

Introduction to the schools financial value standard (SFVS)

The schools financial value standard helps to provide schools with assurance that they are meeting the basic standards necessary to achieve a good level of financial health and resource management.

The tool can be used to identify possible areas for change to ensure that resources are being used to support high-quality teaching and the best education outcomes for pupils. The tool is in two parts:

1. A checklist, which asks a number of questions of governing bodies in six areas of resource management to provide assurance that the school is managing its resources effectively.
2. A dashboard, which shows how a school's data compares to thresholds on a range of statistics that have been identified as indicators for good resource management and outcomes.

Outcome of schools financial value standard (SFVS)

Summary of agreed action and timetable for reporting back:

Objectives with the Federation from a finances/admin point of view, eg reviewing systems and processes, and contracts and other business arrangements, to achieve better value for each school / add to efficiencies.

Signature:



Chair of governing body / management committee

Full name of signatory:

Simon Enright

Date SFVS agreed by full governing body / management committee

27/05/2021

Date SFVS submitted to local authority for review:

28/05/2021

Schools financial value standard

The checklist asks a number of questions of governing bodies in six areas of resource management to help provide assurance that resources are being managed effectively.

The completion of this assessment forms part of the schools financial value standard. Your return must be submitted to your local authority.

Guidance on completion of this document can be found [here](#). This guidance also includes examples of good practice and details further support available to assist governing bodies in addressing specific issues. Clicking on the individual questions below will also take you to the relevant section of the guidance.

Schools should answer each question with 'yes', 'no', or 'in part' from the drop down lists provided. They should provide comments, evidence and proposed actions for questions as appropriate.

School name:	St Charles Catholic Primary School
School LAEstab number:	207 / 5201

	Answer	Comments, evidence and proposed actions
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A. Governance

1	In the view of the governing body and senior staff, does the governing body have adequate financial skills among its members to fulfil its role of challenge and support in the field of budget management and value for money?	Q1 guidance	Yes	Finance Committee members complete a competency matrix annually. NGA skills audit completed in Spring 2021 by all Governors. Governors pro-actively and constructively challenge the School's financial position as 'critical friends'. Meetings allow time for probing questions and discussion as demonstrated within the FB and F&PP minutes.
2	Does the governing body have a finance committee (or equivalent) with clear terms of reference and a knowledgeable and experienced chair?	Q2 guidance	Yes	Committee meets at least three times a year, Chair is a finance professional of long standing with many years service on the Board and several years as Chair of Committee. Terms of Reference detailed in Finance Manual which is reviewed by the F&PP.
3	Does the governing body board receive clear and concise monitoring reports of the school's budget position at least six times a year?	Q3 guidance	Yes	At each Finance committee meeting, of which there are a minimum of three per year, the latest budget monitoring report and year end forecast along with a summary report are distributed in advance and reviewed in detail. A further finance update is delivered by the Head at Board meetings at least three times a year
4	Are business interests of governing body members and staff properly registered and taken into account so as to avoid conflicts of interest?	Q4 guidance	Yes	Pecuniary / business interest forms are completed annually at the inaugural meeting in September by all members of the Board and SLT. There is also an opportunity to declare any interests at the start of every governors meeting. All employees are annually asked to review and sign a series of declarations including noting any pecuniary and non-pecuniary interests.
5	Does the school have access to an adequate level of financial expertise, including when specialist finance staff are absent, e.g. on sick leave?	Q5 guidance	Yes	Federation and SLA with ASCC gives Executive Headteacher access to a range of finance professionals. Strategic realignment of operational systems and processes across federated schools continues

B. School strategy

6	Does the school have a realistic, sustainable and flexible financial strategy in place for at least the next 3 years, based on realistic assumptions about future funding, pupil numbers and pressures?	Q6 guidance	In part	The SIP is a rolling three year plan and feeds into the budget planning process. Capital planning is led by the Executive Headteacher working with Site Manager and Diocesan consultants as well as Board. We are facing a falling roll exacerbated by the movement of families out of inner London and our financial plans show us balanced in current FY, in deficit in year in the following FY and surplus exhausted in the 2023-4 FY
7	Is the financial strategy integrated with the school's strategy for raising standards and attainment?	Q7 guidance	Yes	Curriculum spend is outlined in the SIP and the impact is monitored by SLT and forms part of the regular formal reporting to Governors. Funding linked to C-19 is being assigned through 2020-21 and into 2021-22 against specific interventions to identify and support lost learning
8	Does the school have an appropriate business continuity or disaster recovery plan, including an up-to-date asset register and adequate insurance?	Q8 guidance	Yes	Asset register was renewed in December 2020. Business Continuity plan was reviewed by Governors in May 2019, was due for review in May 2020 but due to lockdown this was postponed until May 2021. Insurances are bought through the DfE scheme and reviewed annually.

C. Setting the annual budget

9	Does the school set a well-informed and balanced budget each year (with an agreed and timed plan for eliminating any deficit)?	Q9 guidance	Yes	Detailed annual budget is developed Executive Headteacher with Consultant FD, with input from the Senior Leadership Team, and linked to the School Improvement Plan. The budget is presented to finance committee for review and Board for approval. We have had small surpluses in years ending March 20, and March 21, and forecast another small surplus in March 22. Thereafter we recognise the risk of overall and then in year deficit.
10	Does the budget setting process allow sufficient time for the governing body to scrutinise and challenge the information provided?	Q10 guidance	Yes	Individual school budgets are presented as outline once (early spring term) and as full proposal a second time (early summer term) to Federation finance committee, and are then approved at Board in May.
11	Is the school realistic in its pupil number projections and can it move quickly to recast the budget if the projections and the reality are materially different?	Q11 guidance	Yes	School is managing a falling roll but has some flexibility over classes across year groups and to date has been able to offset the loss of income. Deficit reduction plans will be required for Fy 2022-23 onwards.
12	Is end year outturn in line with budget projections, or if not, is the governing body alerted to significant variations in a timely manner, and do such variations result from explicitly planned changes or from genuinely unforeseeable circumstances?	Q12 guidance	Yes	Current FY outturn is better than budget and slightly better than most recent forecasts as presented to finance committee and board. Income from specific C19 related grants is up and although there were areas of higher than budgeted costs associated with the pandemic overall with the school closures there are cost saving resulting on small carry forward in 2020-21
13	Are balances at a reasonable level and does the school have a clear plan for using the money it plans to hold in balance at the end of each year?	Q13 guidance	Yes	Historically school has been fortunate and had a surplus to manage, in recent years budgets have been tighter in year but we have maintained a small surplus of £100-120k. These surpluses will under current projections be exhausted in FY 2023-24

D. Staffing

14	Does the school review and challenge its staffing structure regularly to ensure it is the best structure to meet the needs of the school whilst maintaining financial integrity?	Q14 guidance	Yes	Staffing needs & structure are reviewed annually in preparation for start of academic year, with a flexible approach due to the challenges of the falling roll. At present that is being managed within the need to present a balanced budget.
15	Has the use of professional independent advice informed part of the pay decision process in relation to the head teacher and is it tightly correlated to strong educational outcomes and sound financial management?	Q15 guidance	Yes	An independent external consultant is engaged to assist Governors with the preparation of the Executive Headteacher's annual performance and pay review with a committee of Governors
16	Does the school benchmark the size of its senior leadership team annually against that of similar schools?	Q16 guidance	Yes	The school has historically had the privilege of a more experienced SLT for its size and during the last year that experience has been shared across another local school. The Federation gives us increased flexibility and the opportunity for professional development for senior leaders at both schools

E. Value for money

17	Does the school benchmark its income and expenditure annually against that of similar schools and investigate further where any category appears to be out of line?	Q17 guidance	Yes	Benchmarking against other similar schools using the DfE tool is reviewed at finance committee annually (May 2020)
18	Does the school have procedures for purchasing goods and services that both meet legal requirements and secure value for money?	Q18 guidance	Yes	Close budget monitoring and constant assessment of suppliers' prices, performance, products and services ensure value for money to the School. Procedures are clearly understood by staff and adhered to. Statements of Internal Control and Best Value, and financial procedures as outlined in the Finance Manual are approved annually by F&PP.
19	Is the governing body given the opportunity to challenge the school's plans for replacing contracts for goods and services that are due to expire shortly?	Q19 guidance	Yes	High value contracts are reviewed at F&PP committee meetings and protocols for approval by value as detailed in FCP are adhered to.
20	Does the School consider collaboration with others, e.g. on sharing staff or joint purchasing, where that would improve value for money?	Q20 guidance	Yes	The school is supported with strategic Finance and HR by the local secondary school, and the newly formed federation will allow for the development of a joint purchasing strategy. The School leverages the purchasing power of ChurchMarketPlace, e.g. Pelican for catering.
21	Do you compare your non-staff expenditure against the DfE recommended national deals to ensure you are achieving best value?	Q21 guidance	Yes	When entering into high value contracts, potentially catering or cleaning for example, the experiences of ASCC, St Mary's is available and contracts are scrutinised against recommended DfE and Diocese suppliers.
22	Does the school maintain its premises and other assets to an adequate standard and make best use of capital monies for this purpose?	Q22 guidance	Yes	Asset registers for IT assets and non-IT assets up to a value of £500 are maintained and were updated in December 2020. The School is part of the new Diocesan premises management interface Statlog.

