

F/Y participated and school	Section A - SRMA Recommendation Summary Section -For information only							Section B - 6 month Evaluation Section - For Completion 6 months after SRMA deployment						
	Estimated benefit or -cost over the next three years if implemented			Achievability	Benefit Grouping	Specific Benefit	Analysis / Rationale	Staff / Non staff	Was this recommendation implemented?	If implemented, what monetary value has been achieved to date. If none- enter £0.00	Savings Realised			Explanatory Notes- optional/free text
	Year 1 (£)	Year 2 (£)	Year 3 (£)					Y/N			6 months (£)	Year End (£)	Year 2 (£)	
2020/21 School 1	0	4,791	4,791	High	Other expenditure	Other insurance premiums	Risk Protection Arrangement - Switching Insurance cover to the Government backed RPA which has been in use for Academies for many years and is now open to maintained schools.	Non staff	Y	7,930	7,930	7,930	7,930	Cost of LA insurance £10,932, RPA £3002. Assumed these costs remained the same for years 2 and 3.
2020/21 School 1	0	4,812	9,623	Medium	Education support staff	Education support staff	Use of Apprenticeships - The use of Apprentices to fulfil some non-teaching roles. This would show values such as inclusivity and engaging with the community. Savings are based on the average apprentice cost of £16.5k including on-costs and the average non-teaching staff costs of £21,643. Replacement of two staff for apprentices on a wastage basis.	Staff	N					As yet we have had no vacancies that would be suitable for an apprentice.
2020/21 School 2	0	62,234	62,234	Medium	Teaching staff	Teaching staff	Teaching Contact Ratio - To increase the ratio in the school to 76% minimum. This would mean the reduction of teaching staff in the school by 1.2 teachers. There would be contractual complications, and this may be best completed by the non-replacement of natural wastage or the reshaping of the leadership team.	Staff	N	0	0	0	0	The school has been concentrating on a Marketing Strategy first, in order to drive up pupil numbers. A new 2 year old provision was opened in Sept2021 and expansion of the 3-4 year old provision too, to encourage more children into our setting before statutory school age. We have made two recent appointments of teaching staff, at lower pay scales than their predecessors. Staff structure is something that it kept in mind with every recruitment process.
2020/21 School 2	0	5,068	5,068	High	Other expenditure	Other insurance premiums	Risk Protection Arrangement - Switching Insurance cover to the Government backed RPA which has been in use for Academies for many years and is now open to maintained schools.	Non-staff	Y	7,500	7,500	7,500	7,500	Assuming that the same quotes are generated for the LA and RPA schemes in years 2 and 3.
2020/21 School 2	0	6,442	12,884	High	Education support staff	Education support staff	Use of Apprentices - The use of Apprentices to fulfil some non-teaching roles. This would show values such as inclusivity and engaging with the community. Savings are based on the average apprentice cost of £16.5k including on-costs and the average non-teaching staff costs of £22,942. Replacement of two staff for apprentices on a wastage basis.	Staff	N	0	0	0	0	Many of our non-teaching roles are part-time and the hours are flexed to fit the needs of the pupils and staff alike. Apprenticeship roles have not currently been appropriate for the most recent appointments, but could be something to consider in the future. We do have 3 support staff that are currently undertaking apprenticeship training via the apprenticeship levy, and a further two who have recently completed it.
2021/22 School 3	0	0	0	Low	Teaching staff	Teaching staff	Based on reduction in average teaching costs to the top of green threshold level of £59500 should the school need to divert spending elsewhere or manage a deficit budget, they could save £429,468. This illustrates the impact of higher paid staff. This would take longer than three years to achieve as and when staff changed. and so is shown just for reference purposes. As future budgets still need further work on them it is not felt appropriate to include this as the figures may change.	Staff	N	0	0	0	0	Whilst we acknowledge that our average teacher cost is higher than the sector average, we have experienced a sharp decline in applications when we advertise a teaching post. As we can only recruit from within the pool of applications we have we have to pay the "going rate" if we wish to recruit. However, we are also working with local Teacher training organisations to try to secure a small flow of NQTs (ECTs) into the school to reduce costs and aid recruitment. We currently have two trainee teachers on that basis.
2021/22 School 3	0	0	70,512	Low	Teaching staff	Teaching staff	Based on 2 of the SLT teaching half a timetable or other management time being reduced, which would bring teacher contact ratio closer to the more optimum level if the school need to divert spending elsewhere or manage a deficit budget. Would be subject to costs if not achieved through natural means. Capacity levels may prohibit this but it is a consideration. Overall saves 1 FTE teacher	Staff	Y	0	0	0	0	We currently have two members of SLT (Assistant headteachers) with a regular teaching commitment of half a day a week each. Whilst this plugs a gap in our teaching capacity it does not save the school money as their time is more expensive than if we had teachers in post. We are also short of one Assistant Headteacher (vacant post) so this is stretching SLT capacity at the same time.
