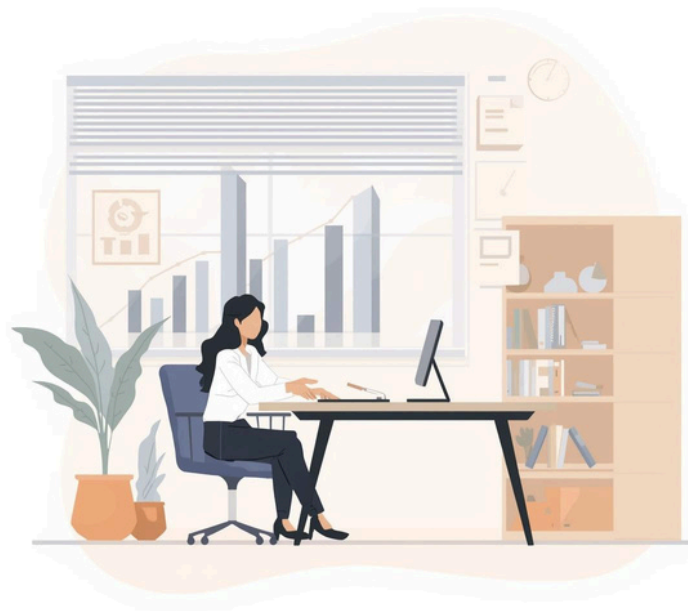


TUESDAY'S

TOP TIP



OUR WEEKLY DOSE OF SMART BUSINESS AND FINANCE TOP TIPS



Termly staffing cost review (FTE & on-costs)

Why?

Financial Control

- Staffing is the largest cost, track FTE, grades, and on-costs against budget
- Review affordability before recruitment

Efficiency Text

- Use ICFP tools to align curriculum and staffing
- Model scenarios based on curriculum planning
- Supports prudent financial planning

Useful Resources

- DfE – ICFP resources
- DfE – ATH

Benefit

Conducting a termly review of staffing costs provides early visibility of affordability pressures and ensures workforce planning remains strategically aligned with both curriculum needs and budget constraints. By routinely analysing FTE levels, pay grades, and on-costs, leaders can identify emerging financial risks such as incremental drift, or unplanned increases in staffing expenditure before they impact long-term sustainability.

Regular scrutiny of staffing data also enables more informed recruitment decisions. Leaders can assess whether proposed roles are affordable, whether responsibilities can be restructured, or whether alternative deployment models offer better value.