F. Protecting public money

23	Is the governing body sure that there are no outstanding matters from audit reports, internal audit reports or from previous consideration of weaknesses by the governing body?	Q23 guidance	Yes	The last School audit report was December 2017 so we are due a return (5 years) and preparation for that is a focus in 2021-22. Voluntary fund audits were reviewed at committee Summer term 2020 and there were no outstanding recommendations
24	Are there adequate arrangements in place to manage conflicts of interest or any related party transactions?	Q24 guidance	Yes	Finance Manual details procedures as follows: segregation of duties, weekly banking, monthly reconciliations, authorised spending limits imposed, limited signatories on accounts
25	Are there adequate arrangements in place to guard against fraud and theft by staff, contractors and suppliers? (Please note any instance of fraud or theft detected in the last 12 months)	Q25 guidance	Yes	Finance manual procedures are followed and registers of pecuniary & business interests maintained, with segregation of duties where appropriate. There have not been any instances of internal fraud or financial theft in 18 years, however this year we have been subject to fraudulent activity via fake cheques on one of our voluntary accounts, DFC, on a number of occasions. In every case the money was not debited or refunded by the bank. This account has low levels of activity and the cheque sequencing alerted the bank. Arrangements now in place to alert bank should we write cheques on that account.
26	Are all staff aware of the school's whistleblowing arrangements and to whom they should report concerns?	Q26 guidance	Yes	Staff are aware of the school whistleblowing policy and a bound copy is accessible in the school library.
27	Does the school have an accounting system that is adequate and properly run and delivers accurate reports, including the annual Consistent Financial Reporting return?	Q27 guidance	Yes	In April 2020 we introduced new financial software, FMS, which is compatible with the requirements of LA monthly and year end reporting. The CFR return is a standard part of the year end reporting procedure and returned to the LA.
28	Does the school have adequate arrangements for audit of voluntary funds?	Q28 guidance	Yes	The eight voluntary bank accounts were audited as part of the year end process and the move from AccountEdge to FMS in April - May 2020. We have closed unused four unused accounts and rationalised the School Fund and the DFC into one account each (deleting the high interest variant) These will again be independently audited this term by an appropriate independent auditor and reviewed at committee and Board

G. SFVS dashboard

29 Have the results of the dashboard been carefully considered and potential follow-up actions identified? [Q29 guidance](#)

Yes

Results will be reviewed initially at committee in May 2021

Schools financial value standard - dashboard

Effective resource management is about how a school uses its resources to drive outcomes for its pupils. A school can improve outcomes by using its resources more effectively.

The dashboard below is designed to help schools identify areas for improved resource management. It shows how a school compares to thresholds on a range of key indicators.

The completion of this assessment forms part of the annual schools financial value standard.

Using the dashboard

Schools should use the most up to date data available to them, and not rely on lagged published data.

Complete all highlighted cells.

Guidance on calculating or collecting the data for the school so that metrics are compared to thresholds consistently can be found [here](#). Clicking on the link next to individual indicators below will also take you to the relevant section of the guidance.

Either input the school's percentages and ratios directly, or complete the [Optional - input raw data](#) form with spending information and school characteristics. The percentages and ratios in the dashboard will then auto-calculate.

Using the results from the dashboard

[Click here](#) for explanations of what the red, amber and green (RAG) ratings mean and what to do with the results.

A. Information about your school

School name:	St. Charles Catholic Primary School
School LAEtab number:	207 / 5201
Phase:	Primary
Region:	Inner London
Number of pupils:	264
% of pupils eligible for FSM:	38.6%
I'm entering data for the year:	2020-21 (financial year)

[Click here](#) to see the RAG rating data for this school

Input the school's percentages and ratios directly below, or [click here](#) to input raw spending and characteristics data for your school

To reset the form to draw from the raw spending and characteristics data, [click here](#). Macros must be enabled

This school is being compared to other:

- large primary schools with high levels of FSM
- primary schools in London (for average teacher cost only)

		The school's data	Rating against thresholds
B. Spending as a percentage of total expenditure			
Spend on teaching staff as a percentage of total expenditure	Guidance	52.8%	Highest 10% of similar schools
Spend on supply staff as a percentage of total expenditure	Guidance	2.3%	Middle 20% of similar schools
Spend on education support staff as a percentage of total expenditure	Guidance	17.1%	Broadly in line with similar schools
Spend on administrative and clerical staff as a percentage of total expenditure	Guidance	4.0%	Broadly in line with similar schools
Spend on other staff costs as a percentage of total expenditure	Guidance	3.3%	Broadly in line with similar schools
Spend on premises (including staff costs) as a percentage of total expenditure	Guidance	5.1%	Broadly in line with similar schools
Spend on teaching resources as a percentage of total expenditure	Guidance	1.9%	Lowest 10% of similar schools
Spend on energy as a percentage of total expenditure	Guidance	1.3%	Broadly in line with similar schools
Other spending as a percentage of total expenditure (balancing line)	Guidance	12.2%	N/A

C. Reserves / balances as a percentage of total income			
In-year balance as a percentage of total income	Guidance	1.0%	Low risk
Revenue reserve as a percentage of total income	Guidance	5.1%	Low risk

D. School characteristics			
Average teacher cost (£)	Guidance	£62,263	Broadly in line with similar schools
Senior leaders as a percentage of workforce	Guidance	7.5%	Middle 20% of similar schools
Pupil to teacher ratio	Guidance	15.8%	Lowest 10% of similar schools
Pupil to adult ratio	Guidance	7.2	Lowest 20% of similar schools
Teacher contact ratio (less than 1.0)	Guidance	0.710	Lower than recommended
Predicted percentage pupil number change in 3-5 years	Guidance	-7.0%	Medium risk
Average class size	Guidance	22.0	Lowest 10% of similar schools

E. Outcomes			
Ofsted rating	Guidance	Good	Good
Progress score in reading	Guidance	5.8	Well above average
Progress score in writing	Guidance	1.7	Average or above average
Progress score in maths	Guidance	3.9	Well above average

F. Optional commentary

[enter text]

Raw data form

This form can be used to input raw spend and characteristics information. If used, the information in this table will be used to calculate the percentages and ratios required in the dashboard. Alternatively, [click here](#) to input the percentages and ratios directly into the dashboard.

Schools should use the most up to date information available to them, and not rely on lagged published data.

All of the data should refer to the same financial year.

Full time equivalent number of teachers (classroom and leadership)	
Full time equivalent of teachers in the leadership group	
Full time equivalent of total school workforce	

Total expenditure	
Total income	
Revenue balances (committed and uncommitted)	

For secondary and all-through schools:

Teaching periods in the timetable cycle	
Total lessons taught by all teachers in the timetable cycle	

For primary schools:

Total number of classes	
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E01	Teaching staff	
E02	Supply teaching staff	
E03	Education support staff	
E04	Premises staff	
E05	Administrative and clerical staff	
E06	Catering staff	
E07	Cost of other staff	
E08	Indirect employee expenses	
E09	Staff development and training	
E10	Supply teacher insurance	
E11	Staff-related insurance	
E12	Building maintenance and improvement	
E13	Grounds maintenance and improvement	
E14	Cleaning and caretaking	
E15	Water and sewerage	
E16	Energy	
E17	Rates	
E18	Other occupation costs	
E19	Teaching resources	
E20	ICT teaching resources	
E21	Examination fees	
E22	Administrative supplies	
E23	Other insurance premiums	
E24	Special facilities	
E25	Catering supplies	
E26	Agency supply teaching staff	
E27	Bought-in professional services - curriculum	
E28	Bought-in professional services - other	
E29	Loan interest	
E30	Direct revenue financing	
E31	Community-focused school staff	
E32	Community-focused school costs	

Your school has been identified as:

- a primary school
- in London
- a large school because it has more than 232 pupils
- a school with high levels of FSM because more than 11.8% of pupils are eligible

You have identified your data as 2020-21 (financial year)

The RAG ratings have been calculated using maintained school and academy 2017 to 18 data.

The majority of metrics in the dashboard are percentages and ratios which at a national level don't change significantly year on year, so they still provide a fair and useful comparison with your up to date data.

However, to reflect pay awards and pension contributions changes, the underlying data on teaching staff spending and average teacher costs have been adjusted. The RAG ratings for spend on teaching staff as a percentage of total expenditure and average teacher costs include uplifts relating to the year you have selected.

