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Curriculum Led Financial Planning for Primaries

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Key Messages

- ✓ Understand and recognise the importance of integrated curriculum and financial planning
- ✓ Provide tools and discuss an approach to:
 - review your class structures
 - analyse teacher utilisation
 - consider how optimally management time is used
- ✓ Be prepared to challenge existing practice to benefit your school

Integrated planning for improved pupil outcomes

Curriculum planning


- Desired educational outcomes
- School improvement plan
- Curriculum requirements
- Timetabling

Financial sustainability

- Long term plans
- Effective staff deployment
- Reduced spend on non staff costs
- Financial skills and challenge



Reviewing class structures

- How healthy are your pupil number projections?
- 24 children? 
- Constraints: 30 children limit in Reception and KS1
- Is the curriculum delivered class by class?
- Could some lessons be combined?

Class structure 1.5 FE example

N	18	(not all taking 30 hours)		
R	42	22	20	
Y1	37			
Y2	20	27	30	
Y3	40			
Y4	35	25	25	25
Y5	38			
Y6	32	26	22	22

Measuring teacher load

- Hours of teaching needed
- Hours of teaching provided
- PPA 10% requirement
- NQT 90% requirement
- Management time
- Teaching 'load'



Worked example

- 1 FE rural school: 188 children on roll in 9 classes
- 13 teachers + HT
- $9 \times 25 = 225$ teaching hours needed
- $13 \text{ teachers} \times 25 \times 0.78 = 254$ teaching hours provided
- excess/free hours = $254 - 225 = 29$
- 1 teacher = 20 hours!

Teaching 'load'

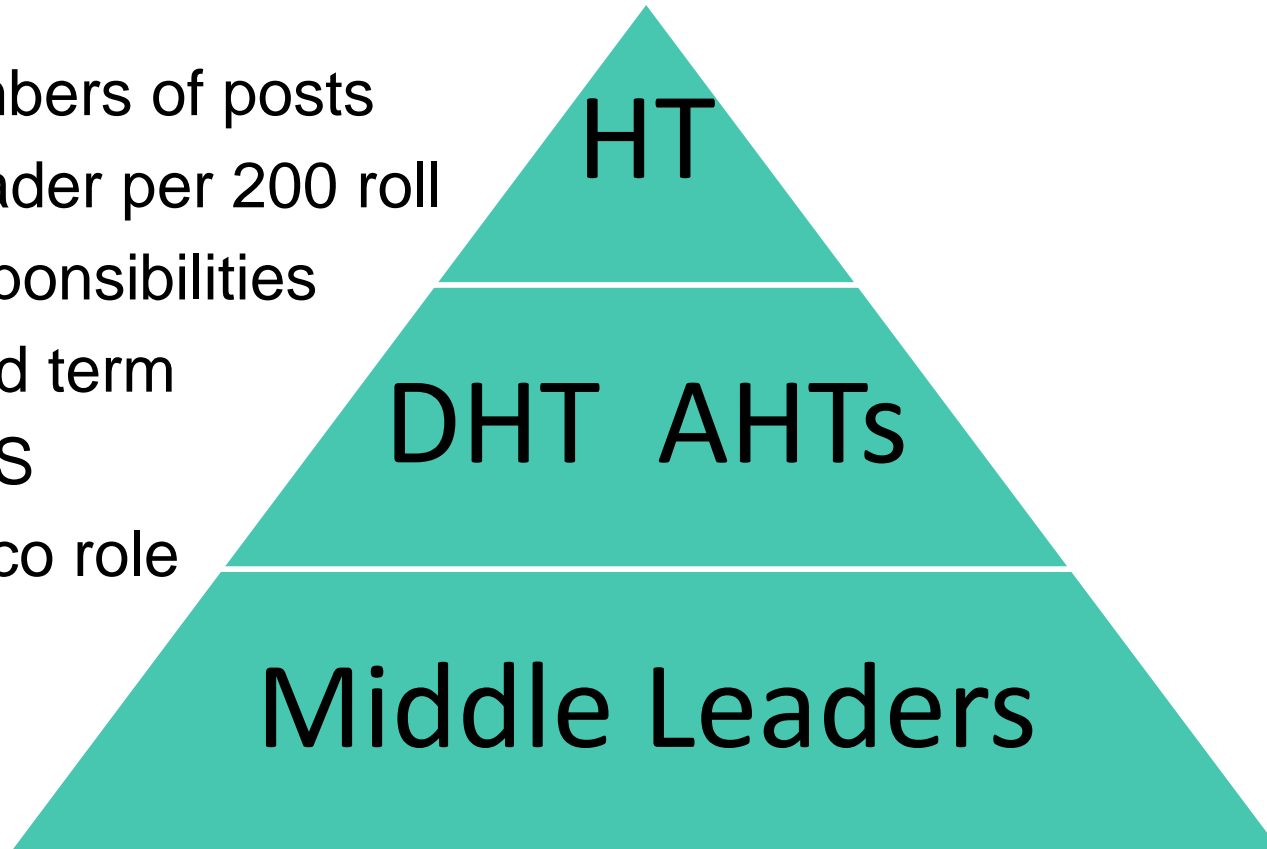
	Teacher	FTE	Salary	TLR	On costs	Total cost	PPA %	PPA cost	Covered by	Teaching %	Teaching cost	Leadership %	Leadership cost
Year R													
Year 1													
Year 2													
Year 3													
Year 4													
Year 5													
Year 6													
SENCO													
AHT													
AHT													
AHT													
DHT													
HT													

