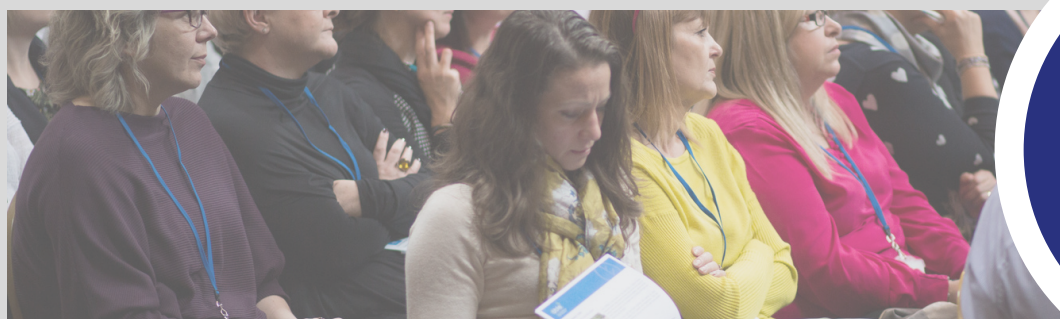




Association of Business  
Leaders in Education

# ABLE NEWS

AUTUMN 2022



Conference  
22 November

Book on our  
website now



## Message from the Chair

Welcome back to our members from last year and a very warm welcome to our new members. For those of you who are new to the SBL profession please let me know if you want me to reach out to your fellow members and find you a mentor for your first year in the role. SBMs are generous with their knowledge and keen to share best practice. The role can sometimes feel isolated so pulling together is important for you to thrive in your role and to keep well balanced. ABLE is here to support you.



Just a reminder here, members pay only £65 a year and get to attend all three conferences at no extra charge. These events include refreshments and a full lunch. We also permit you to give your place to a colleague at conferences and training events which means you can share your membership with your team, although only one person can attend each event without incurring an extra fee. Members also get to attend training events at no extra cost, some of these are held online and others face to face. We will hold one training event per term. We hope you appreciate how hard we work to keep the membership rate low for you. We have our business partners and exhibitors to thank for this.

**Check out pages 3-5 to see our draft agendas for this year's conferences.**

*Please note these are subject to change and some speakers have yet to be confirmed.*

Frances Rowland  
Chair of ABLE

In partnership with

**Atom IT**



Affiliated with



# Contributions from members

**Help us to  
shape  
ABLE!**

ABLE is keen to hear from you! Have you attended a workshop or training event that inspired you? Do you have some practice you want to share with other members? For every piece published in our newsletter from a member ABLE will give you 50 reward points on the ABLE app. Or 250 app reward points for presenting a workshop at one of our conferences. To submit something or ask questions please email [chair@able-pro.co.uk](mailto:chair@able-pro.co.uk).

## Message from the Director

Hello everyone!

Firstly, I cannot start this newsletter without mentioning the sadness at the loss of our wonderful Queen. On behalf of everyone at ABLE, we send our sincere condolences to the Royal Family for their loss. We are thankful for the Queen's many decades of loyal service to the United Kingdom and the Commonwealth.



Welcome back after what has been a very hot summer! I hope you have managed to get some rest and time with your families over the holidays.

There is no doubt, that this is going to be a challenging year with the economic climate and the challenges that we are facing both financially and with the recruitment issues facing us all.

I don't think that there is any time in my educational career that I feel that Education Business Professionals need to be part of a networking group such as ABLE. Networking is KEY! Managing both your and your team's well-being is KEY. Ensuring you keep up to speed with Government-led initiatives and legislation is going to be KEY! This is what we are here for!

With that in mind, ABLE is working with ISBL to provide you with a special ISBL membership support package for this academic year if you become a member of ABLE. More details will follow, but essentially, for the cost of the ABLE membership, you will become part of a wider UK network and have a host of resources at your fingertips to support you in your organisation. This is being funded by an external supplier and ABLE and I want to thank ISBL for allowing us to be part of this pilot project.



## Upcoming Business Network Training Events

I have also been looking at 'what you want and what you need' from your evaluations and will also be organising three separate events in addition to our conference this year.

