

Conference
26 January
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.

It may feel like we are still limping through winter, it is still dark in the morning when you head to work and dark when you go home. But the sun is slowly returning. A few years ago I created a Tulip Lover's Calendar depicting me researching, planning, procuring bulbs, planting, enjoying and reviewing the bulb mix. Here I am in January and February.



I didn't think so at the time but the process is like so many school projects that we do every year. A new policy hits and you start your planning process. As well as spinning the usual plates. And Covid is still casting a shadow over your school!

You are amazing. ABLE is here to help and support you in your taxing professional role. We do everything we can to keep our training and conference workshops current and relevant so you can take new ideas back to school and excel in your role, despite everything that gets thrown

at you. Coming to our conferences and training events is invaluable CPD as well as networking with your peers, talking to specialists and suppliers. If you can gather a few ABLE app award points and collect your Prosecco and chocolate along the way, then why wouldn't you?!

In partnership with



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Message from the Director

Hello and welcome to 2023!

Every year seems to have its challenges and none more so than the last few years for Business Leaders and educational professionals! So, my mantra for continuing the provision for you all at ABLE to network, learn, collaborate, support and share is paramount! There will be a few challenges that lie ahead which are at the forefront of my mind! Financial challenges are at the top exacerbated by the energy and staffing costs crisis, recruitment, staff absence, climate change and well-being!

Here at ABLE, we will be focussing on supporting you with all of these, and more, in 2023!

Finally, I would like to pay my respects to everyone at ASL, all those that supported Paul Dove at our last conference and of course to his family on the sad loss of a fantastic colleague, who I have worked with for over 20 years! He will be sadly missed.

I wish you all well for 2023 and look forward to seeing you at the next conference!

Karen

ABLE Ambassadors

We are delighted to welcome Sue Whitehead to the team as our first ABLE Ambassador. Sue will be working with schools in Derby City and the LA to promote the benefits of ABLE and encourage her local colleagues to join our network. We are also still looking for more ABLE Ambassadors so if you are interested, please contact us.



What do ABLE Ambassadors do?

- With relevant experience gained from the educational sector, Ambassadors drive ABLE's strategy and development to raise the profile of our networking group.
- Ambassadors are the 'face' of ABLE with members to inspire and empower others either in a regional area or across the whole group.
- Support the marketing and promotion strategy of ABLE activities.
- Introduce new members to the group
- Become a member 'influencer'- having good communication and interpersonal skills is paramount
- Have input on how ABLE can improve and develop in light of current educational demands
- Attend at least two ABLE conferences each year

Some of the benefits of being an ABLE Ambassador

Free ABLE membership, points on the ABLE App, hear about new projects, initiatives and opportunities first, career development and access to other ABLE role opportunities, as well as attendance at one committee meeting each year to be a voice for the members.



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Our Conferences

This spring we have partnered with ISBL's regional conference and the format will be different to normal. We are excited to shake things up and your feedback from the spring conference held on 26th January at Eastwood Hall will be crucial. You can help us cherry pick new ideas that worked or didn't so we can keep innovating.

Book your place here, as ever free to ABLE members, use code emeb100:

<https://isbl.org.uk/products/item/events/41045/>

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 our Conference Agendas on page 4 & 5

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.

2023 East Midlands Regional Conference Agenda



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Agenda at a Glance

08:30 - 09:10 - Registration, Networking, and Exhibition

09:10 - 09:40 - Welcome Address

09:40 - 10:10 - Leading the Self, Leading Teams, Leading Communities

10:10 - 10:30 - Headline Sponsor Address

10:30 - 11:00 - Morning Refreshments, Networking and Exhibition

11:00 - 11:25 - Lightning Talks

11:25 - 11:40 - Partner Address from Schools Advisory Service

11:45 - 12:30 - Morning Workshops:

Fearless Self-
Empowerment

Prevent: The
Terrorism &
Extremism Risk
Picture

Sponsored
Workshop

12:30 - 13:30 - Lunch, Networking and Exhibition

13:30 - 14:00 - Squaring the Circle of National Priorities and Regional Needs

14:00 - 14:45 - Afternoon Workshops:

Immigration and
Recruiting Staff
from Overseas

Tips from SRMAs: A
Picture from Local
Deployments

The East Midlands
Regional
Unconference

14:45 - 15:15 - Refreshments, Networking, and Exhibition

15:15 - 16:00 - Conference Closing Panel: Visibility, Budgets and Your Biggest Challenge

Scan the QR
code for
further details



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

09:10-9:25

Partner Updates- SAAF, Breedon, Education Mutual

09:25-09:40

Sponsor – TBC

09:40- 10:40

Keynote – TBC

10:40-11:00

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

- 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 - 13:20

Partner Updates- ATOM IT & Zenergi

13:20 - 14:10

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

14:10-14:30

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





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 separate events in addition to our conferences this year.