2017-18 : no uplift

2018-19 : 1.4% uplift to reflect the September 2018 pay award

2019-20 : 7.5% to also reflect the September 2019 pay award and September 2019 pensions contributions changes

2019/20 : 11.2% to reflect the September 2019 pay award and September 2019 pensions contributions changes

The thresholds for the RAG ratings are based on these characteristics and are:

B. Your spending as a percentage of expenditure

	Red rating	Amber rating	Light green rating	Dark green rating
Spend on teaching staff as a percentage of total expenditure	Less than or equal to 38.4% Or more than 51.2%	Between ##### and ##### Or between ##### and #####	Between ##### and ##### Or between ##### and #####	Between ##### and #####
Spend on supply staff as a percentage of total expenditure	More than 5.5%	Between 4.0% and 5.5%	Between 2.5% and 4.0% Or less than or equal to 1.4%	Between 1.4% and 2.5%
Spend on education support staff as a percentage of total expenditure	More than 27.2%	Between ##### and #####	Between ##### and ##### Or less than or equal to #####	Between ##### and #####
Spend on administrative and clerical staff as a percentage of total expenditure	More than 8.8%	Between 6.7% and 8.8%	Less than or equal to 6.7%	
Spend on other staff costs as a percentage of total expenditure	More than 6.2%	Between 5.0% and 6.2%	Less than or equal to 5.0%	
Spend on premises (including staff costs) as a percentage of total expenditure	More than 10.6%	Between 8.9% and #####	Less than or equal to 8.9%	
Spend on teaching resources as a percentage of total expenditure	Less than or equal to 2.7%	Between 2.7% and 3.3%	Between 3.3% and 4.1% Or more than 4.9%	Between 4.1% and 4.9%
Spend on energy as a percentage of total expenditure	More than 1.6%	Between 1.4% and 1.6%	Less than or equal to 1.4%	

C. Reserves / balances as a percentage of total income

	Red rating	Amber rating	Light green rating	Dark green rating
In-year balance as a percentage of total income	Less than or equal to -5.0%	Between -5.0% and 0.0%	More than or equal to 0.0%	
Revenue reserve as a percentage of total income	Less than or equal to -5.0%	Between -5.0% and 0.0%	More than or equal to 0.0%	

D. School characteristics

	Red rating	Amber rating	Light green rating	Dark green rating
Average teacher cost (£)	Less than or equal to £49,871 Or more than £70,015	Between ##### and ##### Or between ##### and #####	Between ##### and ##### Or between ##### and #####	Between ##### and #####
Senior leaders as a percentage of workforce	More than 10.6%	Between 9.3% and #####	Between 7.7% and 9.3% Or less than or equal to 6.3%	Between 6.3% and 7.7%
Pupil to teacher ratio	Less than or equal to 17.0 Or more than 24.4	Between 17.0 and 18.3 Or between 22.9 and 24.4	Between 18.3 and 19.8 Or between 21.2 and 22.9	Between 19.8 and 21.2
Pupil to adult ratio	Less than or equal to 7.1 Or more than 10.4	Between 7.1 and 7.6 Or between 9.6 and 10.4	Between 7.6 and 8.3 Or between 8.9 and 9.6	Between 8.3 and 8.9
Teacher contact ratio (less than 1.0)	Less than or equal to 0.70 Or more than 0.82	Between 0.70 and 0.74 Or between 0.80 and 0.82	Between 0.74 and 0.80	
Predicted percentage pupil number change in 3-5 years	Less than or equal to -10.0%	Between ##### and -2.0%	More than -2.0%	
Average class size	Less than or equal to 24.5 Or more than 29.7	Between 24.5 and 25.8 Or between 29.2 and 29.7	Between 25.8 and 27.1 Or between 28.1 and 29.2	Between 27.1 and 28.1

E. Outcomes

	Red rating	Amber rating	Light green rating	Dark green rating
Ofsted rating	School is rated Inadequate	School is rated Requires Improvement (RI)	School is rated Good	School is rated Outstanding
Progress score in reading	Less than or equal to -2.7	Between -2.7 and 0	Between 0 and 3.2	More than 3.2
Progress score in writing	Less than or equal to -2.6	Between -2.6 and 0	Between 0 and 2.7	More than 2.7
Progress score in maths	Less than or equal to -3.1	Between -3.1 and 0	Between 0 and 3.2	More than 3.2

Expand the groups to see the thresholds

Phase	Size	FSM		Red if less than:	Amber if less than:	Dark green if between:	(Median)	and:	Amber if more than:	Red if more than:	Light green for everything else
Primary	Very small	Low FSM	Spend on teaching staff as a percentage of total expenditure - 2018-19	37.8%	40.9%	44.4%	46.0%	47.6%	50.7%	53.2%	
Primary	Very small	Low FSM	Spend on teaching staff as a percentage of total expenditure - 2019-20	39.0%	42.1%	45.7%	47.2%	48.8%	52.0%	54.4%	
Primary	Very small	Low FSM	Spend on teaching staff as a percentage of total expenditure - 2020-21	40.2%	43.3%	46.9%	48.5%	50.1%	53.2%	55.7%	
Primary	Very small	Low FSM	Spend on teaching staff as a percentage of total expenditure - 2020/21	40.5%	43.6%	47.2%	48.8%	50.4%	53.6%	56.0%	
Primary	Very small	Low FSM	Spend on supply staff as a percentage of total expenditure			1.6%	2.0%	2.5%	4.1%	5.8%	
Primary	Very small	Low FSM	Spend on education support staff as a percentage of total expenditure			12.4%	13.6%	14.5%	17.1%	19.3%	
Primary	Very small	Low FSM	Spend on administrative and clerical staff as a percentage of total expenditure				1.9%		4.0%	7.0%	
Primary	Very small	Low FSM	Spend on other staff costs as a percentage of total expenditure				3.1%		5.1%	6.6%	
Primary	Very small	Low FSM	Spend on premises (including staff costs) as a percentage of total expenditure				8.5%		11.2%	12.7%	
Primary	Very small	Low FSM	Spend on teaching resources as a percentage of total expenditure	3.3%	4.1%	5.3%	6.0%	6.7%			
Primary	Very small	Low FSM	Spend on energy as a percentage of total expenditure				1.4%		1.9%	2.3%	
Primary	Very small	Low FSM	Senior leaders as a percentage of workforce			11.1%	12.2%	13.9%	17.9%	20.8%	
Primary	Very small	Low FSM	Pupil to teacher ratio	12.4	14.0	16.3	17.1	17.8	20.0	22.0	
Primary	Very small	Low FSM	Pupil to adult ratio	5.7	6.7	7.7	8.1	8.6	9.6	10.9	
Primary	Very small	Low FSM	Average class size	14.0	16.8	20.0	21.0	22.3	24.0	25.0	
Primary	Small	Low FSM	Spend on teaching staff as a percentage of total expenditure - 2018-19	39.6%	42.0%	45.2%	46.5%	47.5%	50.8%	52.8%	
Primary	Small	Low FSM	Spend on teaching staff as a percentage of total expenditure - 2019-20	40.8%	43.3%	46.4%	47.7%	48.8%	52.0%	54.1%	
Primary	Small	Low FSM	Spend on teaching staff as a percentage of total expenditure - 2020-21	42.0%	44.5%	47.7%	49.0%	50.0%	53.3%	55.3%	
Primary	Small	Low FSM	Spend on teaching staff as a percentage of total expenditure - 2020/21	42.3%	44.8%	48.0%	49.3%	50.3%	53.6%	55.6%	
Primary	Small	Low FSM	Spend on supply staff as a percentage of total expenditure			1.7%	2.1%	2.5%	3.7%	4.9%	
Primary	Small	Low FSM	Spend on education support staff as a percentage of total expenditure			13.7%	14.7%	15.6%	18.2%	20.3%	
Primary	Small	Low FSM	Spend on administrative and clerical staff as a percentage of total expenditure				2.2%		4.7%	6.9%	
Primary	Small	Low FSM	Spend on other staff costs as a percentage of total expenditure				3.3%		5.2%	6.4%	
Primary	Small	Low FSM	Spend on premises (including staff costs) as a percentage of total expenditure				7.7%		9.9%	11.1%	
Primary	Small	Low FSM	Spend on teaching resources as a percentage of total expenditure	3.0%	3.8%	5.1%	5.6%	6.1%			
Primary	Small	Low FSM	Spend on energy as a percentage of total expenditure				1.3%		1.7%	1.9%	
Primary	Small	Low FSM	Senior leaders as a percentage of workforce			9.7%	11.0%	12.5%	15.3%	17.7%	
Primary	Small	Low FSM	Pupil to teacher ratio	17.0	18.0	19.6	20.2	20.7	22.5	23.9	
Primary	Small	Low FSM	Pupil to adult ratio	7.9	8.5	9.3	9.6	10.0	11.0	11.8	
Primary	Small	Low FSM	Average class size	21.7	23.4	25.1	25.8	26.3	28.2	29.2	
Primary	Medium	Low FSM	Spend on teaching staff as a percentage of total expenditure - 2018-19	39.9%	42.3%	44.9%	46.1%	47.3%	49.9%	51.9%	
Primary	Medium	Low FSM	Spend on teaching staff as a percentage of total expenditure - 2019-20	41.1%	43.5%	46.2%	47.3%	48.5%	51.1%	53.1%	
Primary	Medium	Low FSM	Spend on teaching staff as a percentage of total expenditure - 2020-21	42.3%	44.7%	47.4%	48.6%	49.8%	52.4%	54.4%	
Primary	Medium	Low FSM	Spend on teaching staff as a percentage of total expenditure - 2020/21	42.6%	45.1%	47.7%	48.9%	50.1%	52.7%	54.7%	
Primary	Medium	Low FSM	Spend on supply staff as a percentage of total expenditure			1.6%	2.0%	2.3%	3.6%	4.8%	
Primary	Medium	Low FSM	Spend on education support staff as a percentage of total expenditure			14.6%	15.6%	16.6%	19.0%	21.3%	
Primary	Medium	Low FSM	Spend on administrative and clerical staff as a percentage of total expenditure				2.8%		5.6%	7.6%	
Primary	Medium	Low FSM	Spend on other staff costs as a percentage of total expenditure				3.5%		5.3%	6.6%	
Primary	Medium	Low FSM	Spend on premises (including staff costs) as a percentage of total expenditure				7.2%		9.4%	10.6%	
Primary	Medium	Low FSM	Spend on teaching resources as a percentage of total expenditure	3.0%	3.8%	4.8%	5.3%	5.9%			
Primary	Medium	Low FSM	Spend on energy as a percentage of total expenditure				1.2%		1.5%	1.7%	
Primary	Medium	Low FSM	Senior leaders as a percentage of workforce			8.8%	9.4%	10.1%	11.8%	13.7%	
Primary	Medium	Low FSM	Pupil to teacher ratio	19.1	20.2	21.7	22.3	23.0	24.5	26.0	
Primary	Medium	Low FSM	Pupil to adult ratio	8.7	9.3	10.1	10.5	10.9	11.8	12.5	
Primary	Medium	Low FSM	Average class size	25.6	26.8	28.4	29.0	29.5	30.0	30.6	