They will be as follows:

- Autumn Term – **'Climate Change and Sustainability'** – what does the Government's report mean to schools and how to respond?
- Spring Term – **'Strategic Financial Planning'** – a morning to support you with your strategic school modelling/budgeting, tips for financial management time efficiencies as well as future-proofing and long-term planning.
- Summer Term – **'Time For You'** – we will be inviting a host of wellbeing, beauticians, mindfulness and health professionals for a variety of workshops throughout the whole morning, to ensure that you can find ways to relax and take some well-earned time for you at the end of the year.

Dates will be set very soon, and we will ensure you are sent further details in good time to put these invaluable sessions in your diaries. As always, these sessions will be offered to you free of charge.

Please do not forget to reach out to any of our committee members – we are here for you, and we will do our very best to help. We are also still looking for **ABLE Ambassadors** so if you are interested, please contact me.

Finally, a massive thank you goes out to the ABLE committee. Without them, this organisation simply would not exist! They go above and beyond to make sure the organisation runs as smoothly as possible and at the best price possible for our members.

I would like to say thank you for your ongoing support of ABLE over the years and I am looking forward to supporting and working with you again over the next year.

Karen Bonser  
Director of ABLE

# Making an Impact

### 08:30 - 09:00

Registration, Exhibition and  
Coffee

*Wellbeing Room – Health checks with  
Mandy Dowsing RN, DN, BSC, SAS and  
HR Surgery, Education Mutual*

### 09:00-09:10

Welcome and update from Chair,  
Frances Rowland

### 09:10-9:25

Partner Updates- SAS

### 09:25-09:40

Sponsor – Vivify Venues

### 09:40-10:15

Panel Discussion- tbc

### 10:15 - 11:00

Refreshments, Exhibition and Coffee  
*Wellbeing Room – Health checks with Mandy  
Dowsing RN, DN, BSC, SAS and HR Surgery,  
Education Mutual*

### 11:00-12:00

Workshops

- Laura Williams – Demonstrating impact and gaining recognition
- Andrew Pain - Productivity in a fast-changing world
- Claire Walters, Foxwood Academy – Support Staff Recruitment

### 12:00-13:00

Lunch, Exhibition and Coffee

*Wellbeing Room – Health checks with Mandy  
Dowsing RN, DN, BSC, SAS and HR Surgery,  
Education Mutual*

### 13:00 - 13:20

Partner Updates- SAAF, Breedon,  
ATOM IT & Education Mutual

### 13:20 - 14:10

Keynote – Pam Burrows, The Secrets of  
Professional Presentations

### 14:10-14:30

Refreshments, Evaluations, App  
Questions & Raffle Results

### 14:30-15:30

Workshops

- Pam Burrows – How to make an impact in presentations and meetings
- Andrew Pain - How to delegate so the job gets done to the standard you want
- Tim Brown – Overview of DfE Procurement support including procuring energy

**Chosen Charity: Arimathea  
Trust**



In Partnership With



Our Spring Conference will be brought to you  
in partnership with the Institute of School  
Business Leaders  
**Details to follow!**



In Partnership With



## Being a Dynamic Educational Business leader

### 08:30 - 09:00

Registration, Exhibition and  
Coffee

Wellbeing Room – Health checks  
with Mandy Dowsing RN, DN, BSC,  
SAS and HR Surgery, Education  
Mutual

### 09:00-09:10

Welcome and update from Chair,  
Frances Rowland

### 09:10-9:30

Partner Updates- SAAF, Breedon,  
Education Mutual, ATOM IT

### 09:30-09:45

Sponsor – Vivify Venues

### 09:45-10:30

Keynote – TBC

### 10:30 - 11:00

Exhibition and Coffee

Wellbeing Room – Health checks with  
Mandy Dowsing RN, DN, BSC, SAS and HR  
Surgery, Education Mutual

### 11:00-12:00

Workshops

- Tim Brown DfE - How to set up a Collaborative Procurement Exercise
- Steve Baker – Strategic Change in the Workplace
- Laura Williams – Having difficult conversations

### 12:00-13:00

Lunch, Exhibition and Coffee

Wellbeing Room – Health checks with Mandy  
Dowsing RN, DN, BSC, SAS and HR Surgery,  
Education Mutual

