

ISBL

- Dedicated Professional Body for School Business Leaders
- Professional personal development
- Progression through your career
- Training programmes – a wide range for all levels and aspirations
- Advocate for School Business Professionals
- Engagement with Department for Education and other sector associations – NGA, NAHT, ASCL, CST, CIPFA
- Expertise in resource management - ICFP
- SRMA programme



ISBL Values

- **Integrity** We operate according to a code of practice demanding the highest ethical standards, and we set expectations of ourselves and our members commensurate with those expected of other highly respected professions
- **Inclusivity** We strive to provide services and development opportunities for all education professionals involved in school business activity
- **Impartiality** We have no political leaning or bias
- **Insight** We speak from a position of authority, which is based on a well-founded understanding of resource management in education



ISBL

- We are unapologetic about the expectations we set of the profession.
- We need to ensure employers understand what strong business leadership looks like (ideally using professional standards as the reference point).
- We need to ensure qualifications are fit for purpose and well understood by the entire sector.
- We need to invest in the ongoing development of this critical workforce



Looking Forward - Professional Development

- ISBL Tools – competency framework
- New Professional Development Guidance
Developing the current and next generation of school business professionals: development pathways, succession planning, business growth and executive leadership [100035.2577854Professional Development Guidance FINAL Feb2021.pdf \(isbl.org.uk\)](https://www.isbl.org.uk/100035.2577854Professional%20Development%20Guidance%20FINAL%20Feb2021.pdf)
- Apprenticeships Levels 4 to 7
- SBP Core Qualifications Level 4 + 5
- Specialist Qualifications for School Business Professionals



Competency Framework



Apprenticeships

- Level 4 School Business Professional Apprenticeship
- Level 6 Chartered Manager Degree Apprenticeship (CMDA)
- Level 7 Senior Leader (Degree) Apprenticeship



SBP Core Qualifications Level 4 + 5

- Level 4 ILM Diploma for School Business Managers
- Level 5 ILM Diploma for School Business Leaders



Specialist Qualifications for School Business Professionals

- Level 7 Certificate in School Financial and Operational Leadership
- CIPS Award for School Business Professionals
- Level 5 Certificate in Human Resources for School Business Professionals
- Certificate in Strategic Educational Leadership



School Resource Management

- Very much a DfE focus at the moment
- Making the best possible use of the funding and resources we control
- Efficiency and Effectiveness
- School Resource Management has its own team within the DfE
- Developing new tools for the sector
- SRMSAT / SFVS – annual checklist and dashboard
- ICFP - Integrated Curriculum and Financial Planning. Expectation that all schools have good knowledge and understanding and are embedding ICFP within their budget and financial planning



DfE 7 characteristics of efficient schools

- Has a **strong governing body and leadership team** that challenges spending
- Deploys the workforce effectively, with a focus on **developing high-quality teachers**
- Uses evidence to determine the **right mix of teaching and education support** staff
- Has a **skilled school business professional** who takes on a leadership role
- Good use of **financial benchmarking information** to inform spending decisions
- Part of a **school cluster** to share expertise, experience and data, and access economies of scale when making shared purchases
- **Manages down back-office and running costs** through better procurement



Looking forward – what does this mean for me?

- The good news is that School Business Leaders are central within these developments
- We need to be aware of and ready for the changes that are coming – take ownership and control (Who Moved My Cheese?)
- Job fulfilment – rewarding, self satisfaction, contribution to the school
- What are my skills?
- What role do I want?
- What do I need to do to be the best in my role

