to pay fees to children's social care providers. Be these providers are independent providers, local authority providers or voluntary sector providers, we would expect providers to furlough support vulnerable children. The government has also announced £3.7 million of extra funding to ensure that children who address consumes among the COVID-19 crisis is supported in education.

In the rare circumstances that providers feel they have no choice but to furlough staff, they should only seek support through the CJRS if they meet the following conditions:

- the employee works in an area of business where services are temporarily not required and whose salary is not covered by public funding
- the employee would otherwise be made redundant or laid off
- the employee is not involved in delivering provision that has already been funded
- the employee is not required to deliver provision for vulnerable children
- the grant from the CJRS would not duplicate other public grants received and would not lead to financial reserves being created

Where the income has either dropped or been reduced and there are staff that are typically paid from those income streams. It may be appropriate to furlough staff in proportion to the loss of the public funding and furlough them. Providers should consider options to maximise staff before furloughing them. Staff furloughed under other potential options have been fully considered schools furlough those members of staff and seek support through the CJRS.

Independent special schools

Most pupils in independent special schools have been placed there by local authorities under an EHC plan, funded from the high needs block of the DSG.

Local authorities will continue to receive their high needs budgets and should continue to pay top-up and other high needs funding to independent special schools. This is so they can continue to employ and pay staff supporting children and young people with SEND. Some independent special schools also have pupils who are funded privately instead of under an EHC plan. These institutions should only access the support schemes identified in relation to the proportion of staff that is not supported through public funding, and only to the extent that the school is facing a loss of income because the children have been withdrawn by their parents leading to a loss of fee income.

Further education and apprenticeships

Further education and apprenticeship providers include further education colleges, sixth form colleges, designated institutions, independent training providers (ITPs), adult and community learning providers, and higher education institutions to the extent that they provide further education or apprenticeships. They are funded in 3 main ways: by grant; under a direct contract for services with Education and Skills Funding Agency (ESFA); or through a funding agreement with the ESFA (where provision is delivered under a contract for services between a levy paying employer and an apprenticeships training provider, or advanced learner loan funded learning).

Where the provider is continuing to receive public funding through any of these routes they should continue delivering this provision where feasible, including through remote delivery. They should not furlough staff whose salaries are paid from continuing ESFA (or any other public) income. This applies to both teaching and non-teaching staff.

We recognise that many providers rely on funding from a mix of public sources and other income streams such as fees, employer contributions and commercial income. Where public income has reduced or non-public income has ceased or reduced, it may be appropriate for providers to seek support from the CJRS to furlough staff. Providers should only furlough employees if they meet the following conditions:

- the employee works in an area of business where services are temporarily not required and whose salary is not covered by public funding
- the employee would otherwise be made redundant or laid off
- the employee is not involved in delivering provision that has already been funded
- the employee is not required to deliver provision for an attending student
- the grant from CJRS would not duplicate other public grants received and would not lead to financial reserves being created

If it is difficult to distinguish whether staff are funded through continuing public funding, for the purposes of meeting the first 3 conditions listed, then the total proportion of teaching and non-teaching staff (based on gross payroll) that are retained (for example, not furloughed) should, as a minimum, be equivalent to the continuing public income, as a proportion of all income that the provider usually receives. For example, if the only source of public funding is through a grant, and non-grant income makes up 25% of total income, then this should be the total maximum proportion of staff (based on gross payroll) that could be furloughed.

Where providers consider furloughing staff, they should ensure that they take a fair and reasonable approach to part-time, sessional and temporary staff, reflective of good HR practice and legal requirements.

We understand that ITPs and colleges are dependent on both their ability to continue provision online and on the speed at which employers are able to return to business as usual, including their recruitment and enrolment of new apprentices. In addition, as the economy begins to reopen, we would expect some providers to see a portion of their other income streams returning and be able to begin bringing staff off furlough and back to work. Any claim through the CJRS should continue to be proportionate to the income lost.

Full details can be found in the Check if you can claim for your employees' wages through the Coronavirus Job Retention Scheme guidance.