### 13:00 - 13:30

Keynote: Louise Levy - School Business  
Leaders – Our Magic Wands

### 14:00-14:30

Refreshments, Evaluations, App  
Questions & Raffle Results

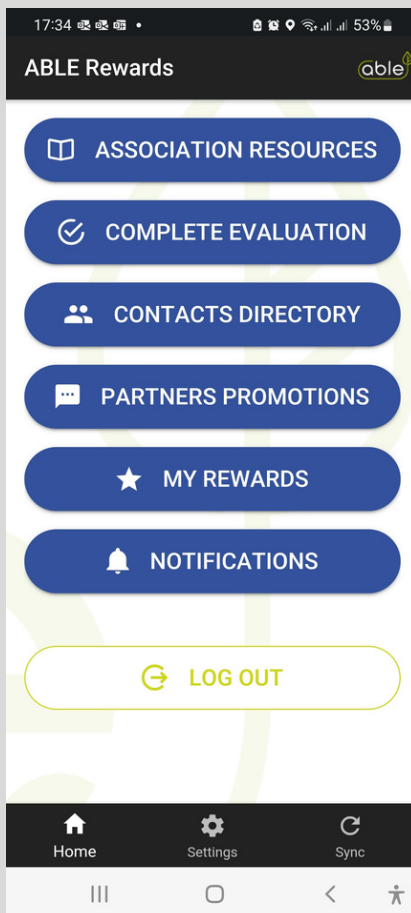
### 14:30-15:30

Workshops

- Louise Levy – tbc nearer the time depending on current topics
- Justin Smith – Crowdfunding
- Nottingham City Council – SIMs census training

In Partnership With

## ABLE Rewards App



The ABLE Rewards app is our very own contacts directory and rewards scheme.

The rewards scheme also acknowledges the commitment you show as members by attending conferences and sharing your professional knowledge and expertise.

Our aim with the rewards scheme is for you to be rewarded for the things you already do as ABLE members. You can spend your rewards on treats and gifts.

### Don't forget Points Mean Prizes!

If you haven't downloaded the app  
yet please go to:

<https://ablepro.info/rewards/>

for details.

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updates



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# Summer 22 Raffle Winners

## We raised over £200 for Our Dementia Choir



Prize	Winner
£50 Voucher	Michelle Tasker
Frexinet Wine	Nicky Hodgson
Baylis & Harding Gift Set and Rose Champagne	Karen Bonser
Thorntons Chocolates	Nicky Hodgson
John Lewis £40 Voucher	Monica Houlston
Prosecco	Anna Molde
Carva	Joseph Fitzsimmons
Tab M8HD	Sarah Chadwick
Rose Moet	Clare Stokes
£100 voucher	Emma Poxon
Prosecco	Joseph Fitzsimmons
Free Website (1 Year)	Judy Noble
Strawberry & Cream Prosecco	Wendy Moss





# Nutrition Tips For School Leaders

**Does this sound familiar...You arrive at school early, breakfast is a tea or coffee (if you're lucky), go straight to a staff meeting before registration and that runs straight into the next appointment, perhaps a difficult discussion with parents....then it's the next meeting and there they are.... a plate of biscuits....what are you going to do? The rest is history.**



*By Ed Gladstone*

Having worked as a Teacher myself for 8 years, I know how time poor we can all be working in education. Our schedules are dictated by the curriculum and our pupils. A morning break is 15-20 mins for them to grab a snack and a drink, a lunchtime even longer, whereas classroom staff and school leaders will often be on duties before, during and after school. This makes being consistent with nutrition a real challenge, however there are things to consider that can help overcome these obstacles.

## **- Sensible Meal Preparation -**

The term 'meal prep' conjures up images of endless lines of tupperware full of chicken, broccoli and rice. This doesn't have to be the case. When preparing a family meal, for example Spaghetti Bolognese, rather than cooking enough for that evening... cook extra! This takes little/no extra effort as you are already cooking and gives you the opportunity to store extra, home cooked food in either the fridge or freezer for another day. You also have the extra option of taking a prepared lunch that simply needs a blast in the microwave.