They will be as follows:

- Spring Term-Friday 3rd February – **'Strategic Financial Planning'** – a morning to support you with 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.

Further details will be sent out shortly so that you can put these invaluable sessions in your diaries. As always, these sessions will be offered to you free of charge.



The Supreme Court ruled that employees who only work for part of the year (e.g., term-time & zero-hours workers), should not have their holiday pay or holiday entitlement pro-rated and instead should receive the same entitlement as all year round workers.

This ruling affects the calculation of annual leave and holiday pay entitlements under certain types of contracts.

[Click here to download our fact sheet for more information and important answers to frequently asked questions](#)

A New Year's resolution idea – Presence!

In this fast-paced world of technology we are very rarely present with who we are with, but for the record I am not referring to staff when working in school.... The next time you are in a public place or the staff room look around you and see just how many people are on their devices.

Many are finding out information online about people they have never or are ever likely to meet, but they somehow find them more interesting than the person/people they are actually with.

A good example of this is the Johnny Depp and Amber Heard court case in 2022, where on YouTube alone there were 214 million viewers online over the course of the six-week trial. This is regardless of reactions and commentary on Twitter, Facebook, Instagram and TikTok, just to name a few. Imagine how much productivity was lost in that time!

Putting down our phones

So, let's look at the amazing benefits to your physical and mental health when you are present with the 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 such as Cortisol and Adrenalin, lowering blood pressure and heart rate.

Building strong relationships with family and friends helps us feel supported and gives us a sense of belonging. People who spend time with family and friends tend to have a stronger sense of self-worth and sense of purpose than people who don't. Friends and family help you celebrate your successes and good times and help you through the not so good times.

It has been clinically proven that being with loved ones reduces anxiety and depression, in turn increasing self-esteem and confidence.

I know all families have different dynamics and are far from 'The Waltons' (those of you of a certain age will remember this famous fictitious American TV family, for those of you who don't ask someone of a certain age), but we can spend time with the friends and family and build connections without your phone in your hand.

So, this year why don't you try spending just a few hours without a mobile device and engage in real conversations with real people, and *be present!*



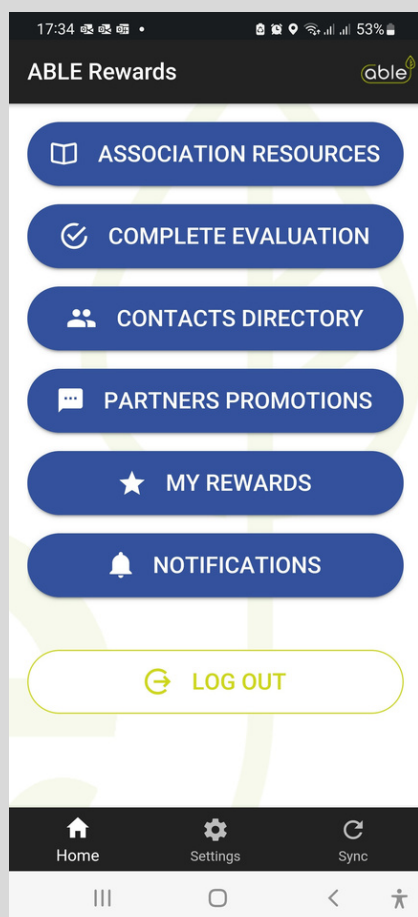
By June Brade
Wellbeing Consultant

The team at Schools Advisory Service wishes a Happy New Year to you all!

*Scan here for our website,
Socials and more information!*



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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ABLE is pleased to be working with the Institute of School Business Leadership (ISBL) to offer all members access to the information and resources offered by our professional body (ISBL). We recognise that the sector is undergoing notable change and that our members have asked for greater knowledge and information on professional development opportunities, emerging career options and wider insights into organisational growth.

Through the partnership with ISBL, our members can sign up to extend their current local/regional group benefits to receive the following ISBL membership benefits in addition to access to the website and a range of free resources:

- ISBL member bulletins directly to their chosen email address – fortnightly, termly, and breaking news updates
- Hard copies of the ISBL member magazine, per term, directly to their chosen address
- Access to ISBL PlatformEd community area – normally only available to full members
- Access to ISBL news headlines and blogs
- Opportunity to participate or feed into ISBL consultations with the Government

These benefits are offered at no additional cost to our members as they are being subsidised by a small contribution from ABLE but are also heavily funded by ISBL and Barker Associates.

