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# Business Management Conference 2018

Reaching Above and Beyond



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# Welcome and Introductions

Carole Bennett

Business Services Director



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# Networking & Getting to know you!

- Introduction – Name & school
- How long you have worked in Education
- Who inspires you and why (e.g. a colleague, somebody in the public eye etc.)



# Expert Panel Session

Case studies of SBM's reaching above and beyond



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# SBM career paths – is there a glass ceiling?

Micon Metcalfe

COO of Langley Park Academies & Langley Park School for Boys Academies Trust



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# Reaching above and beyond – why should I bother?

Sandy Tomlinson

School Business Consultant



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# Professional impact – driving financial efficiency & influence with SLT

Stephen Robinson

Hemel Hempstead School, ISBL Fellow



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# Professional Impact

Driving financial efficiency  
and influence with SLT



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# Background

- The DfE / ESFA has been seeking to improve school efficiency
- A range of new tools available
- Continued emphasis towards collaboration
- However



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# School Efficiency Advisors (SEA's)

- Autumn 2017 – DfE in Liaison with ISBL created new roles SEA's (now School Resource Management Advisers (SRMAs))
- The rationale to provide additional professional advice
- To support in post FDO's / SBM
- To aid in identifying the key issues
- To facilitate the challenging conversations
- A robust assessment process in the early part of Jan 2018, followed by deployments



# What has been the Process?

Meetings / Familiarisation / Building trust and critically: -

## Getting to the data



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# How Has this Worked Out?



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# What have been the key Themes

- High Management costs (Inc. TLR's)
- PTR (contact time) very low
- Central costs have not = efficiency gains
- 6<sup>th</sup> Form Student numbers unrealistic
- Overly ambitious recruitment targets
- Cash flow in negative
- Lack of willingness to engage in the challenges



# Feedback



- Providing feedback
- Credibility of findings
- Managing the challenging conversation
- Reaching a positive outcome
- Keeping solution focused
- Taking ownership



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# Solutions

- Tough decisions



- The need for rationalisation



- Realistic recovery plans



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# Next Steps

- This has been a pilot, ending July
- Assessment of effectiveness
- Consideration of way forward
- Benefits of sharing lessons learnt



# Has it been Rewarding?



Time will tell



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# Refreshments and Exhibitors



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# Workshop 1

11:10am – 12:00noon

## **Room B**

### **Pupil Premium - leverage the impact with effective monitoring**

Carly Holliman Executive Head, Mount Stewart Schools, Brent & Liz Redman Business Management Consultant

## **Boardroom**

### **Mental Health – the smallest things can make the biggest difference**

Jen Beer Health Improvement Lead at HCC

## **Room E**

### **Community Engagement - positive outcomes of collaboration for sustainability planning**

Natalie Dalvarez, Deputy Director of Business services and Jackie Keegan, Business management consultant



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# Workshop 2

12:05pm – 12:55pm

## **Room B**

### **Staff retention and developing talent in your school**

David Windridge, Head of HR and recruitment services and Chris Brown, Senior HR Adviser

## **Room C**

### **A lean office? The challenge to deliver efficiencies by doing things differently**

Donia Knott, School business engagement manager and Liz Allpress Business management consultant

## **Boardroom**

### **Curriculum Led Financial planning for primary schools**

Jim Borchers, Curriculum Modelling Consultant and Claire Edwards, School Business Management Consultant

## **Room E**

### **Procurement Surgery**

Claire Delaney, Managing Director at Schools' Buying Club



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# Lunch and Exhibitors



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# Panel overview of workshops



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# The importance of planning professional Development

Sarah Ray, Professional Development Specialist  
at ISBL



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# Harnessing the power of Twitter

Donia Knott – School Business  
Engagement Manager

Neena Raj – Marketing Lead

Chloe Wallis – Social Media Graduate



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# Where are you on the Twitter journey?

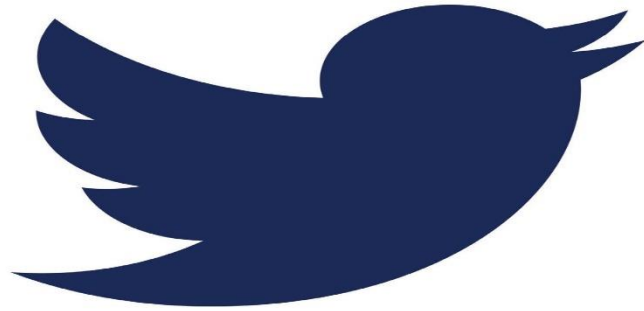


# Using Twitter to build a school business community

“The hope is that by bringing together a collective of voices of all ages, experience, sectors and roles that the sense of isolation will diminish and our colleagues across the country will be able to feel supported, encouraged and to find that sense of camaraderie that is so often missing for non-teaching school leaders.” – Hilary Goldsmith, Director of Finance and Operations at Vardean School

Benefits of school business leaders (SBLs) using Twitter:

- collaborate and network with SBLs
- gain support from a virtual community of SBLs across the nation
- gain a national view of what’s happening nationally in education
- find and share resources
- keep up-to-date with trends, developments and best practice
- receive and offer supportive advice
- gain inspiration and embrace practical ideas



## Are you ready to join the SBL community?

### Next steps

1. Follow @HfL\_BMS to keep up-to-date with the latest news, information and CPD opportunities from the Herts for Learning Business Management Services team
2. Add your details to the Twitter Map and take part in the #SBLTwitterChallenge to connect with like-minded business management professionals
3. Access a range of useful resources, tips and information online at: [www.sbl365.co.uk](http://www.sbl365.co.uk)



Herts for Learning is proud to work in collaboration with Hilary Goldsmith to help engage the SBL community in social media.

# An action plan to navigate future financial sustainability

Cheryl Faint, Head of Financial Services and  
Liz Leeman, Head of Business Management Services



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Herts for Learning looks forward to welcoming you to forthcoming events

## Join the conversation

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