## **- Snack Effectively -**

In the scenario I mentioned earlier, if you're hungry and have nothing to hand, of course you're more likely to reach for those biscuits sat in the middle of the table during a meeting. However, take snacks you know you enjoy but are healthier than simply filling up on processed junk. Snacking isn't just about hunger - it keeps your metabolic rate going and prevents the feeling of a 'crash' when energy levels slump mid-morning and mid-afternoon. Breaktime or PPA time is a good time to grab a quick snack. Here are some ideas that are quick, easy and convenient:

- i) *A Piece of Fruit.* Banana's, apples etc are good providers of energy as well as being excellent for your health.
- ii) *Malt loaf/Ryvita/Crispbreads* (you can add toppings and spreads to these, both savoury and sweet). These are more naturally sourced, healthier versions of cake and crisps etc... again making a 'better' choice is preferable to forcing yourself to eat things you dislike. That's often why restrictive and extreme diets are unsuccessful and damaging both physically and mentally.
- iii) *Greek Yoghurt/Rice Pudding.* A pot of either of these are good sources of protein and carbohydrate. Add fruit or honey to Greek yoghurt.

These are just a few examples of snacks you could take to work - being prepared is key! If you have food to hand then you are less likely to need to reach for junk food.



### - Stay Hydrated -

This is something we all know we should do and is perhaps one of the easier changes we can make to our day-to-day lifestyle. Working in education can make it trickier to have constant access to water with teaching in different locations but a good quality refillable water bottle can make a big difference. You often hear that you should drink 2.5 - 3.5 litres a day. This is indeed optimal but don't over pressure yourself to do this solely at work. If you get through half that amount you will be more than adequately hydrated and will have ticked off a large amount of what you need to fulfil for the day.

### - 'Cheat Days' -

This is a term that has taken prominence over the last few years. It is not an approach that I think is a healthy one, either in terms of physical or mental health. It is a technique used by some physique competitors to manipulate their metabolic rate to drop bodyfat. However, to mentally attune yourself to wait until a particular day to deliberately gorge upon less healthy foods is unwise. The human body generally doesn't like to be subjected to extremes. Pumping huge amounts of salt and fat through your digestive system in a 24 hour period will make you feel sluggish and potentially unwell. Furthermore, it can lead to an unhealthy relationship with food based on a 'siege mentality' for the majority of the week waiting for the designated day of decadence. This leads me on to my last point below.

### - Moderation and Consistency -

Both these factors are key to maintaining good health inside and out. To lose bodyweight and/or improve body composition you don't need extreme measures. In the 'Tortoise and the Hare' metaphor, physical health is very much conditioned to being the Tortoise. Your body cannot react as quickly as your emotional impulses, so a week of 'perfect' nutrition and exercise won't register if the following week you fall short. Moreover, you want to have leeway to lead a normal life; if a dinner or event comes up, you should be able to enjoy this guilt free. Similarly if work prevents you completing a workout or activity then it's not the end of the world. Set yourself sensible and sustainable targets that you can maintain without unrealistic pressure and sacrifice. A 'Treat Meal' once or twice a week is good. It gives your metabolic rate a gentle nudge and also is something to look forward to. Similarly with snacks, if you're partial to chocolate, sweet treats (or in my case tortilla chips!) then choose an evening where you have a film or TV program you're looking forward to and accompany this with that favourite snack.

### - Exercise....the 'Perceived Hour' -

I wanted to finish on a short note on Exercise and Activity. Society has, over time, produced one hour as being the bench mark for Workouts, Exercise and Activity. This is simply not the case!! Workouts as short as 10 minutes can be very effective, as it's not the amount of time you spend training, it's how you train within that time. You need to be consistently improving if you want to get better, whatever your fitness level. Push yourself and be honest with yourself too!! Many people train at half-effort - they leave too much 'in the tank' and once they've hit their target, be it repetitions or time, they stop regardless of whether they could have kept going. It is this 'progressive overload' that encourages your body to get fitter, stronger or faster.

If you want some Workout Plans and ideas, search for 'SAS Gym' in the app store and download our App to unlock a multitude of different workouts for home and gym workout plans for all levels of experience and fitness. You can also find SAS Gym on Instagram with the handle @sasgymuk.



@SASGYMUK



# The Evolution of Multi-Academy Trusts, by SAAF Education

Multi-academy trusts (MATs) are becoming more prominent across the UK, and with the government's release of the 2022 Schools White Paper, Opportunity for All, there are plans to steer the focus towards all schools joining one by 2030.

What are multi-academy trusts and what does the future of education look like? Here, we look at the history and future of MATs.

## What is a multi-academy trust?

A multi-academy trust is an assembly of academies that have joined together to form a trust or have joined an existing trust.