Primary	Medium	Medium FSM										
Primary	Medium	Medium FSM	Spend on teaching staff as a percentage of total expenditure - 2018-19	38.5%	40.8%	43.7%	45.0%	46.2%	48.8%	50.8%		
Primary	Medium	Medium FSM	Spend on teaching staff as a percentage of total expenditure - 2019-20	39.7%	42.0%	44.9%	46.2%	47.4%	50.1%	52.0%		
Primary	Medium	Medium FSM	Spend on teaching staff as a percentage of total expenditure - 2020-21	40.9%	43.2%	46.2%	47.4%	48.6%	51.3%	53.3%		
Primary	Medium	Medium FSM	Spend on teaching staff as a percentage of total expenditure - 2020/21	41.2%	43.6%	46.5%	47.8%	49.0%	51.6%	53.6%		
Primary	Medium	Medium FSM	Spend on supply staff as a percentage of total expenditure			1.6%	2.1%	2.6%	3.9%	5.3%		
Primary	Medium	Medium FSM	Spend on education support staff as a percentage of total expenditure			16.4%	17.4%	18.5%	21.2%	23.4%		
Primary	Medium	Medium FSM	Spend on administrative and clerical staff as a percentage of total expenditure				3.1%		5.8%	7.5%		
Primary	Medium	Medium FSM	Spend on other staff costs as a percentage of total expenditure				3.6%		5.2%	6.4%		
Primary	Medium	Medium FSM	Spend on premises (including staff costs) as a percentage of total expenditure				7.0%		9.1%	10.3%		
Primary	Medium	Medium FSM	Spend on teaching resources as a percentage of total expenditure	2.8%	3.5%	4.4%	4.9%	5.4%				
Primary	Medium	Medium FSM	Spend on energy as a percentage of total expenditure				1.2%		1.5%	1.7%		
Primary	Medium	Medium FSM	Senior leaders as a percentage of workforce			7.9%	8.6%	9.3%	11.2%	13.0%		
Primary	Medium	Medium FSM	Pupil to teacher ratio	18.2	19.4	20.9	21.6	22.2	23.8	25.1		
Primary	Medium	Medium FSM	Pupil to adult ratio	7.8	8.4	9.3	9.6	10.0	11.0	11.7		
Primary	Medium	Medium FSM	Average class size	24.4	25.6	27.2	27.9	28.5	29.6	30.0		

Primary	Large	Medium FSM										
Primary	Large	Medium FSM	Spend on teaching staff as a percentage of total expenditure - 2018-19	38.4%	40.9%	44.0%	45.2%	46.3%	49.0%	51.1%		
Primary	Large	Medium FSM	Spend on teaching staff as a percentage of total expenditure - 2019-20	39.6%	42.1%	45.2%	46.4%	47.6%	50.2%	52.4%		
Primary	Large	Medium FSM	Spend on teaching staff as a percentage of total expenditure - 2020-21	40.8%	43.3%	46.5%	47.7%	48.8%	51.5%	53.6%		
Primary	Large	Medium FSM	Spend on teaching staff as a percentage of total expenditure - 2020/21	41.1%	43.7%	46.8%	48.0%	49.1%	51.8%	53.9%		
Primary	Large	Medium FSM	Spend on supply staff as a percentage of total expenditure			1.5%	1.9%	2.5%	3.9%	5.3%		
Primary	Large	Medium FSM	Spend on education support staff as a percentage of total expenditure			17.6%	18.6%	19.8%	22.4%	24.6%		
Primary	Large	Medium FSM	Spend on administrative and clerical staff as a percentage of total expenditure				3.2%		5.7%	7.6%		
Primary	Large	Medium FSM	Spend on other staff costs as a percentage of total expenditure				3.4%		5.1%	6.3%		
Primary	Large	Medium FSM	Spend on premises (including staff costs) as a percentage of total expenditure				6.6%		8.5%	9.9%		
Primary	Large	Medium FSM	Spend on teaching resources as a percentage of total expenditure	2.8%	3.4%	4.2%	4.6%	5.0%				
Primary	Large	Medium FSM	Spend on energy as a percentage of total expenditure				1.1%		1.4%	1.6%		
Primary	Large	Medium FSM	Senior leaders as a percentage of workforce			6.3%	6.9%	7.5%	9.3%	10.5%		
Primary	Large	Medium FSM	Pupil to teacher ratio	18.8	19.8	21.3	21.9	22.5	23.9	25.2		
Primary	Large	Medium FSM	Pupil to adult ratio	8.0	8.7	9.4	9.8	10.2	11.1	11.8		
Primary	Large	Medium FSM	Average class size	26.1	27.1	28.3	28.8	29.1	29.8	30.1		

Primary	Very small	High FSM										
Primary	Very small	High FSM	Spend on teaching staff as a percentage of total expenditure - 2018-19	34.9%	37.5%	41.2%	42.6%	44.5%	48.7%	51.4%		
Primary	Very small	High FSM	Spend on teaching staff as a percentage of total expenditure - 2019-20	36.0%	38.7%	42.4%	43.8%	45.7%	49.9%	52.7%		
Primary	Very small	High FSM	Spend on teaching staff as a percentage of total expenditure - 2020-21	37.2%	39.9%	43.7%	45.1%	46.9%	51.2%	53.9%		
Primary	Very small	High FSM	Spend on teaching staff as a percentage of total expenditure - 2020/21	37.5%	40.2%	44.0%	45.4%	47.2%	51.5%	54.2%		
Primary	Very small	High FSM	Spend on supply staff as a percentage of total expenditure			1.7%	2.2%	3.1%	5.0%	7.4%		
Primary	Very small	High FSM	Spend on education support staff as a percentage of total expenditure			14.1%	15.3%	16.7%	19.5%	22.5%		
Primary	Very small	High FSM	Spend on administrative and clerical staff as a percentage of total expenditure				2.9%		6.0%	7.5%		
Primary	Very small	High FSM	Spend on other staff costs as a percentage of total expenditure				3.6%		5.7%	7.7%		
Primary	Very small	High FSM	Spend on premises (including staff costs) as a percentage of total expenditure				7.5%		10.5%	12.4%		
Primary	Very small	High FSM	Spend on teaching resources as a percentage of total expenditure	2.8%	3.6%	4.7%	5.3%	5.7%				
Primary	Very small	High FSM	Spend on energy as a percentage of total expenditure				1.6%		2.1%	2.4%		
Primary	Very small	High FSM	Senior leaders as a percentage of workforce			10.6%	12.0%	13.6%	17.0%	20.0%		
Primary	Very small	High FSM	Pupil to teacher ratio	10.3	12.8	14.8	15.7	16.7	19.1	21.5		
Primary	Very small	High FSM	Pupil to adult ratio	4.7	5.3	6.3	6.8	7.2	8.4	9.4		
Primary	Very small	High FSM	Average class size	12.3	15.0	18.0	19.3	21.0	24.0	25.9		