2021/22 School 3	0	0	137,500	Low	Education support staff	Education support staff	Reduce overall spend on curriculum support staff should the school need to divert spending elsewhere or manage a deficit budget. This is based on the spend being reduced by 5% in Year three. Would be subject to costs if not achieved through natural means. School currently considering adding 3 staff now so by reconsidering this, average cost £25k per member of staff, it could be part achieved here.	Staff	Y	105,000	210,000	100,000	100,000	We currently have 10 unfilled vacancies for Teaching Assistants (due to challenges recruiting - not enough applications) which is saving us money, but at the expense of curriculum delivery and safety for remaining staff. We have therefore kept these vacant roles in the budget plan to fill as soon as we are able to recruit. We still have a balanced 3-year budget plan with these posts in.

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	Year 1 (£)	Year 2 (£)	Year 3 (£)					Y/N		6 months (£)	Year End (£)	Year 2 (£)	Year 3 (£)	
2021/22 School 3	2,500	2,500	2,500	Medium	Revenue generation	Donations and/or voluntary funds	Estimate of potential grant /bids that might be achievable based on conservative estimate.	Revenue generation	Y	3,500	5,000	5,000	5,000	We continue to apply for grant funding wherever possible for our projects. NB: Some of the grant funding organisations suggested by the SRMA are not accessible for us due to geographical or sector restrictions, but we continue to research and apply for grants wherever possible.
2022/23 School 4 (Licenced Deficit)	£27,872.83	£48,738.00	£49,712.00	High	Teaching staff	Teaching staff	Reducing the teaching staff by 1 x FTE. The school ratios indicate the school is overstaffed due to small class sizes and a non-teaching headteacher. The school should consider mixed classes in the short term until the expected increase in the NOR materialises.	Staff						
2022/23 School 4 (Licenced Deficit)	£19,546.92	£34,179.00	£34,863.00	High	Teaching staff	Teaching staff	Reducing the nursery teaching staff by 1 x post .66 FTE. The nursery is running a deficit budget and the NOR is not expected to rise greatly over the next few years. Whilst it is the schools strategy to have qualified teachers in post that may not be possible and therefore reducing the teacher post from 1.14 to .14 will make the necessary financial savings to move the nursery from deficit to surplus.	Staff						
2022/23 School 4 (Licenced Deficit)	£11,417.58	£19,964.00	£20,364.00	Medium	Education support staff	Education support staff	Reducing 1 x teaching assistant post .The school's curriculum staff ratio is the upper end of target indicating the school has an acceptable number of classroom support staff, however, when this is considered against the lower than average number of students requiring additional support it would suggest the school is over spending on classroom support.	Staff						
2022/23 School 4 (Licenced Deficit)	-£25,000.00	-£25,000.00	-£25,000.00	High	Other staff	Other staff	Recruit a caretaker to ensure regular maintenance is undertaken at the school and emergency site issues are not undertaken by the headteacher or SBM.	Staff						
2022/23 School 5 (Licenced Deficit)	£82,775.00	£144,738.00	£147,632.00	Medium	Education support staff	Education support staff	Given the lower-than-average number of student with additional needs, the school should review the classroom support currently offered with a view to reducing costs. Reducing the number of TAs in the school in line with the metrics target would see a saving of £82,775 in the first year.	Staff						
2022/23 School 5 (Licenced Deficit)	25,000	25,000	25,000	Medium	Education support staff	Education support staff	The practice of paying staff on time sheets should cease. This will allow for greater control over the cost of staffing.	Staff						
2022/23 School 6 (Licenced Deficit)	42,525	74,358	75,845	Medium	Education support staff	Education support staff	Reduce the number of TAs by 5 = FTE 4.05. Using an average total salary cost for the school's TAs of £18,000 and reducing the number of TAs by 5 = 4.05 FTE total savings £72,900pa and bringing the Curriculum Staff Costs as % of Total Revenue Income metrics in line with target.	Staff						
2022/23 School 6 (Licenced Deficit)	25,682	44,908	45,806	Medium	Teaching staff	Teaching staff	Members of the leadership team teach a reduced timetable for example the headteacher covers 1 x PPA session. The deputy headteacher covers 1 x PPA session a week and teaches 2 x days a week. Therefore, the school has a fulltime member of the leadership team teaching 50% of the week  Replacing the DHT with 1 x .4FTE teacher would save circa £44,027pa	Staff						
2022/23 School 6 (Licenced Deficit)	11,667	20,000	20,000	Medium	Education support staff	Education support staff	Replace the HLTA with responsibility for inclusion and pupil premium with a mix of admin and student support	Staff						