Academies are educational institutions that depend on state funding directly from the Department for Education (DfE) and are run by an academy trust. When academies join a trust, they must adhere to an Academy Funding Agreement. They have more control over how they do things than maintained schools.

Trusts can run a single academy or group of academies, and they employ staff and have trustees who handle the performance of the academies within the trust. Some academies are supported by sponsors – such as businesses, universities or other schools.

Even though academies are part of a trust, they are individually inspected by Ofsted. They follow the same rules on admissions, special educational needs, and exclusions as other maintained schools.

If a school funded by the local authority is judged as 'inadequate' by Ofsted, then it must become an academy.

“

“Multi-academy trusts have been created by many of our best leaders, teachers and governors to improve and sustain standards in our schools. We know that the composition of MATs varies in different locations, and there is no right model.” – *Sir David Carter, Former National Schools Commissioner*

”



## Why do we have multi-academy trusts?

To put it simply, the government wants to move towards a stronger, more competitive, education system. By 2030, central government visions that all schools will be part of a MAT.

Schools within a MAT can learn from each other and have the support from the trust leaders supporting them with efficiency and sound financial decision making.

With trusts becoming more mainstream, the educational landscape will become more competitive, too. With stronger trust formations, performance standards will increase. Ofsted results will drive this change and MATs will naturally evolve from this.



## Multi-academy trusts: Key facts

- Top performing MATs include Star Academies, Dixons Academies Charitable Trust Ltd and The Cardinal Hume Academies Trust.
- In 2019, almost 3.8 million pupils attended academies in England.
- There are 1,460 MATs as of 2022.
- 64% of pupils reached the expected standard in core subjects at KS2 in 2019.
- 81% of MATs have a Data Protection Officer; 72% of MATs have appropriate reporting procedures; 90% of MATs have an information governance group; 90% produce regular staff bulletins.

## The history of multi-academy trusts: A timeline

From 1944-present, MATs have grown in existence and popularity. Let's start from the beginning...

## What does the future look like for multi-academy trusts?

In recent news, the government hope for '[far more schools](#)' in multi-academy trusts by 2025.

The [2022 Schools White Paper, Opportunity for All](#), gave councils the power to set up multi-academy trusts, pushing plans even further to have all schools convert by 2030. Chapter 4 of the White Paper states, 'By 2030, all children will benefit from being taught in a family of schools, with their school in a strong multi-academy trust or with plans to join or form one.'



“ —

All schools will provide a high quality and inclusive education within the resilient structure of a strong trust, 64 sharing expertise, resources, and support to help teachers and leaders deliver better outcomes for children. – *Schools White Paper, Opportunity for All*

”

Schools Week reported that [£86 million will be invested in growing and ‘strengthening’ multi-academy trusts over the next three years](#), with an added £40 million for ‘bespoke interventions’ to address local issues like high absence in 24 of the government’s 55 ‘education investment areas’.

But with plans to convert all schools in nearly eight years’ time, it’s not yet known what will happen to those that decide not to make the move voluntarily.



[Comparing MATs from 2019 to 2021](#), allows us to highlight challenges and shortcomings. These lessons will help drive MAT growth in the future. Strong governance, school leadership and parent backing will be a key driving force to successful MATs.

It’s clear that MATs still have a long way to go, but they will be a vital part in the ever-changing educational landscape.

As government and school leaders support MAT growth, they’ll become increasingly prevalent in the sector.

Read more about the government's steps to improve education by reading the [Schools White Paper](#).

Read more – [go to SAAF Education’s blog](#)





## Self-Care through Mindfulness, with SAS Wellbeing Consultant June Brade

School Leaders are constantly meeting the needs of others in school, so don't you think it's important to take time for you and meet your own needs?

As leaders, you are often guilty of overlooking your own wellbeing in ensuring the wellbeing of others. Just as you recharge your devices you need to recharge your own batteries; nothing will work forever without maintenance.

With this in mind I have put together a few ideas for you to press the pause button, relax and build resilience:

### 1. Get out there!

Being in nature has a significant positive impact on your wellbeing. Take a walk in a green space, better still if you have a dog take them with you. Walking a pet also has a positive effect in terms of exercise!

Growing flowers, plants vegetables etc. Nurturing something into life gives satisfaction and increases happiness. Not only will you feel the mental benefits but the physical ones too.