Primary	Small	High FSM										
Primary	Small	High FSM	Spend on teaching staff as a percentage of total expenditure - 2018-19	36.3%	39.1%	42.1%	43.6%	45.2%	48.2%	50.0%		
Primary	Small	High FSM	Spend on teaching staff as a percentage of total expenditure - 2019-20	37.5%	40.3%	43.3%	44.8%	46.5%	49.4%	51.3%		
Primary	Small	High FSM	Spend on teaching staff as a percentage of total expenditure - 2020-21	38.7%	41.5%	44.6%	46.1%	47.7%	50.6%	52.5%		
Primary	Small	High FSM	Spend on teaching staff as a percentage of total expenditure - 2020/21	39.0%	41.8%	44.9%	46.4%	48.0%	51.0%	52.9%		
Primary	Small	High FSM	Spend on supply staff as a percentage of total expenditure			1.9%	2.5%	3.1%	4.9%	6.3%		
Primary	Small	High FSM	Spend on education support staff as a percentage of total expenditure			16.2%	17.3%	18.5%	21.0%	23.1%		
Primary	Small	High FSM	Spend on administrative and clerical staff as a percentage of total expenditure				3.5%		6.2%	8.1%		
Primary	Small	High FSM	Spend on other staff costs as a percentage of total expenditure				3.5%		5.4%	6.5%		
Primary	Small	High FSM	Spend on premises (including staff costs) as a percentage of total expenditure				6.9%		9.4%	11.2%		
Primary	Small	High FSM	Spend on teaching resources as a percentage of total expenditure	2.6%	3.4%	4.4%	4.7%	5.3%				
Primary	Small	High FSM	Spend on energy as a percentage of total expenditure				1.4%		1.8%	2.2%		
Primary	Small	High FSM	Senior leaders as a percentage of workforce			9.8%	10.6%	11.7%	13.5%	15.5%		
Primary	Small	High FSM	Pupil to teacher ratio	14.4	15.8	17.4	18.0	18.8	20.6	21.9		
Primary	Small	High FSM	Pupil to adult ratio	6.2	6.8	7.7	7.9	8.2	9.2	9.8		
Primary	Small	High FSM	Average class size	19.0	20.4	22.0	22.9	23.6	25.3	26.8		

Primary	Medium	High FSM										
Primary	Medium	High FSM	Spend on teaching staff as a percentage of total expenditure - 2018-19	35.8%	38.3%	41.1%	42.3%	43.5%	46.5%	48.6%		
Primary	Medium	High FSM	Spend on teaching staff as a percentage of total expenditure - 2019-20	37.0%	39.4%	42.3%	43.5%	44.7%	47.8%	49.9%		
Primary	Medium	High FSM	Spend on teaching staff as a percentage of total expenditure - 2020-21	38.2%	40.6%	43.6%	44.7%	46.0%	49.0%	51.1%		
Primary	Medium	High FSM	Spend on teaching staff as a percentage of total expenditure - 2020/21	38.4%	40.9%	43.9%	45.0%	46.3%	49.3%	51.4%		
Primary	Medium	High FSM	Spend on supply staff as a percentage of total expenditure			1.6%	2.1%	2.7%	4.3%	6.1%		
Primary	Medium	High FSM	Spend on education support staff as a percentage of total expenditure			18.4%	19.4%	20.6%	23.5%	26.0%		
Primary	Medium	High FSM	Spend on administrative and clerical staff as a percentage of total expenditure				3.3%		6.4%	8.5%		
Primary	Medium	High FSM	Spend on other staff costs as a percentage of total expenditure				3.4%		5.2%	6.6%		
Primary	Medium	High FSM	Spend on premises (including staff costs) as a percentage of total expenditure				6.8%		9.3%	10.9%		
Primary	Medium	High FSM	Spend on teaching resources as a percentage of total expenditure	2.7%	3.3%	4.2%	4.6%	5.0%				
Primary	Medium	High FSM	Spend on energy as a percentage of total expenditure				1.2%		1.6%	1.8%		
Primary	Medium	High FSM	Senior leaders as a percentage of workforce			7.6%	8.3%	9.0%	11.1%	12.6%		
Primary	Medium	High FSM	Pupil to teacher ratio	16.2	17.4	19.0	19.7	20.4	22.3	23.9		
Primary	Medium	High FSM	Pupil to adult ratio	6.8	7.3	8.1	8.4	8.7	9.5	10.2		
Primary	Medium	High FSM	Average class size	22.1	23.6	25.4	26.1	26.8	28.5	29.4		

Primary	Large	High FSM										
Primary	Large	High FSM	Spend on teaching staff as a percentage of total expenditure - 2018-19	36.0%	38.3%	41.1%	42.4%	43.4%	46.3%	48.7%		
Primary	Large	High FSM	Spend on teaching staff as a percentage of total expenditure - 2019-20	37.2%	39.5%	42.3%	43.6%	44.6%	47.5%	49.9%		
Primary	Large	High FSM	Spend on teaching staff as a percentage of total expenditure - 2020-21	38.4%	40.7%	43.6%	44.8%	45.8%	48.8%	51.2%		
Primary	Large	High FSM	Spend on teaching staff as a percentage of total expenditure - 2020/21	38.7%	41.0%	43.9%	45.1%	46.2%	49.1%	51.5%		
Primary	Large	High FSM	Spend on supply staff as a percentage of total expenditure			1.4%	1.9%	2.5%	4.0%	5.5%		
Primary	Large	High FSM	Spend on education support staff as a percentage of total expenditure			19.5%	21.0%	22.0%	25.0%	27.2%		
Primary	Large	High FSM	Spend on administrative and clerical staff as a percentage of total expenditure				3.3%		6.7%	8.8%		
Primary	Large	High FSM	Spend on other staff costs as a percentage of total expenditure				3.4%		5.0%	6.2%		
Primary	Large	High FSM	Spend on premises (including staff costs) as a percentage of total expenditure				6.4%		8.9%	10.6%		
Primary	Large	High FSM	Spend on teaching resources as a percentage of total expenditure	2.7%	3.3%	4.1%	4.5%	4.9%				
Primary	Large	High FSM	Spend on energy as a percentage of total expenditure				1.1%		1.4%	1.6%		
Primary	Large	High FSM	Senior leaders as a percentage of workforce			6.3%	7.0%	7.7%	9.3%	10.6%		
Primary	Large	High FSM	Pupil to teacher ratio	17.0	18.3	19.8	20.4	21.2	22.9	24.4		
Primary	Large	High FSM	Pupil to adult ratio	7.1	7.6	8.3	8.6	8.9	9.6	10.4		
Primary	Large	High FSM	Average class size	24.5	25.8	27.1	27.6	28.1	29.2	29.7		