Where a provider receives Adult Education Budget (AEB), or apprenticeship funding, as part of a direct contract for services with ESFA, and is at risk financially, they may be eligible for support (subject to meeting additional criteria) as part of ESFA's post-16 provider relief scheme. Support provided through that mechanism would count as public funding for the purposes of conditions covering the CJRS.

Further guidance on the operation of any supplier relief scheme for providers funded under a contract for services with ESFA can be found at ESFA post-16 provider relief scheme (July to October 2020).

In instances where public funding is not delivered under a contract for services with the ESFA, the Cabinet Officer's Procurement Policy Note 02/20 and 04/20 are not applicable. Suppliers must not be in receipt of multiple, duplicative relief under ESFA's post-16 provider relief scheme and under the CJRS. This means that, if suppliers are in receipt of payments, suppliers should have ensured that all parts of the workforce identified to deliver the contract were not furloughed during the period (under CJRS). It is permissible for a supplier to receive partial payments for non-labour related costs and claim labour costs under the CJRS.

DfE is considering appropriate measures to monitor use of these schemes in order to detect any duplication of funding, and will be considering potential options to recover misused public funding as required.

Some providers may also be eligible for the Coronavirus Business Interruption Loan Scheme or Coronavirus Large Business Interruption Loan Scheme. For more information on eligibility, please consult your commercial bank or refer to the financial support for businesses guidance.

Higher Education

During and after the COVID-19 pandemic, our aim is for Higher Education (HE) providers to continue to:

- deliver HE provision
- support the needs of students, both on and off campus

We will work with HE providers to help them access the range of measures on offer to:

- support financial viability and sustainability
- safeguard jobs (including those staff on casual, hourly paid or fixed-term contracts)

We expect that in most circumstances, HE providers will be able to continue paying their staff as usual because HE delivery has largely moved online, and staff are maintaining key services, including those for students remaining on campus.

Coronavirus Job Retention Scheme (CJRS)

HE providers should only furlough employees and seek support through the CJRS if they continue to meet the following conditions:

- the employee works in an area of business where services are temporarily not required and whose salary is not covered by public funding
- the employee would otherwise be made redundant or laid off
- the employee is not involved in delivering provision that has already been funded
- (where appropriate) the employee is not required to deliver provision for an attending learner
- the grant from CJRS would not be duplicative to other public grants that the HE provider receives and would not lead to financial reserves being created

Any claim through the CJRS should continue to be proportionate to the income lost and should not duplicate other sources of public funding where these are being maintained, such as UK home student tuition fees. However, we do recognise the complexity of HE revenue and the role that cross-subsidy plays. If it is difficult to distinguish whether staff are funded through public or commercial income for the purposes of meeting the first 3 conditions as listed, and some staff will be funded through multiple sources, as a guiding principle, HE providers should not seek to furlough a higher proportion of their wage bill than could reasonably be considered to have been generated through commercial income, including from non-public research grants and contracts.

It is likely that decisions on whether to continue to furlough staff will need to be taken on a case by case basis. Employers can bring furloughed employees back to work for any amount of time and any shift pattern, while still being able to claim a grant for the hours not worked. An employee cannot undertake work for, or on behalf of, their employer during the hours for which CJRS is being claimed.

Where research work has been paused (for example, where grant holders have requested a no-cost extension to UK Research and Innovation grants) and therefore providers are not able to receive payments towards staff costs for a period, resulting in a loss of income due to ceased or reduced delivery of research programmes, providers should consider their eligibility and apply for the wide range of financial support that HM Treasury has already announced for businesses, including the CJRS in line with the conditions. The Department for Business Energy and Industrial Strategy (BEIS) has provided additional guidance on furloughing research staff at Coronavirus Job Retention Scheme: guidance for research organisations.

DfE is considering appropriate measures to monitor the use of these schemes in order to detect any duplication of funding, and will be considering potential options to recover misused public funding as required.

To help providers make informed decisions, the government has issued guidance for providers on reopening campuses and buildings to staff and students in ways that protect the health and wellbeing of staff, students and visitors.

We will continue to engage with the sector and update this guidance, and provide further clarification as necessary.

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