ISBL and Barker Associates do not want practitioners to have to choose whether to be a member of either their local group or their professional body as both are essential in supporting professionals as they navigate the changing sector requirements and personal opportunities.

What to do next?

You must opt-in to receive these additional benefits in order that you have agreed for your information to be used by ISBL, and you can select what personal data is shared.

[Please click here to sign up](#)

All you will be required to share is your contact information so that ISBL can send you their e-bulletins and hard copies of their membership magazine.

You are signing up to receive the outlined benefits for 12 months from the date you register.

During the pilot, we expect to contact our members using the additional benefits to evaluate the joint membership offer and reach a decision as to whether the pilot is extended.



SAAF Education - Prepare for the academies accounts return 2021/22

The AR 2021/22 form is available now for all trusts to complete their return. The deadline for submission is 19 January 2023.

The return can be completed [here](#).

Changes to the academies accounts return 2021/22

The key changes have been summarised below. [You can find the detailed changes here](#).

Key changes to the AAR 2021/22:

- Additional question which asks trusts whether they have outsourced the completion of the online form
- New SOFA fields to report recovery premium and legal fees on conversion
- Land and buildings section for Single Academy Trust (SAT) prepopulated with data keyed in the tangible fixed assets tables
- New benchmarking field to report COVID-19 government funding for MAT central services
- Updated guidance on sensitivity analysis and average future life expectancies for trusts that are part of multiple LGPS
- Updated guidance on how to report employer national insurance contribution in staff costs in the counterparty section



Need help with the AR return?

We ran a free session on 1 December 2022 to help prepare delegates for the AAR. If you would like a copy of the recording, please request this by emailing: marketing@saafeducation.org

[Click here to contact us](#)

[Read more in our AAR blog](#)



What are the key benefits of outsourcing your school, academy, or trust's financial management? Find out by downloading our infographic!
[Click here to download our infographic](#)



From systems configuration to account maintenance - read our top 5 tips on mastering IRIS Financials!
[Click here to download SAAF's infographic](#)



Have you signed up for Number Day 2023?

It's maths, but not as you know it! With fun, free maths resources for all age groups, Number Day is the perfect way to get your school or nursery involved with fundraising and celebrate maths while helping to protect more children from abuse.

The NSPCC is encouraging schools across the UK to take part in Number Day, on Friday 3 February 2023.

Number Day is an inclusive maths-inspired fundraising day for children in nursery right through to secondary school, with free downloadable activities suitable for all ages and abilities.

These fun curriculum-based activities take inspiration from famous gameshows, current trends, exciting tasks, and teamwork. Pupils are also encouraged to Dress Up For Digits and make a donation to wear an item of clothing with a number on it.

Funds raised from Number Day will help support vital NSPCC services such as Speak out Stay Safe which visits primary schools across the UK to teach children about the dangers of abuse and what they can do if they need help.



Katie Fudge, Schools Fundraising Development Manager from the NSPCC said: We are hoping for lots of schools and nurseries to sign-up to what can be a great day of learning and play. By getting children involved in our numbers-based activities you can also help us be there for children when they need us most.

There are lots of resources and materials to ensure everyone can join in the fun even if maths isn't their favourite subject.

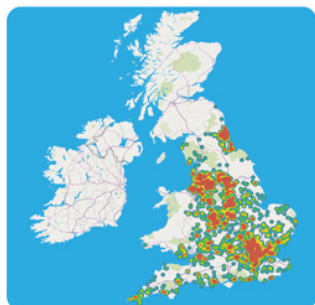
The NSPCC is encouraging schools to sign-up to Number Day 2023 by visiting www.nspcc.org.uk/numberday. Once registered teachers and educators will have access to the Number Day website where they can download free resources and activities.

Number Day is supported by Man Group and Oxford University Press. Resources supplied by Oxford University Press (Numicon, Oxford Owl, My Maths), Maths on Toast, Maths Circle and new for 2023 GoHenry



Staff Absence Insurance & Whole School Wellbeing

Who we are



SAS are the **only DfE Recommended Supplier** of both staff absence insurance and mutual protection services. Providing you with clear information about the cover you need.

SAS are proud to be considered the market leader for Staff Absence Insurance in the UK.