### 2. Spend time with people you love

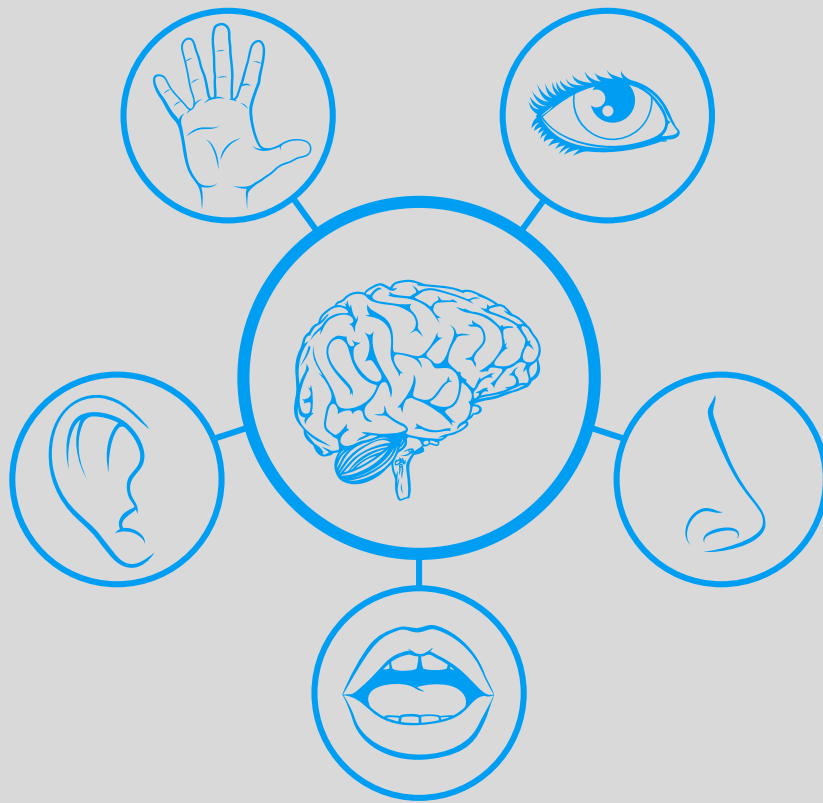
It has been proven that looking into the eyes or embracing someone you love is good for you. Your body releases oxytocin the feel-good hormone, that has the power to reduce stress hormones, lower blood pressure and heart rate.

### 3. Take a moment to breathe

Just sit quietly with a straight spine and your feet on the floor and your shoulders relaxed. Bring your attention gently to your breathing, Not trying to change your breath in anyway just your natural breathing in your own way and your own time.

Keeping your full awareness to your breath place your hand on your tummy and notice the inflation on the in breath and the contraction on the outbreath. If your mind wanders don't worry just notice where it has gone, thoughts feelings etc.

Be with your breath for a few minutes.



#### **4. Connect with your senses**

Sit quietly in a room and just do the following:

Look at 5 things in the room you are in with a beginner's mind as though you have never seen a pen a shoe or a cup before, just really observe 5 objects.

Touch 4 things around you like your clothes or soft furnishings.

Listen to 3 different sounds not naming what it is but listening to the pitch and tonality.

Be aware of 2 different smells in the room.

Bring your awareness to the 1 taste in your mouth.

Hopefully, these tips will help you to nurture your own wellbeing after what has been another intense year of supporting your School.

Thank you for taking the time to read this,

June



## How to Prepare for your Year-End Audit

Andi Brown, Company Partner of SAAF Education and Will Jordan, Co-Founder of IMP Software, teamed up recently to discuss preparing for year-end.

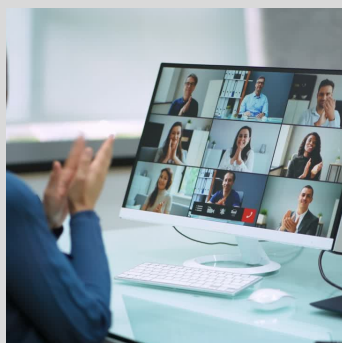
[Click here to watch this free webinar](#)

### Conversation topics include:

- Coronavirus' impact on the audit process
- How are trusts preparing their audit file?
- The month and year-end process
- Common audit mistakes
- How to coordinate the month-end process across your school network
- What's the materiality and what are auditors trying to achieve?
- What is a good level of internal scrutiny?
- Fund management

[Download your month/year-end checklist here.](#)

To find out more about how SAAF can support you with year-end, [click here.](#)



## Free School & Academy Finance Training

- **Workforce Census – Payroll** – Monday 10 October – [Book now](#)
- **Prepare for the Academies Accounts Return** – Thursday 1 December – [Book now](#)
- **Prepare for the SRMSA (Academies)** – Friday 20 January 2023 – [Book now](#)

[View all of SAAF's training sessions.](#)



**All ABLE members with an SAS product can gain **FREE** access to our exclusive School Leaders Thriving Programme.**

For more information on the SLT Programme, [click here](#).