Phase	Size	FSM		Red if less than:	Amber if less than:	Dark green if between:	(Median)	and:	Amber if more than:	Red if more than:	Light green for everything else
Secondary with sixth form	Small	Low FSM	Spend on teaching staff as a percentage of total expenditure - 2018-19	38.8%	49.1%	53.6%	55.2%	56.8%	59.2%	62.9%	
Secondary with sixth form	Small	Low FSM	Spend on teaching staff as a percentage of total expenditure - 2019-20	40.0%	50.4%	54.8%	56.4%	58.0%	60.4%	64.0%	
Secondary with sixth form	Small	Low FSM	Spend on teaching staff as a percentage of total expenditure - 2020-21	41.2%	51.6%	56.0%	57.6%	59.2%	61.6%	65.2%	
Secondary with sixth form	Small	Low FSM	Spend on teaching staff as a percentage of total expenditure - 2020/21	41.5%	51.9%	56.4%	57.9%	59.5%	61.9%	65.5%	
Secondary with sixth form	Small	Low FSM	Spend on supply staff as a percentage of total expenditure			0.3%	0.8%	1.3%	2.5%	3.1%	
Secondary with sixth form	Small	Low FSM	Spend on education support staff as a percentage of total expenditure			5.2%	6.5%	7.6%	10.4%	12.7%	
Secondary with sixth form	Small	Low FSM	Spend on administrative and clerical staff as a percentage of total expenditure				6.5%		8.2%	11.4%	
Secondary with sixth form	Small	Low FSM	Spend on other staff costs as a percentage of total expenditure				1.4%		4.6%	11.0%	
Secondary with sixth form	Small	Low FSM	Spend on premises (including staff costs) as a percentage of total expenditure				4.9%		8.4%	10.5%	
Secondary with sixth form	Small	Low FSM	Spend on teaching resources as a percentage of total expenditure	3.8%	4.6%	6.4%	7.3%	8.0%			
Secondary with sixth form	Small	Low FSM	Spend on energy as a percentage of total expenditure				1.7%		2.2%	2.8%	
Secondary with sixth form	Small	Low FSM	Senior leaders as a percentage of workforce			6.0%	6.7%	6.8%	8.7%	10.1%	
Secondary with sixth form	Small	Low FSM	Pupil to teacher ratio	11.1	12.8	15.3	16.1	16.6	17.8	19.0	
Secondary with sixth form	Small	Low FSM	Pupil to adult ratio	6.4	8.1	9.3	9.9	10.2	11.4	12.8	
Secondary with sixth form	Small	Low FSM	Average class size	14.0	16.6	19.1	20.0	20.5	22.0	22.9	
Secondary with sixth form	Medium	Low FSM	Spend on teaching staff as a percentage of total expenditure - 2018-19	48.1%	51.1%	54.5%	56.2%	57.4%	60.4%	62.1%	
Secondary with sixth form	Medium	Low FSM	Spend on teaching staff as a percentage of total expenditure - 2019-20	49.4%	52.4%	55.8%	57.4%	58.7%	61.6%	63.3%	
Secondary with sixth form	Medium	Low FSM	Spend on teaching staff as a percentage of total expenditure - 2020-21	50.6%	53.6%	57.0%	58.6%	59.9%	62.8%	64.4%	
Secondary with sixth form	Medium	Low FSM	Spend on teaching staff as a percentage of total expenditure - 2020/21	50.9%	53.9%	57.3%	58.9%	60.2%	63.1%	64.7%	
Secondary with sixth form	Medium	Low FSM	Spend on supply staff as a percentage of total expenditure			0.7%	1.0%	1.2%	1.9%	2.6%	
Secondary with sixth form	Medium	Low FSM	Spend on education support staff as a percentage of total expenditure			6.4%	7.0%	7.9%	9.7%	11.4%	
Secondary with sixth form	Medium	Low FSM	Spend on administrative and clerical staff as a percentage of total expenditure				6.9%		9.1%	10.5%	
Secondary with sixth form	Medium	Low FSM	Spend on other staff costs as a percentage of total expenditure				1.5%		3.4%	5.7%	
Secondary with sixth form	Medium	Low FSM	Spend on premises (including staff costs) as a percentage of total expenditure				5.5%		7.6%	9.5%	
Secondary with sixth form	Medium	Low FSM	Spend on teaching resources as a percentage of total expenditure	4.8%	5.8%	7.9%	8.7%	9.5%			
Secondary with sixth form	Medium	Low FSM	Spend on energy as a percentage of total expenditure				1.5%		1.9%	2.1%	
Secondary with sixth form	Medium	Low FSM	Senior leaders as a percentage of workforce			5.6%	5.9%	6.2%	7.3%	8.8%	
Secondary with sixth form	Medium	Low FSM	Pupil to teacher ratio	15.5	16.1	16.9	17.3	17.6	18.5	19.3	
Secondary with sixth form	Medium	Low FSM	Pupil to adult ratio	9.3	9.9	10.4	10.8	11.1	11.8	12.5	
Secondary with sixth form	Medium	Low FSM	Average class size	19.7	20.3	21.2	21.6	22.0	22.9	23.7	
Secondary with sixth form	Large	Low FSM	Spend on teaching staff as a percentage of total expenditure - 2018-19	49.0%	51.2%	54.6%	56.5%	57.8%	59.9%	61.2%	
Secondary with sixth form	Large	Low FSM	Spend on teaching staff as a percentage of total expenditure - 2019-20	50.2%	52.4%	55.8%	57.7%	59.0%	61.0%	62.4%	
Secondary with sixth form	Large	Low FSM	Spend on teaching staff as a percentage of total expenditure - 2020-21	51.5%	53.6%	57.0%	58.9%	60.2%	62.2%	63.5%	
Secondary with sixth form	Large	Low FSM	Spend on teaching staff as a percentage of total expenditure - 2020/21	51.8%	54.0%	57.4%	59.2%	60.5%	62.5%	63.8%	
Secondary with sixth form	Large	Low FSM	Spend on supply staff as a percentage of total expenditure			0.7%	1.0%	1.2%	1.9%	2.6%	
Secondary with sixth form	Large	Low FSM	Spend on education support staff as a percentage of total expenditure			7.2%	8.3%	8.9%	10.5%	11.5%	
Secondary with sixth form	Large	Low FSM	Spend on administrative and clerical staff as a percentage of total expenditure				6.5%		8.8%	10.9%	
Secondary with sixth form	Large	Low FSM	Spend on other staff costs as a percentage of total expenditure				1.3%		2.6%	5.0%	
Secondary with sixth form	Large	Low FSM	Spend on premises (including staff costs) as a percentage of total expenditure				5.5%		7.5%	9.3%	
Secondary with sixth form	Large	Low FSM	Spend on teaching resources as a percentage of total expenditure	4.9%	5.9%	7.1%	8.0%	9.0%			
Secondary with sixth form	Large	Low FSM	Spend on energy as a percentage of total expenditure				1.5%		1.8%	2.0%	
Secondary with sixth form	Large	Low FSM	Senior leaders as a percentage of workforce			5.2%	5.6%	5.9%	6.6%	8.3%	
Secondary with sixth form	Large	Low FSM	Pupil to teacher ratio	15.7	16.2	16.9	17.2	17.5	18.1	19.0	
Secondary with sixth form	Large	Low FSM	Pupil to adult ratio	9.5	9.9	10.4	10.8	11.0	11.6	12.2	
Secondary with sixth form	Large	Low FSM	Average class size	19.9	20.6	21.3	21.6	22.0	22.9	23.5	

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Spend on teaching staff as a percentage of total expenditure - 2018-19	41.1%	44.2%	47.1%	48.7%	50.3%	53.5%	55.9%
Spend on teaching staff as a percentage of total expenditure - 2019-20	42.3%	45.4%	48.3%	50.0%	51.5%	54.7%	57.1%
Spend on teaching staff as a percentage of total expenditure - 2020-21	43.5%	46.7%	49.6%	51.2%	52.8%	55.9%	58.4%
Spend on teaching staff as a percentage of total expenditure - 2020/21	43.8%	47.0%	49.9%	51.6%	53.1%	56.3%	58.7%
Spend on supply staff as a percentage of total expenditure			1.6%	2.0%	2.9%	4.1%	5.6%
Spend on education support staff as a percentage of total expenditure			9.0%	9.7%	10.7%	13.5%	16.0%
Spend on administrative and clerical staff as a percentage of total expenditure				6.3%		10.4%	11.7%
Spend on other staff costs as a percentage of total expenditure				1.8%		3.9%	4.9%
Spend on premises (including staff costs) as a percentage of total expenditure				7.2%		12.0%	13.5%
Spend on teaching resources as a percentage of total expenditure	3.2%	3.7%	5.0%	5.7%	6.1%		
Spend on energy as a percentage of total expenditure				2.0%		2.7%	3.2%
Senior leaders as a percentage of workforce			7.7%	8.8%	9.6%	13.2%	16.2%
Pupil to teacher ratio	10.4	11.5	13.1	13.8	14.4	15.7	18.0
Pupil to adult ratio	5.8	6.4	7.3	7.7	8.0	9.0	9.8
Average class size	17.4	18.7	20.8	21.7	22.1	23.6	24.6

Secondary without sixth form Medium High FSM
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 Secondary without sixth form Medium High FSM
 Secondary without sixth form Medium High FSM
 Secondary without sixth form Medium High FSM

Spend on teaching staff as a percentage of total expenditure - 2018-19	42.4%	44.8%	48.6%	49.8%	51.0%	53.4%	56.7%
Spend on teaching staff as a percentage of total expenditure - 2019-20	43.6%	46.1%	49.9%	51.1%	52.3%	54.7%	58.0%
Spend on teaching staff as a percentage of total expenditure - 2020-21	44.9%	47.3%	51.1%	52.3%	53.5%	55.9%	59.2%
Spend on teaching staff as a percentage of total expenditure - 2020/21	45.2%	47.6%	51.4%	52.6%	53.8%	56.2%	59.5%
Spend on supply staff as a percentage of total expenditure			1.5%	1.9%	2.2%	3.4%	4.1%
Spend on education support staff as a percentage of total expenditure			10.4%	11.0%	12.0%	14.0%	15.7%
Spend on administrative and clerical staff as a percentage of total expenditure				6.8%		9.4%	11.5%
Spend on other staff costs as a percentage of total expenditure				1.8%		3.6%	5.8%
Spend on premises (including staff costs) as a percentage of total expenditure				7.3%		12.3%	18.5%
Spend on teaching resources as a percentage of total expenditure	3.9%	4.5%	5.9%	6.2%	6.8%		
Spend on energy as a percentage of total expenditure				1.7%		2.3%	2.6%
Senior leaders as a percentage of workforce			6.3%	6.8%	7.4%	9.1%	10.6%
Pupil to teacher ratio	13.4	14.3	15.2	15.8	16.3	17.6	18.6
Pupil to adult ratio	7.0	7.6	8.5	8.8	9.1	9.8	10.4
Average class size	19.1	20.1	21.7	22.1	22.9	24.2	25.0

Secondary without sixth form Large High FSM
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 Secondary without sixth form Large High FSM

