

XXX Primary School

Benchmarking Report for Governors - 2018/2019

Prepared 2020

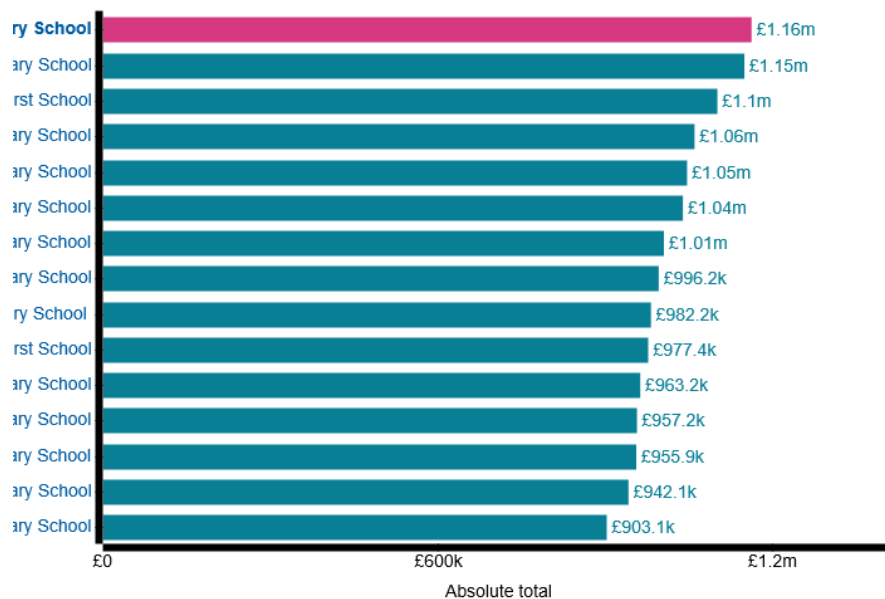
This benchmark was created using the following criteria:

Characteristic	XXX School value	Comparison criteria
Finance type	Maintained	Maintained
Area	County	National
School overall phase	Primary	Primary
School phase	Infant and junior	Infant and junior
Number of pupils (minimum)	198	180 - 220
Eligibility for free school meals (minimum)	3%	1% - 6%

The following schools were identified within XXX County Council meeting the above comparison criteria:

Name	Location	Pupil Numbers	Ofsted rating
		198	Good
		200	Good
		220	Outstanding
		204	Good
		206	Good
		203	Outstanding
		210	Good
		221	Good
		207	Requires Improvement
		193	Good
		200	Good
		207	Good
		206	Good
		205	Good
		207	Good

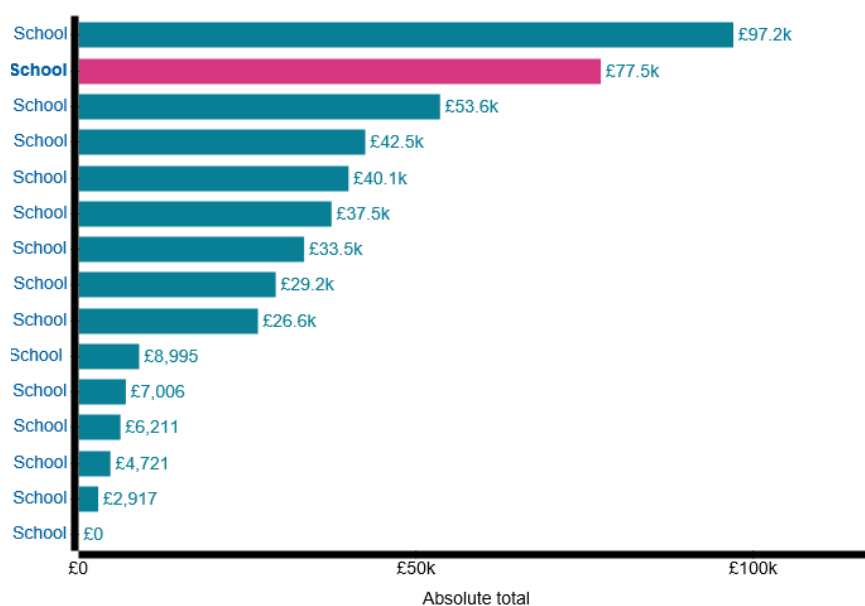
Total Income



The total income is made up of:

Pre-16 pupil funding	£796,357
Grant funding (Sports premium, Universal Infant Free School Meals)	£47,680
Targeted grants (including High Needs Top-up funding, Pupil Premium, Minority Ethnic Groups)	£144,882
Self-generated income (including income from facilities, catering, donations, contributions to visits, staff absence insurance claims)	£173,681

The self-generated income includes the following income from facilities:



The self-generated income includes **Nursery** and **wraparound care** fees as well as **Lettings** income.

Self-Assessment Dashboard

Scenario year 2018/2019

[Edit data](#)

Reserve and balance

Assessment area	School data	% of <u>inc.</u>	Rating against thresholds
In-year balance	£65,205.00	5.6%	Low Risk ?
Revenue reserve	£260,957.00	22.4%	Low Risk ?

Spending

Assessment area	School data	% of <u>exp.</u>	Rating against thresholds
Teaching staff	£402,749.00	36.7%	Lowest 10% of similar schools ?
Supply staff	£27,975.00	2.5%	Broadly in line with similar schools ?
Education support staff	£165,830.00	15.1%	Middle 20% of similar schools ?
Administrative and clerical staff	£69,976.00	6.4%	Highest 20% of similar schools ?
Other staff costs	£139,767.00	12.7%	Highest 10% of similar schools ?
Premises costs	£70,887.00	6.5%	Broadly in line with similar schools ?
Educational supplies	£50,699.00	4.6%	Broadly in line with similar schools ?
Energy	£28,641.00	2.6%	Highest 10% of similar schools ?

School characteristics

Assessment area	School data	Rating against thresholds
Average teacher cost	£46,831.28	Middle 20% of similar schools ?
Senior leaders as a percentage of workforce	9.3%	Middle 20% of similar schools ?
Pupil to teacher ratio	23.02	Broadly in line with similar schools ?
Pupil to adult ratio	9.21	Lowest 20% of similar schools ?
Teacher contact ratio (less than 1)		Not available. Add data ?
Predicted percentage pupil number change in 3-5 years		Not available. Add data ?
Average Class size		Not available. Add data ?

Outcomes

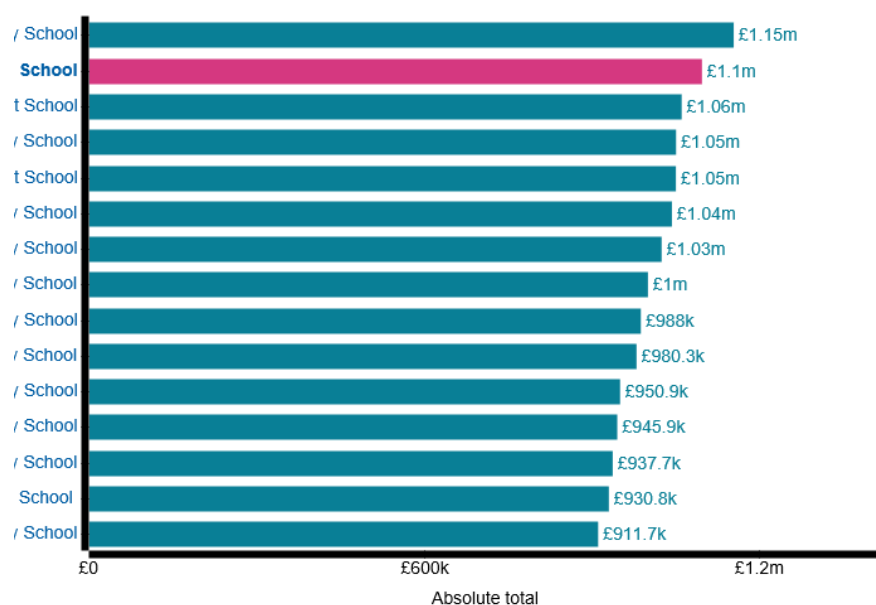
Assessment area	School data
Ofsted rating	2 Good Ofsted report Inspected ?
KS2 score	-1.30 Average ?

