Supporting Education Group

Professional services tailored for education

Helping you remain compliant, efficient & financially secure!



Delivered by

Judicium Education | neo Payroll | School Business Services



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A message from our Managing Director

School and trust leaders are operating in an increasingly complex environment. Rising pupil needs, workforce challenges, financial pressures, growing compliance requirements and heightened accountability all compete for time and attention.

The challenge is not simply delivering education. It is ensuring every aspect of the organisation runs effectively, safely and sustainably, while keeping the focus where it belongs: improving outcomes for children and young people.

That is where Supporting Education Group plays a critical role.

Through **Judicium Education**, **School Business Services** and **Neo People**, we support more than 5,000 schools and trusts across the country. Together, we provide integrated expertise across compliance, governance, HR, payroll, finance, technology and inclusion, helping education leaders reduce operational burden, manage risk and make confident decisions.

We believe schools and trusts need trusted partners who understand the realities of the education sector and can help solve challenges before they become distractions. Our role is to create capacity for leaders, strengthen resilience across their organisations, and provide the assurance that critical operational functions are in safe hands.

Our focus for this school year remains helping education leaders spend less time managing complexity and more time delivering the best possible outcomes for children and young people.

We look forward to partnering with you.



Conny Fajardo

Managing Director
Professional Services
Supporting Education Group



About Us

When a school runs smoothly behind the scenes, it creates the conditions for pupils to thrive.

That's where our Professional Services teams make the difference. Acting as a trusted partner to trusts and schools, we provide expert support across HR and payroll, compliance, governance, finance, technology and inclusion. Our joined-up approach helps organisations navigate complex challenges, strengthen operations and achieve their strategic goals with confidence.

Judicium Education

Expert compliance support, total peace of mind

Providing expert legal and compliance support tailored for schools and trusts – helping you stay compliant, reduce risk, and gain total peace of mind.

Trusted by the education sector, 4 out of 5 clients rate their experience with us as excellent.

Tel. 0345 548 7000
enquiries@judicium.com

neo Payroll

Payroll you can trust

Reliable stress-free payroll for your trust, delivered by experts in education who are passionate about people.

Tel. 0161 470 0921
enquiries@neopeople.net

School Business Services

Finance that builds futures

Delivering education services and tools that help schools and trusts achieve sustainable, future-ready outcomes.

95% improvement to budgetary position for long-standing finance customers.

Tel. 0345 222 1551
hello@schoolbusinessservices.co.uk

5,000 schools
using our HR, compliance and finance service tools

99.94% accuracy
with Neo Payroll

95% improvement
to budgetary position for long-standing finance customers

Challenges & Support

School and trust leaders face growing demands on their time, resources and capacity. Our Professional Services teams help organisations overcome operational challenges, strengthen resilience and achieve their strategic goals.

We have identified six key challenges that schools and trusts tell us they are tackling.

By bringing together expertise across key areas of school and trust operations, we enable leaders to increase efficiency, manage risk, support sustainable growth and focus their energy on improving outcomes for pupils.

Throughout this brochure, you'll see how our specialist teams support schools and trusts to strengthen operations and create the capacity needed to deliver exceptional education and support where it matters most.



Budget Pressures & Financial Stability



Recruitment & Retention



Statutory Compliance & Managing Risk Effectively



Sustainable MAT Growth



Ofsted Challenges & Preparedness



Rising Pupil Needs in the Classroom

Delivered by Judicium Education | neo Payroll | School Business Services

Employment Law & HR

With solution-driven HR support, you can ensure you get the best out of your people while staying fully compliant. Working in partnership, our education HR & employment law specialists take the pressure off by providing strategic HR leadership, expert guidance, and operational support tailored to schools and trusts.

Designed to meet these challenges:

- **Sustainable MAT Growth**
- **Budget Pressures & Financial Stability**
- **Statutory Compliance & Managing Risk Effectively**

Benefits

- **Make confident HR decisions**
  From contracts and pay to absence, grievance, disciplinary and restructures, we support you through even the most challenging HR issues.
- **Stay legally compliant and reduce cost**
  Schools and MATs benefit from informed legal updates, so you stay ahead of policy changes and avoid mistakes.
- **Save time and reduce the risk of costly errors**
  With ready-to-use HR templates, policies, and documentation support, we help minimise the risk of getting it wrong, streamline processes, and reduce admin workload, so you can focus on delivering quality education.
- **Improved retention**
  Our proactive approach helps schools create a fair and well-managed workplace that attracts and retains top talent.
- **Tailored HR support for Schools and Trusts**
  Your school or MAT would gain specific education expertise and advice that is practical, relevant, and aligned with the challenges faced in the education sector.