Spend on teaching staff as a percentage of total expenditure - 2018-19	42.5%	45.7%	48.5%	48.9%	49.5%	52.9%	58.4%
Spend on teaching staff as a percentage of total expenditure - 2019-20	43.7%	47.0%	49.7%	50.2%	50.7%	54.1%	59.6%
Spend on teaching staff as a percentage of total expenditure - 2020-21	45.0%	48.2%	51.0%	51.4%	52.0%	55.4%	60.8%
Spend on teaching staff as a percentage of total expenditure - 2020/21	45.3%	48.5%	51.3%	51.7%	52.3%	55.7%	61.1%
Spend on supply staff as a percentage of total expenditure			1.6%	2.1%	2.8%	4.2%	4.8%
Spend on education support staff as a percentage of total expenditure			9.0%	9.9%	10.7%	13.1%	14.9%
Spend on administrative and clerical staff as a percentage of total expenditure				6.2%		9.1%	10.1%
Spend on other staff costs as a percentage of total expenditure				2.1%		4.4%	6.2%
Spend on premises (including staff costs) as a percentage of total expenditure				7.0%		16.7%	18.6%
Spend on teaching resources as a percentage of total expenditure	3.6%	4.1%	5.3%	5.9%	6.6%		
Spend on energy as a percentage of total expenditure				1.5%		1.9%	2.2%
Senior leaders as a percentage of workforce			5.8%	6.5%	7.1%	7.9%	9.2%
Pupil to teacher ratio	13.9	14.5	15.5	16.0	16.4	16.8	20.6
Pupil to adult ratio	7.3	8.0	8.8	9.2	9.5	10.2	10.9
Average class size	20.7	21.1	22.0	22.3	23.0	24.3	25.4

Phase **London?** Note: all but average teacher cost are the same for type of school, despite the location Red if less than: Amber if less than: Dark green if between: (Median) and: Amber if more than: Red if more than: Light green for everything else

Special	London	Spend on teaching staff as a percentage of total expenditure - 2018-19	25.0%	27.3%	31.9%	33.7%	36.4%	43.2%	47.0%
Special	London	Spend on teaching staff as a percentage of total expenditure - 2019-20	25.9%	28.3%	33.0%	34.9%	37.5%	44.4%	48.2%
Special	London	Spend on teaching staff as a percentage of total expenditure - 2020-21	26.9%	29.3%	34.1%	36.0%	38.7%	45.6%	49.4%
Special	London	Spend on teaching staff as a percentage of total expenditure - 2020/21	27.1%	29.6%	34.4%	36.3%	39.0%	46.0%	49.8%
Special	London	Spend on supply staff as a percentage of total expenditure			2.1%	2.8%	5.5%	10.4%	14.5%
Special	London	Spend on education support staff as a percentage of total expenditure			25.6%	27.8%	30.5%	37.2%	40.4%
Special	London	Spend on administrative and clerical staff as a percentage of total expenditure				2.6%		8.1%	11.3%
Special	London	Spend on other staff costs as a percentage of total expenditure				2.1%		4.0%	5.5%
Special	London	Spend on premises (including staff costs) as a percentage of total expenditure				7.7%		10.3%	11.5%
Special	London	Spend on teaching resources as a percentage of total expenditure	1.7%	2.1%	3.1%	3.5%	3.8%		
Special	London	Spend on energy as a percentage of total expenditure				1.0%		1.5%	1.8%
Special	London	Senior leaders as a percentage of workforce			5.1%	5.9%	6.7%	8.9%	12.5%
Special	London	Pupil to teacher ratio	3.8	4.4	5.3	5.7	6.0	6.9	7.3
Special	London	Pupil to adult ratio	1.1	1.3	1.5	1.6	1.8	2.4	2.6
Special	London	Average teacher cost (£) - 2018-19	£49,092	£51,942	£57,021	£59,098	£61,359	£65,454	£69,396
Special	London	Average teacher cost (£) - 2019-20	£51,595	£54,591	£59,929	£62,112	£64,488	£68,792	£72,936
Special	London	Average teacher cost (£) - 2020-21	£54,246	£57,396	£63,008	£65,304	£67,802	£72,326	£76,683
Special	London	Average teacher cost (£) - 2020/21	£54,934	£58,123	£63,806	£66,131	£68,661	£73,243	£77,655

Special	Non-London	Spend on teaching staff as a percentage of total expenditure - 2018-19	27.8%	30.4%	34.2%	35.7%	37.3%	42.0%	46.1%
Special	Non-London	Spend on teaching staff as a percentage of total expenditure - 2019-20	28.9%	31.4%	35.3%	36.8%	38.5%	43.2%	47.4%
Special	Non-London	Spend on teaching staff as a percentage of total expenditure - 2020-21	29.9%	32.5%	36.5%	38.0%	39.7%	44.4%	48.6%
Special	Non-London	Spend on teaching staff as a percentage of total expenditure - 2020/21	30.2%	32.8%	36.7%	38.3%	40.0%	44.7%	48.9%
Special	Non-London	Spend on supply staff as a percentage of total expenditure			1.1%	1.6%	2.1%	4.3%	6.5%
Special	Non-London	Spend on education support staff as a percentage of total expenditure			29.9%	32.6%	35.2%	39.4%	42.2%
Special	Non-London	Spend on administrative and clerical staff as a percentage of total expenditure				2.7%		5.7%	7.2%
Special	Non-London	Spend on other staff costs as a percentage of total expenditure				3.0%		5.4%	7.4%
Special	Non-London	Spend on premises (including staff costs) as a percentage of total expenditure				6.9%		9.5%	11.3%
Special	Non-London	Spend on teaching resources as a percentage of total expenditure	2.0%	2.4%	3.2%	3.6%	4.1%		
Special	Non-London	Spend on energy as a percentage of total expenditure				1.1%		1.6%	1.9%
Special	Non-London	Senior leaders as a percentage of workforce			5.0%	5.6%	6.1%	8.3%	10.2%
Special	Non-London	Pupil to teacher ratio	4.5	5.4	6.3	6.8	7.1	7.9	8.7
Special	Non-London	Pupil to adult ratio	1.3	1.5	1.8	1.9	2.0	2.4	2.8
Special	Non-London	Average teacher cost (£) - 2018-19	£45,664	£48,346	£51,305	£52,746	£54,356	£58,201	£62,600
Special	Non-London	Average teacher cost (£) - 2019-20	£47,992	£50,811	£53,922	£55,436	£57,128	£61,170	£65,793
Special	Non-London	Average teacher cost (£) - 2020-21	£50,458	£53,422	£56,692	£58,284	£60,063	£64,313	£69,173
Special	Non-London	Average teacher cost (£) - 2020/21	£51,097	£54,099	£57,411	£59,022	£60,824	£65,127	£70,049

Alternative provision	London	Spend on teaching staff as a percentage of total expenditure - 2018-19	30.3%	32.8%	41.2%	42.2%	45.5%	52.9%	56.4%
Alternative provision	London	Spend on teaching staff as a percentage of total expenditure - 2019-20	31.4%	33.9%	42.4%	43.4%	46.8%	54.1%	57.6%
Alternative provision	London	Spend on teaching staff as a percentage of total expenditure - 2020-21	32.5%	35.1%	43.6%	44.6%	48.0%	55.3%	58.8%
Alternative provision	London	Spend on teaching staff as a percentage of total expenditure - 2020/21	32.8%	35.4%	43.9%	45.0%	48.3%	55.6%	59.1%
Alternative provision	London	Spend on supply staff as a percentage of total expenditure			3.8%	6.1%	7.2%	11.8%	15.5%
Alternative provision	London	Spend on education support staff as a percentage of total expenditure			15.5%	17.7%	19.7%	25.6%	27.6%
Alternative provision	London	Spend on administrative and clerical staff as a percentage of total expenditure				1.4%		5.1%	6.7%
Alternative provision	London	Spend on other staff costs as a percentage of total expenditure				1.4%		2.8%	5.4%
Alternative provision	London	Spend on premises (including staff costs) as a percentage of total expenditure				8.1%		11.1%	12.0%
Alternative provision	London	Spend on teaching resources as a percentage of total expenditure	2.0%	2.2%	3.0%	3.4%	4.4%		
Alternative provision	London	Spend on energy as a percentage of total expenditure				0.6%		1.0%	1.4%
Alternative provision	London	Senior leaders as a percentage of workforce			11.2%	13.2%	14.7%	18.8%	21.8%
Alternative provision	London	Pupil to teacher ratio	2.9	3.6	4.4	4.8	5.2	7.1	8.8
Alternative provision	London	Pupil to adult ratio	1.4	1.7	2.3	2.5	2.6	3.6	4.1
Alternative provision	London	Average teacher cost (£) - 2018-19	£31,496	£46,647	£54,460	£56,842	£59,465	£69,347	£84,057
Alternative provision	London	Average teacher cost (£) - 2019-20	£33,102	£49,026	£57,238	£59,741	£62,497	£72,884	£88,344

Alternative provision
Alternative provision

London
London

Average teacher cost (£) - 2020-21	£34,803	£51,545	£60,179	£62,811	£65,709	£76,628	£92,883
Average teacher cost (£) - 2020/21	£35,244	£52,198	£60,941	£63,607	£66,541	£77,599	£94,060