The Self-Assessment Dashboard shows the school spends higher than the average school within our group in the follow areas:

- Admin/Clerical Staff
- Other Staff
- Energy
- Other areas are either lower or broadly in-line.

Further details about the higher than average areas of spend follows below.

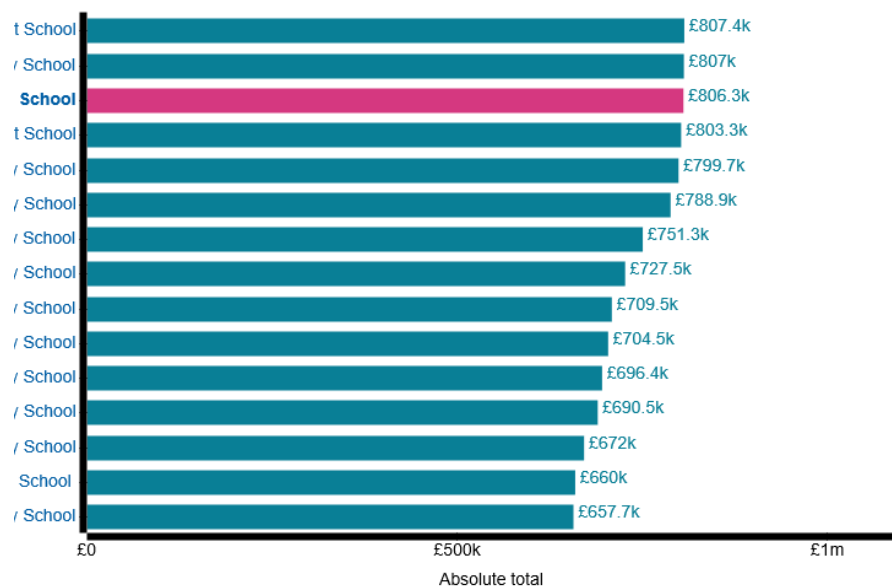
Total Expenditure



The total expenditure during 2018/19 was less than the income received by £65,205. This was a deliberate saving towards increasing reserves in anticipation of setting the budget from 2019/20 onwards.

Staffing Costs

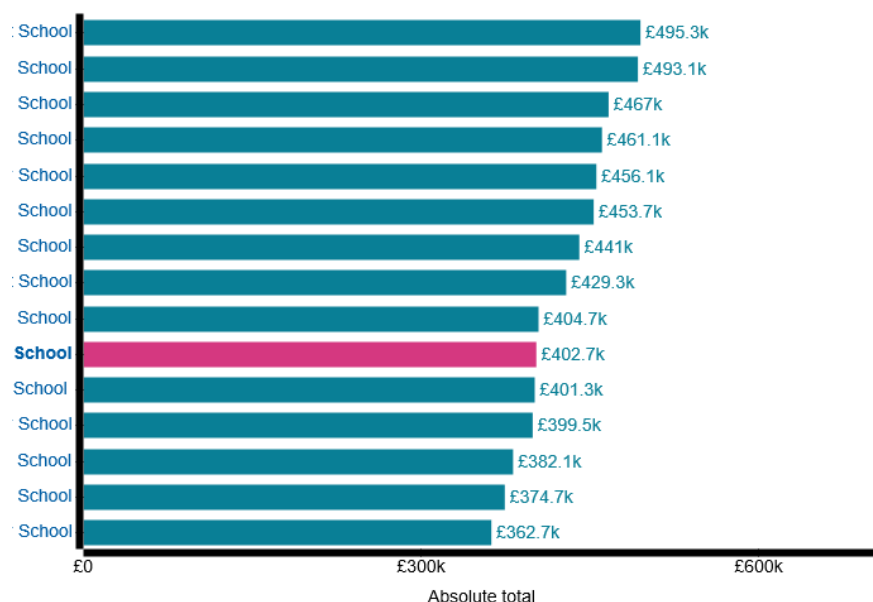
The total expenditure includes total staffing costs of:



Although our expenditure on staffing is quite high within the comparator set, the recent staffing restructure should alleviate pressures on this ratio caused by reducing pupil numbers in 2018/19.

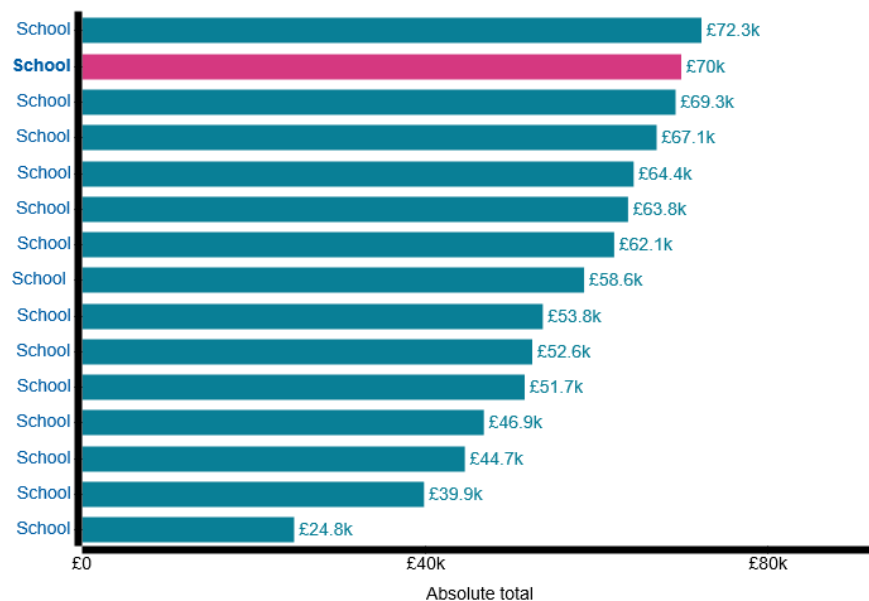
Staff costs were 73.5% in 2018/2019. (DfE guidance suggests that staffing costs typically represent between 75% and 80% of mainstream schools' expenditure.)

Within these staffing costs, teacher salaries are shown below:



In addition to the teacher salaries, we had expenditure on supply teachers in 2018/2019 of £16,570 due to the need to cover long term sickness.

Administrative & Clerical:

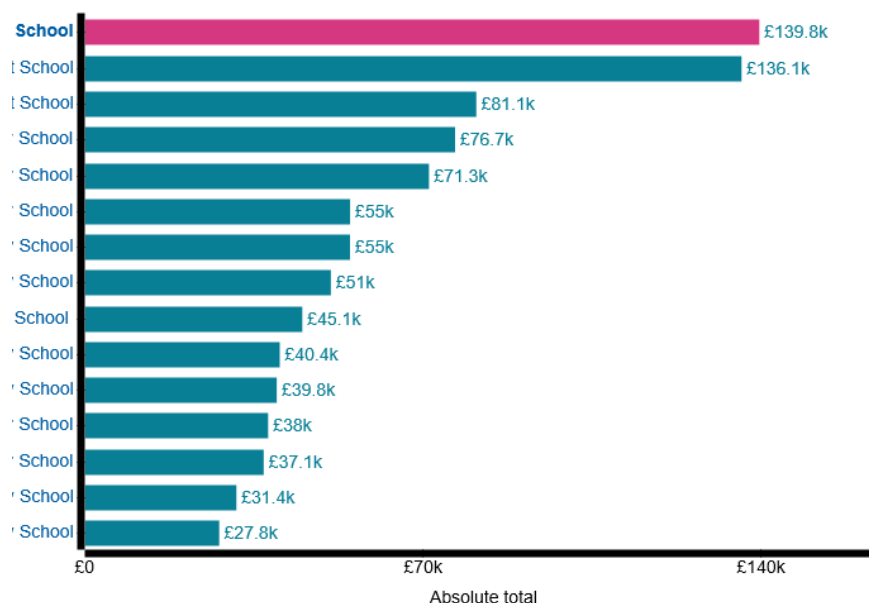


Administrative and Clerical costs appear high within the benchmark set. However, this data has highlighted an error within our Consistent Financial Reporting (CFR) as one of the school's staff had been categorised as Admin & Clerical. Had this been corrected, the Admin & Clerical costs would be £58,000.

Benchmarking should be carried out with other schools in the comparator set to identify where efficiencies can be implemented allowing savings to be made.

Other Staff Costs are shown below:

This includes the cost of other staff, staff development and training and staff-related insurance.



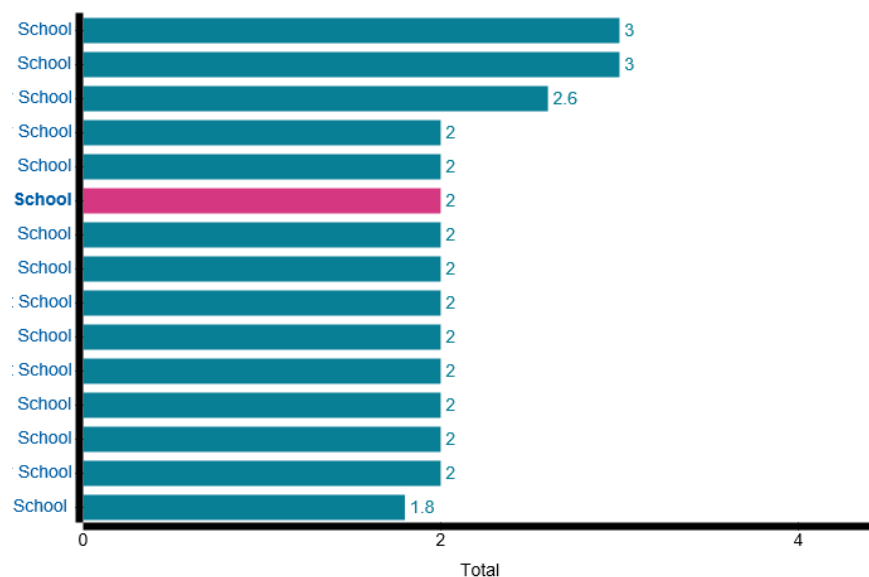
This includes cleaning and caretaking staff. During 2018/19, we reduced cleaning staff by 12 hours per week and the Caretaking post by 7 hours per week. The total 'other staff costs' also includes lump

sum redundancy payments that were made as part of our restructure (c£25000). I would expect this figure to be lower in future years in view of these changes.

These costs should not be considered in isolation as the income generated by the school offset a considerable amount of 'other staff' costs shown here.

