



## BAINES CUTLER

We can help you to evaluate your workloads so that your teachers are working more efficiently and cost effectively.

Teacher time is your school's most valuable asset. We can help you to use it most effectively.

**Benefit-Driven. Outcome-Focused.**

**A data driven model that redefines the ways that schools can evaluate how their teachers' time is distributed.**



Independent schools are defined by the quality, expertise and dedication of their teaching staff. To support teachers and to ensure quality, balanced curriculum planning is vital. Behind every timetable lies a complex network of unseen time costs: hours of marking, planning, co-curricular duties, and pastoral commitments that vary enormously across departments.

At a time when schools must operate with increasing efficiency and accountability, few have a clear, quantified understanding of how teachers' time is truly being spent, or what it really costs.

We examine in granular detail how every teacher's time is distributed. We capture time taken from all areas of school life, way beyond classroom teaching, focusing on: academic, pastoral, co-curricular, administrative, leadership and role remissions, duties, and any other time specific to your school's deployment of teaching staff. This information is translated into actionable data that will support your leadership team to make fair, informed and financially sound financial decisions.

**Fairer. Smarter. Sustainable.**

## Teacher Workload Reviews

**Unique teacher deployment modelling that does more than diagnose, it will help inform strategic decision making.**

Teacher time is your most valuable but most stretched resource. But are you deploying it in a way that aligns with your school's strengths, culture and strategic goals?

Our modelling will support you in deploying your teachers strategically, so that this is aligned with your school's strengths, culture and strategic goals.

The outcome of work with us will ensure clarity on ways to reduce inefficiencies, relieve pressure, and make the best use of your staff in a way that supports both your vision and your team.

## optimisEd: Staffing & Cost Optimisation

**See the full financial picture before you make the next big decision.**

OptimisEd will inform the ways that you can answer those important strategic questions:

- Is our current staffing model financially sustainable?
- Are our costs aligned with our income?
- Are our overheads in line with sector norms?

OptimiseEd brings clarity to these questions - and many more. This powerful, dynamic modelling tool integrates staff costs, teaching allocations, pupil numbers, fee levels and operational expenses to give you a real-time view of your school's financial reality and future options.

Whether you are planning growth, reviewing structure, or just need to tighten your margins, OptimiseED will show you what is driving your costs so that you can plan with confidence.



### Beyond Timetables

Review includes academic pastoral, co-curricular and boarding commitments.



### Pinpoint Pressures

Identify inefficiencies, imbalances and unsustainable pupil-teacher ratios.



### Dynamic Modelling

Simulate real-time changes to staffing, fees, and pupil numbers.



### Strategic Support

Make informed, future-focused decisions with clarity and confidence, backed by data.

**Insight. Partnership. Impact.**

# Baines Cutler: Your School's Knowledge Partner.

Baines Cutler is a specialist business consultancy helping independent schools optimise staffing, workload, and cost efficiency.

We combine deep market knowledge, proprietary data and unrivalled strategic insight to help schools make confident decisions about how teacher time is used, how staffing structures are balanced, and how costs align with educational priorities.

With a focus on workload analysis, staffing strategy, and financial sustainability, we deliver clear, evidence-based solutions that enable schools to deploy their people effectively, invest wisely, and thrive in a constantly changing educational and economic landscape.

**Let's make teacher time work smarter for your school.  
Contact us today.**

**BAINES CUTLER**

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