

TRADED SERVICE

RESOURCE MANAGEMENT

2026-27

ABOUT US

At Shard Business Services, we are committed to delivering high-quality, value-driven support to the education sector. We take pride in providing specialist business services that are both effective and affordable ensuring that every client, regardless of size or budget, receives the support they need to operate with confidence and efficiency. With a sharp focus on efficiency, compliance, and growth, we partner with clients across sectors to streamline processes, enhance back-office performance, and drive sustainable results.

With over 25 years experience within the education sector, our extensive knowledge ranges across core disciplines essential to academy trust operations. This includes strategic financial management, benchmarking, resource planning, internal scrutiny, data protection, and business leadership support.

We understand that one size does not fit all. That's why our approach is tailored to the unique needs of each trust or school we work with. We work collaboratively with leaders to develop forward-thinking solutions that support improvement, build capacity, and help you succeed not just today, but in the long term. Our blend of innovation, expertise, and client care positions us as a trusted partner to some of the most successful education providers in the sector.

At our core, we value integrity, responsiveness, and a personalised approach to client success. We don't just provide services we build partnerships that evolve with your needs.

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A big 'thank you' to Sheryl at Shard Business Services for the support provided to our school. From enabling us to understand the requirements of the ATH, to supporting our SBM function and conducting a detailed assessment of our deployment of school finances and resources, we have found your services to be extremely beneficial. The expert advice and knowledge provided by Shard has been invaluable in enabling us to further understand the use of financial benchmarks in order to ensure financial efficiency.

Accounting Officer

The Olive Tree School, Bolton

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Experts in compliance



Highly reputable



Working in partnership



Customer focussed



Affordably priced



Qualified & experienced

OUR SERVICE

Within the education sector, schools and trusts face increasing pressure to deploy resources effectively, demonstrate value for money, and align financial efficiency with strong educational outcomes. At Shard Business Services, we recognise that strategic benchmarking and resource management are critical tools in achieving these aims.

Our service provides leaders and governors with independent, evidence-based insights into how resources are allocated across staffing, curriculum, premises, ICT, and business support. By analysing workforce deployment, curriculum efficiency, and expenditure patterns, we help identify cost-saving opportunities without compromising quality. Benchmarking against national, local, and sector data sets offers clear comparisons, enabling trusts and schools to make informed, strategic decisions about how best to use their resources.

Integrated Curriculum and Financial Planning (ICFP) is a central part of our service. By linking curriculum design with financial planning, we support leaders in evaluating whether staff deployment, timetabling, and class structures are both educationally effective and financially sustainable. This integration enables schools to balance affordability with ambition, ensuring resources are aligned to priorities such as raising standards, protecting breadth of curriculum, and maintaining long-term financial health.

A key feature of our approach is that it goes beyond numbers; benchmarking is used not just as a guide, but as part of a continuous improvement process. We highlight trends, provide context, and offer tailored recommendations that support leaders in achieving financial sustainability while maximising educational impact. By embedding resource management into your strategic planning, we support robust governance, accountability, and confidence in decision-making.

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Sheryl worked with to deliver training on the Integrated Curriculum Financial Planning, tailoring her approach to our specific needs. Sheryl's session was clearly presented and professionally delivered. Sheryl is extremely knowledgeable in this area and her session was presented in way that enabled our staff to gain from her experience and skill whilst taking care to check that the understanding of our employees was secure by the end of her training. I would not hesitate to recommend Sheryl as a trainer for other services.

Finance Team Manager
Educator Solution

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OUR APPROACH

At Shard Business Services, we specialise in tailoring benchmarking and resource management programmes to the unique context of each organisation. We recognise that every school or trust faces different challenges, from financial pressures to curriculum delivery models, and therefore a one-size-fits-all approach is not appropriate.

We work in partnership with your leadership team to design a bespoke programme that focuses on the areas of greatest importance. This includes the review of staffing and curriculum deployment, income and expenditure patterns, per-pupil costs, and quartile benchmarking data. Where appropriate, we incorporate national, local, and trust-specific comparisons, ensuring findings are both relevant and meaningful.