1,200+ schools and academies trust us with their HR
backed by 20+ years supporting schools and MATs.

Training

Explore our 30+ Breakfast Briefings and CPD-accredited courses

Delivered by Judicium Education

HR Advisory Service

Employment law keeps changing, and your team still has to get it right. Our HR Advisory Service gives headteachers, HR directors, business managers and CEOs expert support to reduce risk, stay compliant and make confident HR decisions.

- **HR Advisory** – Focused scope, unlimited hours. Ideal for trusts and schools seeking ongoing expertise and hands-on support, without outsourcing delivery.
- **Partnership** – Wide scope, fixed hours. Ideal for trusts wanting flexible support across operational and strategic HR and employment law, including hands-on delivery.
- **Bespoke HR Consultancy** – project-based support for investigations, restructures and sensitive cases. Best when capacity is stretched.

HR Administration Service

Our HR Administration service takes day-to-day HR admin off your plate, keeping records accurate, compliant and expertly managed. We handle offer letters, contracts and variations, Teachers' Annual Statements of Earnings, personnel reports, and life-cycle letters for family leave and terminations.

Next step

Explore our HR advisory services

Get in touch: **enquiries@judicium.com**

Employment Law & HR – *Bespoke HR Consultancy*

Expert HR and legal advice when capacity is stretched
Targeted support when you need extra capacity, genuine independence or specialist employment law expertise for one specific issue – with no ongoing commitment.

Our HR Consultancy Services

Litigation
An expert running your tribunal case, and every deadline met – from ET3 through to advocacy at the final hearing.

Investigations
Independent, education-specific investigators who establish the facts and deliver a clear, evidenced report you can act on.

Hearing Panel Support
An experienced adviser alongside your panel to guide the process, take accurate notes and keep decisions fair and defensible.

Strategic Support
Senior HR expertise for the bigger picture, from people strategy and policy direction to complex, high-risk cases.

Restructure & TUPE
Restructures, redundancy consultation and TUPE transfers managed step by step, so change is fair, compliant and well communicated.

Workforce Planning & Recruitment
Organisational reviews, leadership recruitment and selection, plus UK work permit and sponsorship support.

Dispute Resolution & Mediation
Impartial mediation and labour relations advice to resolve disagreements early, before they escalate.

Benchmarking & Pay
Pay statements, back pay calculations and benchmarking, so pay is accurate, fair and easy to explain.

Compliance Checks
Enhanced DBS and S128 checks, KCSIE-compliant online checks, and single central record and personnel file reviews.

Bespoke Training
Breakfast Briefings, CPD-accredited half-day sessions and bespoke programmes built around your managers and teams.

Delivered by Judicium Education

> "Judicium helped us to resolve a potentially difficult personnel issue. Support has always been available at the end of a telephone line or via email. I recommend their service highly."
>
> **Alan Hyatt, Headteacher, St John Wall School**



Next step

Explore our full range of HR services

Get in touch: **enquiries@judicium.com**

Payroll

Reliable, stress-free payroll built for education. Neo Payroll is a fully managed service that makes switching provider simple, with a dedicated team who know school payroll and pensions inside out. Every month, Neo Payroll processes payroll for more than 70,000 education employees ensuring staff are paid accurately and on time. HR and finance teams can trust their processes, and trusts have room to grow. From setup to day-to-day running, trusts are supported at every step, and are never left alone with a user guide.

Designed to meet these challenges:

- **Budget Pressures & Financial Stability**
- **Recruitment & Retention**
- **Sustainable MAT Growth**
- **Statutory Compliance & Managing Risk Effectively**

Benefits

- **Accurate, reliable payroll**
  CIPP-qualified education payroll and pension experts that deliver an ***unrivalled 99.94% accuracy record*** for your trust.
- **A dedicated team on hand**
  Responsive support from a team with over 10 years' experience helping trusts run smoothly.
- **Clarity and confidence**
  We put people at the forefront with strategic insights when you need them. With access to automated reports and MAT-wide dashboards, we make it easy to access the people data you need to make informed decisions.
- **Reduced admin burden**
  Integration with other leading school business software such as Arbor and Bromcom creates a single source of truth, so there's no disruption or duplication – just greater efficiency. Neo also handles reporting to HMRC, TPS and LGPS so you don't have to.

HR support delivered by Judicium Education.

50% less payroll admin for business managers.

Find out how Eko Trust cut payroll errors and halved their business managers' workload.