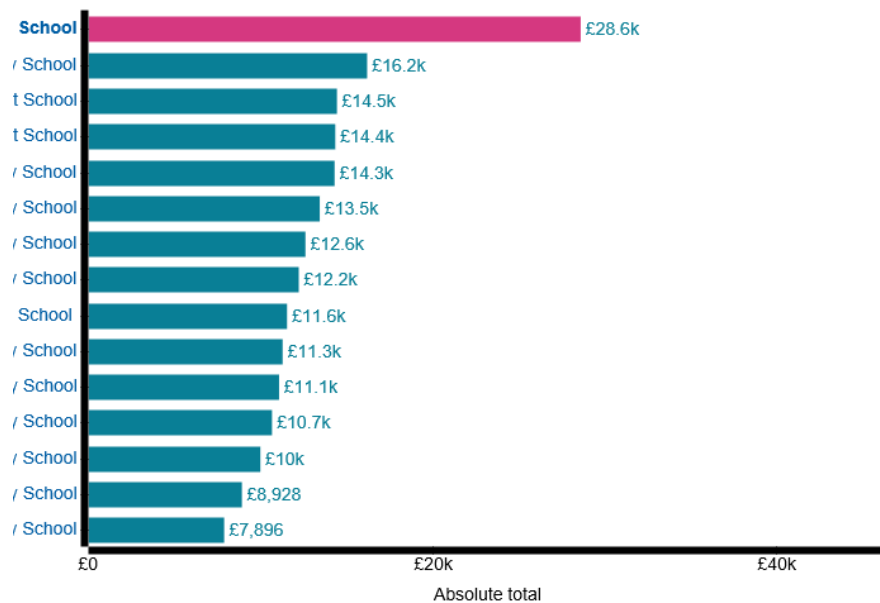
Staff absence insurance is still a significant expense accounting for c£12000pa. Due to no claims in 2019/20 we are hoping to see a reduction in premiums for 2020/21.

Senior Leadership:



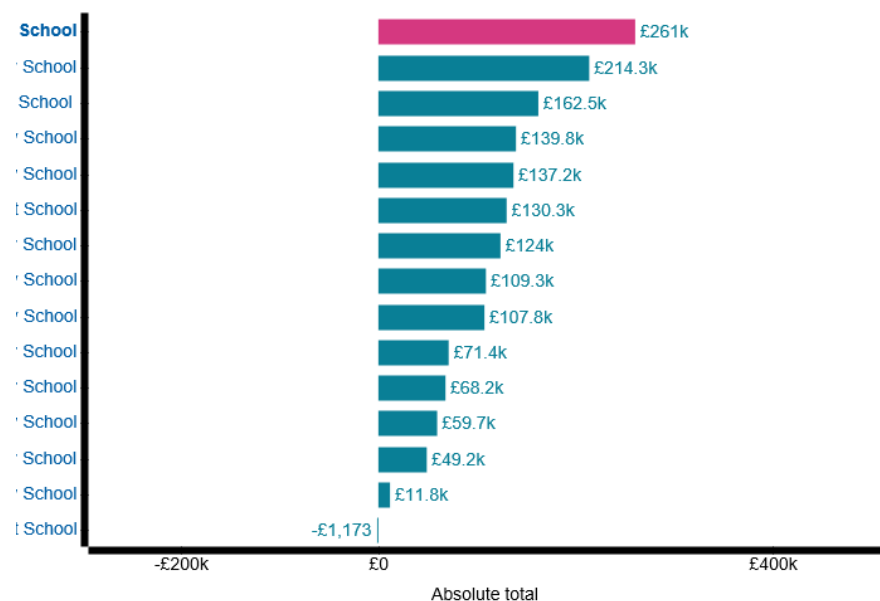
This chart reflects Headteacher, Deputy or Assistant Headteacher and most schools in the benchmark set have two FTE in their Senior Leadership team. This chart does not reflect the staff who are in receipt of Teaching and Learning Responsibility payments (TLRs). At the school, TLRs are paid to the teachers who lead the areas of SEN, English and Math's. Some schools have moved away from TLR for specific subject and instead pay TLR for 'curriculum' or 'assessment', for example. TLRs cannot be taken away from staff without HR advice and union consultation.

Costs of Occupation - Energy Costs:



This chart includes all costs related to fuel and energy, including fuel oil, biomass and electricity. It also reflects repayment of the SALIX loans (which was taken for energy efficient lighting replacement). The total energy costs in 2018/19 were c£1800 less than the previous year.

Revenue Reserve



The revenue reserve highlights the money that is being held to offset shortfalls in budget over the next two years.

For more information about the schools benchmarking service, use the following link:

<https://schools-financial-benchmarking.service.gov.uk/>