What we do

Wellbeing Services



At Schools Advisory Service, our philosophy is to work with your School or Academy to **prevent** and **reduce** staff absence

All of the physical and mental health support we offer your staff is designed and implemented by our team of experienced NMC registered Nurses and is complimentary with your SAS insurance

We want to be there to support and care for your staff when symptoms develop, not just when an absence occurs

Statistics from our health and wellbeing services show that 60% of staff actively remain in work whilst accessing the comprehensive health and wellbeing support offered. All services are completely confidential, clinician-lead and managed by our experienced NMC registered nursing team.

Testimonial

"I can honestly say that working with SAS has been one of the most crucial decisions I have made since I have been Headteacher of my current school.

When I took over the school in 2018, there was no staff absence insurance in place and, with exceptionally high absenteeism rates amongst staff, we could have faced financial ruin. The following year, after researching many different companies, I made the choice to go with SAS and I have never looked back. SAS's sickness absence protection insurance provides comprehensive cover at a very reasonable price. Claiming on the policy is straight forward and hassle free, with payments being made quickly. I would urge any school/college to speak to the team at SAS to discuss all that they have to offer ... I did, and it was one of the most beneficial conversations I have ever had." - Rebecca Flynn - Headteacher of The Trinity Catholic Academy

Scan here

For our socials, website, quote form, and more:



01773 814 403

sales@uk-sas.co.uk

Trigg House, 11 Maisies Way, South Normanton, Derbyshire, DE55 2DS

Schools Advisory Service is a trading name of Sovereign Risk Management Limited.

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Please see terms and conditions. Cancellation charges may apply. Statements true at the time of writing. SAS270 V2

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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:01623 287840)
- Email info@educationmutual.co.uk
- Visit our website or get a quote at www.educationmutual.co.uk





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RAFFLE WINNERS

AUTUMN 2022

1. Karen Bonser, ABLE-Echo Dot, donated by Inventry
2. Robin Harrison, Rushcliffe Spencer Academy-Echo Dot, donated by Inventry
3. Sadie Fletcher, Ashlea Special School-60 min Coaching Session – Laura Williams
4. Gail Ottom, Flintham Primary School -Lindt Advent Calendar, donated by Carmal Jane Photography
5. Jo Robinson, ABLE -Laura Ashley Advert Calendar, donated by ASL
6. Wendy Hayward, Burton Joyce Primary School -Frexinet, donated by Notts City Council School ICT
7. Sue Whitehead, Ridgeway Infant School -Canti Prosecco, donated by Connex
8. Frances Rowland, ABLE -Lansen Champagne, donated by Coombs
9. Lindsey Cotterill, Claremont Primary School -M&S Champagne, donated by Arbor
10. Wendy Hayward, Burton Joyce Primary School -M&S Swiss Chocolates, donated by Arbor
11. Sue Whitehead, Ridgeway Primary School -Red Wine, donated by Atom IT
12. Sadie Fletcher, Ashlea Special School -Frexinet, donated by Notts County IT
13. Lindsey Cotterill, Claremont Primary School -Prosecco, donated by Tradewind
14. Sadie Fletcher, Ashlea Special School -Red Wine, donated by Claire Walters (Workshop Speaker)
15. Wendy Page, Derrymount School -Red Wine, donated by Andrew Pain (Workshop Speaker)
16. Holly Walker-Riggott, Anthony Gell School -Champagne, donated by Pentagon
17. Kerry Reynolds, Langold Dycarr Community School -Gin, donated by Teaching Personnel
18. Karen Bonser, ABLE -Champagne, donated by MAC
19. Kerry Hartwell, Ripley Nursery -Website Design & 1-year hosting, donated by E-Schools
20. Dean Grimshaw, Scotholme -Xmas Pudding, donated by Derbyshire County Council
21. Teresa Shelton-Bourke, Whitegate Primary -Mulled Wine, donated by Derbyshire County Council
22. Dean Grimshaw, Scotholme -£50 Amazon Gift card, donated by Breedon
23. Gail Ottom, Flintham Primary School -Kyle Prosecco, donated by JS Photography
24. Jo Robinson, ABLE -Champagne, donated by Education Mutual
25. Frances Rowland, ABLE -Lansen – Champagne, donated by TGE Solutions
26. Kerry Hartwell, Ripley Nursery -Pam Burrows – Burn Out Buster Book, donated by Pam Burrows
27. Jo Robinson, ABLE -The Care Wellbeing Model – Pam Burrows Book, donated by Pam Burrows
28. Gail Ottom, Flintham Primary School -200 Glue Sticks, donated by Nexus



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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Chair
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Association of Business
Leaders in Education

CORPORATE PARTERS

ABLE memberships are subsidised by the fees paid by our corporate partners and exhibitors. Without them all costs would be passed onto our members.



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