Resource

Download our free Business Case eBook

Delivered by neo Payroll

> "Having experienced other providers in different trusts, there is a significant variance. Neo People have a **solid understanding of the education sector**, and they have established a reputation with the MAT community as a **highly efficient provider**."
>
> **Ross Dickerson, Head of HR, Greenshaw Learning Trust**

Unrivalled 99.94% accuracy

Next step

Explore Neo Payroll

Get in touch: **enquiries@neopeople.net**

Delivered by neo Payroll

Everything a trust needs to run payroll with confidence, in one fully managed service

Employee Self-service

- Employment and pay information
- Update personal details
- Payslips, P60, historical payment records
- Pre-employment checks
- Annual leave procedures
- Performance objectives and training

Real-time dashboards for leaders

- Real-time workforce and payroll insights
- Employee and absence trends
- Recruitment pipeline tracking
- Compliance-ready outputs
- Export to Excel/CSV files
- Integrate with finance systems

Payroll reporting

- Payroll summaries and costing
- Variance and exception reports
- NI, Pensions and Tax reporting
- Statutory payment schedules
- Pre-formatted pension reports
- Audit trails for payroll changes
- Ledger journal reports for finance



500+ staff paid right, every time.

Find out how Cornovii Trust went from missed Christmas pay to 500+ staff being paid accurately and on time.

Compliance

Governance & Clerking

Strong governance gives schools and trusts the clarity and assurance to make confident decisions. Our expert team works alongside you to provide practical governance and clerking support, reduce administrative pressure and strengthen accountability at every level.

Designed to meet these challenges:

- **Statutory Compliance & Managing Risk Effectively**
- **Ofsted Challenges & Preparedness**
- **Sustainable MAT Growth**
- **Budget Pressures & Financial Stability**

Benefits

- **Governance advice and support**
  Work alongside our experienced governance team for practical guidance, advice and support when you need it.
- **Professional clerking**
  Keep meetings focused and decisions clear with experienced governance professionals providing agendas, minutes and end-to-end meeting support.
- **Governance reviews and improvement**
  Gain independent insight into your governance arrangements, with practical recommendations to support continuous improvement.

Additional support available:

- Suspension and exclusion panels
- Complaints hearings and independent review panels
- MAT due diligence
- External reviews of governance
- Additional and urgent governance meetings

70% of governing boards say balancing the budget is their number one challenge,
while only 16% consider themselves financially sustainable in the medium to long term under current funding levels.

NGA Annual School and Trust Governance Survey

Resource

Download our free PEX guide

Delivered by Judicium Education

> "Judicium helps us make sure that we are on top of the latest statutory and legal requirements and best practice, and that we are continually moving forward."
>
> **Amy Warner, Head of Operations, Furness Education Trust**



Next step

Explore our Governance & Clerking services

Get in touch: **enquiries@judicium.com**

Trustee & Governor Training Programme

Delivered by Judicium Education

Effective governance depends on confident, well-prepared trustees and governors. Boards are navigating financial pressures, statutory compliance, risk, sustainable growth and evolving Ofsted expectations, while responding to rising pupil needs.

Our Trustee & Governor Training Programme provides the practical knowledge, skills and confidence needed to fulfil these roles effectively. Through flexible eLearning, webinars and expert guidance, it helps boards provide effective challenge, support leadership and make informed decisions.

Investing in governor and trustee development strengthens governance, builds capability and helps retain valuable expertise.

77% of governors and trustees state that **Recruiting and retaining people for governing body roles is a key challenge.**

NGA Annual School and Trust Governance Survey 2025

Our rolling annual programmes

- New to Governance
- The role of a local governor in a MAT
- The role of governors in a pay committee
- The governor role in panel hearings (not PEX)
- New to the role of the chair
- Chairs' forum
- Pupil performance data in primary schools
- The role of a Trustee in a trust/MAT
- Introduction to safeguarding
- Introduction to school finance
- Pupil performance data in secondary schools
- What is internal scrutiny?
- Hot topics
- Headteacher approval
- Pupil premium
- Holding the SLT to account



Next step

Find the full list of courses and learn more about our Trustee and Governor Training Programme

Get in touch: **enquiries@judicium.com**

Compliance

Health & Safety

Managing health and safety across schools and MATs requires specialist knowledge and practical guidance. Our expert team partners with you to manage risk, navigate requirements and maintain safe, compliant settings.

Our education-focused services are tailored to your needs, providing the support and assurance to make confident decisions.

Designed to meet these challenges:

- **Statutory Compliance & Managing Risk Effectively**

Besa Outstanding Support Service Provider

60% of school leaders say they feel 'overwhelmed' by the complexity

of health and safety compliance requirements.