Nursery	London	Spend on teaching staff as a percentage of total expenditure - 2018-19	15.2%	16.9%	21.0%	24.1%	25.5%	30.2%	35.7%
Nursery	London	Spend on teaching staff as a percentage of total expenditure - 2019-20	15.8%	17.6%	21.8%	25.0%	26.5%	31.2%	36.8%
Nursery	London	Spend on teaching staff as a percentage of total expenditure - 2020-21	16.5%	18.4%	22.7%	26.0%	27.5%	32.3%	38.0%
Nursery	London	Spend on teaching staff as a percentage of total expenditure - 2020/21	16.7%	18.5%	22.9%	26.2%	27.7%	32.6%	38.3%
Nursery	London	Spend on supply staff as a percentage of total expenditure			0.7%	1.1%	1.5%	3.1%	4.4%
Nursery	London	Spend on education support staff as a percentage of total expenditure			29.3%	32.2%	36.8%	45.1%	50.0%
Nursery	London	Spend on administrative and clerical staff as a percentage of total expenditure				1.9%		3.5%	5.0%
Nursery	London	Spend on other staff costs as a percentage of total expenditure				2.9%		5.4%	7.8%
Nursery	London	Spend on premises (including staff costs) as a percentage of total expenditure				10.0%		13.7%	15.3%
Nursery	London	Spend on teaching resources as a percentage of total expenditure	0.9%	1.2%	1.5%	1.7%	1.9%		
Nursery	London	Spend on energy as a percentage of total expenditure				0.7%		1.1%	1.2%
Nursery	London	Senior leaders as a percentage of workforce			7.9%	8.8%	9.4%	13.0%	14.9%
Nursery	London	Pupil to teacher ratio	13.0	16.3	19.2	20.1	21.2	25.1	32.8
Nursery	London	Pupil to adult ratio	2.8	3.4	3.9	4.0	4.2	5.2	5.7
Nursery	London	Average teacher cost (£) - 2018-19	£47,802	£51,666	£59,834	£61,734	£64,701	£71,446	£81,917
Nursery	London	Average teacher cost (£) - 2019-20	£50,239	£54,301	£62,886	£64,882	£68,001	£75,089	£86,095
Nursery	London	Average teacher cost (£) - 2020-21	£52,821	£57,091	£66,117	£68,216	£71,494	£78,947	£90,518
Nursery	London	Average teacher cost (£) - 2020/21	£53,490	£57,814	£66,955	£69,080	£72,400	£79,948	£91,665

Nursery	Non-London	Spend on teaching staff as a percentage of total expenditure - 2018-19	16.6%	19.2%	24.3%	26.6%	28.9%	34.2%	37.3%
Nursery	Non-London	Spend on teaching staff as a percentage of total expenditure - 2019-20	17.3%	20.0%	25.2%	27.5%	29.9%	35.3%	38.4%
Nursery	Non-London	Spend on teaching staff as a percentage of total expenditure - 2020-21	18.0%	20.8%	26.2%	28.6%	31.0%	36.5%	39.6%
Nursery	Non-London	Spend on teaching staff as a percentage of total expenditure - 2020/21	18.2%	21.0%	26.4%	28.8%	31.2%	36.8%	39.9%
Nursery	Non-London	Spend on supply staff as a percentage of total expenditure			0.6%	0.9%	1.3%	2.8%	4.2%
Nursery	Non-London	Spend on education support staff as a percentage of total expenditure			31.6%	35.3%	38.3%	43.9%	48.7%
Nursery	Non-London	Spend on administrative and clerical staff as a percentage of total expenditure				2.1%		3.7%	4.7%
Nursery	Non-London	Spend on other staff costs as a percentage of total expenditure				3.1%		5.8%	8.9%
Nursery	Non-London	Spend on premises (including staff costs) as a percentage of total expenditure				10.3%		13.9%	16.6%
Nursery	Non-London	Spend on teaching resources as a percentage of total expenditure	0.9%	1.3%	2.0%	2.3%	2.6%		
Nursery	Non-London	Spend on energy as a percentage of total expenditure				1.1%		1.5%	1.8%
Nursery	Non-London	Senior leaders as a percentage of workforce			8.3%	9.6%	10.8%	13.9%	16.9%
Nursery	Non-London	Pupil to teacher ratio	15.1	17.3	20.9	22.9	25.2	34.5	43.5
Nursery	Non-London	Pupil to adult ratio	3.5	3.9	4.6	4.9	5.2	6.2	7.2
Nursery	Non-London	Average teacher cost (£) - 2018-19	£43,025	£46,986	£52,933	£55,795	£57,771	£63,060	£73,348
Nursery	Non-London	Average teacher cost (£) - 2019-20	£45,220	£49,382	£55,633	£58,640	£60,718	£66,276	£77,089
Nursery	Non-London	Average teacher cost (£) - 2020-21	£47,543	£51,920	£58,491	£61,653	£63,837	£69,681	£81,050
Nursery	Non-London	Average teacher cost (£) - 2020/21	£48,145	£52,577	£59,232	£62,434	£64,646	£70,564	£82,077

Phase **London?** This shows the average teacher cost for primary and secondary schools. All others are above Red if less than: Amber if less than: Dark green if between: (Median) and: Amber if more than: Red if more than: Light green for everything else

Primary	London	Average teacher cost (£) - 2018-19	£45,132	£48,047	£51,473	£53,008	£54,491	£58,707	£63,362
Primary	London	Average teacher cost (£) - 2019-20	£47,434	£50,498	£54,098	£55,712	£57,270	£61,701	£66,594
Primary	London	Average teacher cost (£) - 2020-21	£49,871	£53,092	£56,878	£58,574	£60,213	£64,871	£70,015
Primary	London	Average teacher cost (£) - 2020/21	£50,503	£53,765	£57,598	£59,316	£60,976	£65,693	£70,902

Primary	Non-London	Average teacher cost (£) - 2018-19	£40,691	£43,299	£46,357	£47,620	£48,963	£52,161	£55,416
Primary	Non-London	Average teacher cost (£) - 2019-20	£42,766	£45,507	£48,721	£50,049	£51,461	£54,822	£58,243
Primary	Non-London	Average teacher cost (£) - 2020-21	£44,963	£47,845	£51,224	£52,620	£54,105	£57,638	£61,235
Primary	Non-London	Average teacher cost (£) - 2020/21	£45,533	£48,451	£51,873	£53,287	£54,790	£58,369	£62,011

Secondary with sixth form	London	Average teacher cost (£) - 2018-19	£50,709	£53,641	£56,902	£58,120	£60,016	£64,073	£67,939
Secondary with sixth form	London	Average teacher cost (£) - 2019-20	£53,295	£56,377	£59,804	£61,085	£63,076	£67,341	£71,404
Secondary with sixth form	London	Average teacher cost (£) - 2020-21	£56,033	£59,273	£62,876	£64,223	£66,317	£70,801	£75,073
Secondary with sixth form	London	Average teacher cost (£) - 2020/21	£56,743	£60,024	£63,673	£65,037	£67,157	£71,698	£76,024

Secondary with sixth form Non-London
 Secondary with sixth form Non-London
 Secondary with sixth form Non-London
 Secondary with sixth form Non-London
 Secondary with sixth form Non-London

Average teacher cost (£) - 2018-19	£46,890	£49,225	£51,480	£52,402	£53,452	£56,141	£58,845
Average teacher cost (£) - 2019-20	£49,281	£51,735	£54,105	£55,075	£56,178	£59,004	£61,846
Average teacher cost (£) - 2020-21	£51,813	£54,393	£56,885	£57,905	£59,065	£62,036	£65,024
Average teacher cost (£) - 2020/21	£52,470	£55,082	£57,606	£58,638	£59,813	£62,822	£65,848

Secondary without sixth form London
 Secondary without sixth form London
 Secondary without sixth form London
 Secondary without sixth form London
 Secondary without sixth form London

Average teacher cost (£) - 2018-19	£50,357	£53,677	£57,075	£58,928	£60,263	£63,919	£69,549
Average teacher cost (£) - 2019-20	£52,925	£56,414	£59,986	£61,934	£63,336	£67,179	£73,096
Average teacher cost (£) - 2020-21	£55,644	£59,313	£63,068	£65,116	£66,590	£70,630	£76,851
Average teacher cost (£) - 2020/21	£56,349	£60,064	£63,867	£65,941	£67,434	£71,525	£77,825

Secondary without sixth form Non-London
 Secondary without sixth form Non-London
 Secondary without sixth form Non-London
 Secondary without sixth form Non-London
 Secondary without sixth form Non-London

Average teacher cost (£) - 2018-19	£46,701	£48,697	£51,328	£52,394	£53,295	£56,232	£59,826
Average teacher cost (£) - 2019-20	£49,083	£51,180	£53,946	£55,066	£56,013	£59,099	£62,877
Average teacher cost (£) - 2020-21	£51,605	£53,810	£56,718	£57,895	£58,891	£62,136	£66,108
Average teacher cost (£) - 2020/21	£52,259	£54,491	£57,436	£58,629	£59,637	£62,923	£66,945