ICFP underpins our approach. By combining curriculum analysis with financial benchmarking, we provide a deeper understanding of how teaching time, class sizes, and subject offers align with financial capacity. This integrated method ensures that strategic choices—such as staffing structures or curriculum breadth—are grounded in evidence, balancing educational ambition with affordability.

Our commitment to you is to deliver timely, clear, and actionable insights. Draft benchmarking reports are provided promptly, followed by a final report incorporating your feedback. Presentations of findings to trustees and governors are included to ensure transparency, accountability, and strategic engagement.

Your commitment to us is to provide sufficient financial, staffing, and curriculum information to enable accurate analysis, along with timely feedback on draft reports.

Through this collaborative, responsive, and data-driven approach, we ensure that benchmarking and resource management, supported by ICFP, become powerful tools to support improvement, efficiency, and long-term sustainability.

Our commitment to you

- Work to the agreed scope of works provided by the organisation.
- Agree a mutually convenient date and time for the review to take place.
- Provide a full set of efficiency metrics, KPIs, and draft report.
- Provide a final report within two weeks of receiving feedback on the draft report.

Your commitment to us

- Determine and agree a scope of works to be adhered to.
- Agree a mutually convenient date and time for the review to take place.
- Provide access to all financial and curriculum data.
- Provide feedback on the draft reports within three weeks of receiving the report.

SERVICE SCOPE

The following services are offered under our Health & Safety traded service offer:

Metric Analysis

- ✓ Provide key staffing metric analysis with appropriate commentary
- ✓ Provide key non-staffing metric analysis with appropriate commentary
- ✓ Provide key per pupil metric analysis with appropriate commentary

Reporting

- ✓ Inclusion of key comparison benchmarking metrics
- ✓ Inclusion of school or trust specific context
- ✓ Inclusion of key performance indicators
- ✓ Inclusion of benchmarking and ICFP thresholds

Findings

- ✓ Present key findings to key personnel including trustees and governors
- ✓ Present opportunities and recommendations where appropriate / required
- ✓ Provide action plan and next steps

ADDITIONAL SERVICES

Shard Business Services provides expert, reliable, and bespoke support services tailored to the needs of schools, academies, and trusts. Our traded services are designed to strengthen operational effectiveness, ensure compliance, and provide strategic guidance across key business functions.

We work in partnership with your team to offer flexible, scalable services that align with your values and ambitions.

Business Management Support

Offer:

- Strategic leadership across business operations
- Interim or project-based School Business Leader support
- Budgeting, forecasting, and financial planning

Benefits:

- Continuity during leadership transitions
- Improved financial oversight and planning
- Capacity support during busy periods

Policy and Compliance Reviews

Offer:

- Review and update of policies
- Bespoke policy drafting aligned to your procedures
- Policy tracker and review schedule setup

Benefits:

- Up-to-date and legally compliant policies
- Reduced administrative burden
- Strategic alignment with your trust's goals

Resource Management and Benchmarking

Offer:

- Support with ICFP
- Analysis of workforce deployment and curriculum efficiency
- Benchmarking against national and local data sets

Benefits:

- Strategic insight into staffing and resource use
- Identification of cost-saving opportunities
- Alignment of educational outcomes with financial efficiency

GDPR and Data Protection

Offer:

- External Data Protection Officer (DPO) service
- GDPR audits and compliance reviews
- Policy and documentation support

Benefits:

- Assurance of regulatory compliance
- Reduced risk of data breaches
- Clear policies and protocols

Internal Scrutiny

Offer:

- Provide independent assurance
- Ensure that public funds are used appropriately
- Fully bespoke service

Benefits:

- Align fully with the requirements of ATH
- Independent oversight and assurance
- Expert sector knowledge

Training and Development


Offer:

- Training for senior leaders, governors, and staff
- Topics include financial governance, risk, GDPR
- Delivery online or in-person

Benefits:

- Improved confidence and skills
- Staff and governor development
- Customised to your context

CONTACT US

 07714651415

 office@shardbusinessservices.co.uk

 www.shardbusinessservices.co.uk

