

DSAT and the Central Cost Contribution – (September 2024)

The 4.25% central cost contribution is taken from the GAG income and used to pay for the following services, which would normally reside with a school, prior to joining. For a single form primary this will be a cost contribution of around £30,000 per annum.

- School Improvement support via access to DSAT’s full time CEO/Head of Teaching and Learning and the wider DSAT internal support network of LPDs, SLEs and Hub Leads. Regular support from DSAT school improvement central team: DSAT English/ Phonics Lead, DSAT Maths Lead, three School Improvement Leads.
- Professional Development – annual whole trust conference and regular workshops and training sessions focusing on teaching and learning and leadership including subject leaders and joint moderation events.
- Collaborative School Improvement visits with a pre-agreed area of focus and external support for the Head Teacher Performance Appraisal.
- Inhouse HR & Payroll Services.
- Risk Management SLA which gives access to free training for Risk Assessments, Legionella, Health and Safety at Work, Fire, Working at Heights, COSHH and Asbestos Awareness
- Building Manager Service – providing fire risk assessments, health and safety/building audits, advice and guidance on large scale projects and ensuring statutory compliance. Regular visits to all schools each half term.
- Accountancy and Audit Services – including the audit of Teachers Pensions
- Access to cover when the School Business Manager may be absent.
- IT support for major reviews and installations.
- Structured visits every term, from the DSAT Chief Finance Officer, to review the budget and finances thereby replacing the need for any external support.
- Regular support from the DSAT Attendance Lead/Education Welfare Officer.
- MyNewTerm (recruitment system) fully funded by the Trust with oversight from the Director of People & Culture on recruitment and retention.
- CPD for all employees, parents, trustees and Local School Board members through The National College.
- Legal support through DSAT’s legal partners at trust negotiated rates.

Being part of DSAT also provides access to:

- The Head Teacher Forum which meets formally to create school to school reviews and peer-to-peer challenge opportunities. DSAT has expertise in every area of primary education.
- Leadership support, including meetings and training.
- Fully updated and statutory compliant policies and procedures.
- Guidance on safeguarding practices and promoting the wellbeing of pupils.
- Centrally resourced procurement and increased purchasing power through economies of scale generated by being part of the Trust.
- Absence insurance provisions which cap and match ‘market premiums’ but return a % share of any monies not paid out. This has provided significant cost benefit and returns to schools.
- A centrally procured and sourced catering provision.
- Shared knowledge of efficiency savings, grants and funding opportunities.
- Advice and guidance on health and safety/building projects.
- Excellent support, advice and guidance for the School Business Managers via the Finance and Operations network meetings with the DSAT Executive Director of Business and Operations, Director of People & Culture and the CFO.
- Safer Recruitment Training through our accredited in-house trainer.

- Support for leaders including the local school board.
- Access to half termly solution circle meetings to share best practice on strategies and interventions for pupils.
- A termly Chair/Vice Chairs Forum.
- Internal and External audits providing assurance that the statutory obligations of the individual academy are well maintained.
- Employee engagement including regular wellbeing surveys and action plans.
- IT Technical support, *charged separately but typically more cost effective.*
- Cash flow loans – subject to an agreed school budget review.
- School Condition Allocation (SCA) for large scale projects e.g. roofing and emergency works
- A wonderful collaborative and support structure.

The 4.25% central cost contribution is used to pay for the following.

- DSAT CEO/ Head of Teaching and Learning
- DSAT Executive Director of Business and Operations
- DSAT Director of People and Culture
- DSAT Chief Financial Officer
- DSAT Payroll Officers
- DSAT Buildings Managers
- DSAT Head of IT
- DSAT Strategic Lead for Maths
- DSAT Strategic Lead for English and Phonics
- DSAT School Improvement Leads
- DSAT Strategic Safeguarding Lead and Attendance Lead (EWO)