Group discussion

- 5 minutes working with colleagues
- Confidential
- Consider
 - Number of FTE teachers to deliver curriculum
 - Teaching load – PPA, management time
 - Who covers PPA?
 - Additional teachers – sports coaches, specialists
 - Class structures
- What questions would you ask in your school?

Leadership structures

- Numbers of posts
1 leader per 200 roll
- Responsibilities
- Fixed term
TLRS
- Senco role



Teacher workload survey

Table 5.2: Proportion of all teachers viewing workload as a problem by teacher and school level variables

		A very serious problem (%)	A fairly serious problem (%)	Not very serious / no problem (%)	Don't know (%)	Base
Role	Classroom teachers	53	39	5	3	2,115
	Middle leaders	59	37	3	1	724
	Senior leaders	42	50	8	0	347
Phase	Primary	49	42	6	3	899
	Secondary	56	39	3	1	2,287
Years of professional experience	Less than six years	47	43	6	3	881
	Six to ten years	55	37	4	4	750
	Eleven years or more	54	40	5	1	1,550

Teacher workload survey

Table 5.5: Level of agreement with *I have an acceptable workload* by teacher and school characteristics

		Strongly disagree (%)	Tend to disagree (%)	Neither agree nor disagree (%)	Tend to agree (%)	Strongly agree (%)	Base
Role	Classroom teacher	57	32	6	5	1	2,115
	Middle leader	61	31	4	3	1	724
	Senior leader	51	29	10	8	2	347
Phase	Primary	59	29	7	5	1	899
	Secondary	54	34	6	5	1	2,287
Hours worked	Full-time	58	30	6	5	1	2,445
	Part-time	50	38	5	5	1	459
Years of professional experience	Less than six years	54	35	7	4	1	881
	Six to ten years	57	31	6	5	1	750
	Eleven years or more	58	30	6	5	1	1,550
Ofsted category	Outstanding	50	36	7	5	1	1,040
	Good	59	29	6	5	1	1,603
	Requires Improvement / Inadequate	59	30	7	3	1	523



Leadership structure example

	FTE	Value £	Cost £
Headteacher	1		75000
Deputy Headteacher	1		60000
Assistant Headteachers	3		50000
TLR 2a	3	2667	8001
TLR 1	1	7701	7701
Total Management Cost	9		200702
Total teaching budget			867000
% Teaching budget spent on management			23%

Group discussion 2

- 5 minutes working with colleagues
- 3 FE example
- Use the example to discuss:
 - what key issues stand out from the data provided?
 - what further questions would you ask?

Workshop summary

- Integrated curriculum and financial planning is central to school efficiency
- Tools for SBMs to use
- Key aspects to consider in your schools
- Any questions?

Further help and advice

- businessmanagementservices@hertsforlearning.co.uk
- **School Workforce Census data:**
<https://www.gov.uk/government/statistics/school-workforce-in-england-november-2016>
- **Teacher workload survey:**
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/592499/TWS_2016_FINAL_Research_report_Feb_2017.pdf
- **ACSL teacher contact ratio:**
<https://www.ascl.org.uk/download.44229FED-8443-45C8-9607F623689643A1.html>



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