Our SAS Insurance policies offer the most comprehensive Staff Absence Insurance cover available, with an AA+ rated insurer for financial peace of mind. The extensive Whole School Wellbeing support services provide a top-down approach to promoting your schools wellbeing culture, with support offered to the leadership team, school staff and pupils.



If you are more interested in a mutual approach to staff absence management, then SAS Mutual offers a product without the usual claims conditions and limitations. We also ensure that **100% of surplus funds go back into School budgets**. With wellbeing services also included, we guarantee to beat any other mutual provider quote by 5%.



SAS Be Well Support is our Wellbeing Specialist service, concentrating on Mindfulness, Nurse Support, Counselling, Physiotherapy and Personal Training. We offer **3 levels of cover**; Essential, Premium or a 'build your own' Bespoke package.

**Contact us to discuss your schools requirements:**



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**[sales@uk-sas.co.uk](mailto:sales@uk-sas.co.uk)**



**[schooladvice.co.uk](http://schooladvice.co.uk)**

**What our customers have to say:**

*"The wellbeing package that you offer is invaluable to our school and has offered staff opportunities to access services that they would have otherwise found difficult to access, especially in the time frame that SAS can offer such services. These services have helped staff return to work much sooner than they would have done without them. Thank you for such a fantastic package!"*

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# Education Mutual

DfE approved supplier  
for staff absence protection

## Staff Absence Protection

Education Mutual provide a new innovative way to manage staff absence protection for Schools and Trusts. As a non-profit making and DfE-approved mutual, we operate solely for the benefit of our members. Our 'by schools, for schools' approach, enables us to reinvest any end-of-year surplus back into the education sector as voted for by our members with over £800,000 being reinvested to date.

The board of EM are School Business Leaders, who want the best for their budget, together with the flexibility of a commercial provider. We offer a range of comprehensive Health and Wellbeing support for all members to help prevent and reduce absences including counselling, physiotherapy and 24/7 GP service. In 2022 we have also increased our support to school staff with the introduction of stress coaching and Deloitte legal services and increased our occupational health support for schools.

Memberships can be tailored to each school's needs to provide the most complete protection for your budget. If you're part of a Multi Academy Trust you can also benefit from our Trust wide memberships, giving you complete control and flexibility.

At Education Mutual, we are proud to work in partnership with ABLE, to support them in growth of their members.

We are pleased to offer **FREE** ABLE and ISBL memberships for all new members joining Education Mutual.

To explore membership options please get in touch:

- Call our team today on [01623 287840](tel:01623287840)
- Email [info@educationmutual.co.uk](mailto:info@educationmutual.co.uk)
- Visit our website or get a quote at [www.educationmutual.co.uk](http://www.educationmutual.co.uk)





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#PayrollReady



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We support an array of schools, academies, and trusts, with a definitive aim to provide dedicated support - helping you every step of the way.

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We provide a fully outsourced payroll and pensions service. Our HR administration service is an optional addition.

We have a comprehensive onboarding cycle in place so you can seamlessly switch from your current provider.

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- Absence reporting
- All pension administrations
- Employee portal
- Costings report – enable upload to finance system
- Submission of third-party payments
- Compliancy with PAYE, HMRC and other government legislation

### Contact Us

Find out more about our payroll service on our [website](#).

Contact us [here](#).

Email – [info@saafeducation.org](mailto:info@saafeducation.org)

Phone – [0115 975 2400](tel:0115 975 2400)





Association of Business  
Leaders in Education

# COMMITTEE MEMBERS

ABLE is organised by a committee of volunteer educational professionals and supported by select partner companies as a non-profit organisation, to offer support, training and up to date educational guidance.



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**Karen Bonser**

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**Frances Rowland**

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**Clare Stokes**

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