EdExec, 2021

Benefits

- **Expert compliance and risk reduction**
  Clear, consistent health & safety assurance through tailored audits, MAT-wide due diligence and expert guidance.
- **Proactive risk management**
  Education-specific risk assessments across premises safety, COSHH, first aid, and many more with clear actions to reduce risk.
- **Expert support when requirements change**
  Unlimited access to a dedicated IOSH-certified adviser, compliant policies and timely updates on legislation and guidance.
- **Build staff knowledge and capability**
  Unlimited CPD-accredited eLearning, sample risk assessments and over 500 practical compliance resources to support staff.
- **Consistent oversight across your estate**
  JEDU, our online compliance dashboard gives leaders real-time oversight of compliance, policies and risk assessments across every site.

Delivered by Judicium Education

"Judicium's Health & Safety service has delivered significant value for money by increasing efficiency, mitigating risks and providing expert guidance."

Richard Warnham, Chief Finance and Operations Officer, The Westbrook Trust



Next step

Explore our Health & Safety services

Get in touch: **enquiries@judicium.com**

Fire Safety

Fire safety in schools and MATs is rarely straightforward. Our BAFE-certified specialists understand the realities of education settings, assessing buildings as they are actually used, from changing spaces to practical activities and evolving risks. We provide clear, prioritised actions to strengthen fire safety, helping you maintain consistent standards and make informed decisions across your estate.

Designed to meet these challenges:

- **Statutory Compliance & Managing Risk Effectively**

Shortlisted for Fire Safety Consultancy of the year 2025

Around 350 school fires occur in England every year, equivalent to

six or seven fires every week.

The Fire Protection Association, 2026

Benefits

- **BAFE-certified expertise**
  Independently recognised fire safety expertise, with 630+ fire risk assessments completed last year.
- **Assessments built around your setting**
  We assess buildings as they are actually used, helping identify risks generic assessments can overlook.
- **Clear priorities for action**
  Straightforward, prioritised recommendations show where action matters most, without adding to your administrative workload.
- **Ongoing expert support**
  Our specialists provide advice beyond the assessment, helping you respond to changing requirements and emerging risks.
- **Build staff readiness**
  Practical training, CPD and resources build staff knowledge and capability, with 7,000+ educators completing our Fire Safety eLearning last year.
- **Consistent oversight across your estate**
  The JEDU dashboard gives leaders visibility of fire risk assessments, actions and compliance across single or multiple sites.

Delivered by Judicium Education

> "Judicium makes my job much easier. They save time, save money and provide absolute peace of mind."
>
> **Saima Nisco, Head of Operations, Landon School Harmondsworth**



Next step

Explore our Health and Safety CPD-accredited training

Get in touch: **enquiries@judicium.com**

Compliance

Facilities Management

Keeping school sites safe, compliant and running smoothly takes the right people, processes and oversight. Our education-focused team provides practical facilities management support for schools and trusts, helping you manage premises, contractors and day-to-day site requirements.

From trained premises staff and emergency cover to compliance monitoring, catering and food safety, our support is tailored to the needs of your estate.

Designed to meet these challenges:

- **Statutory Compliance & Managing Risk Effectively**
- **Budget Pressures & Financial Stability**

Benefits

- **Reliable cover when you need it**
  Trained premises staff for planned absence, additional support, emergency opening and lock-up.
- **Support that fits your needs**
  Work alongside your existing team or outsource your premises provision entirely.
- **Expert oversight beyond the site**
  Experienced operations support provides advice, monitoring and escalation when needed.
- **Less pressure, better value**
  Reduce the recruitment and management burden, with potential savings of 15–20% compared with in-house premises staff.

32k+ hours of premises support delivered by Judicium last year.

Delivered by Judicium Education

> "I've already recommended Judicium to other trusts, and I will continue to do so. I know the challenges of bringing in site supervisor roles. Judicium has nailed it."
>
> **Shaz Rahman, Operations & Schools Business Manager, Tapscott Learning Trust**



Next step

Explore our Facilities Management services

Get in touch: **enquiries@judicium.com**

Compliance

Data Protection

Data protection is a daily responsibility for schools and trusts, from managing subject access requests and data breaches to keeping policies and processes up to date. Our specialist DPO team understands the demands of education and partners with you to simplify compliance, manage risk and provide expert support when it matters.

Designed to meet these challenges:

- **Statutory Compliance & Managing Risk Effectively**
- **Budget Pressures & Financial Stability**

73% of secondary schools and 49% of primary schools identified a cybersecurity breach in the past year.

UK Government's Cyber Security Breaches Survey, 2025/26

Benefits

- **Education-focused expertise**
  Specialist DPO support tailored to the realities of schools and trusts, with flexible packages to suit your needs.
- **Practical advice when you need it**
  Unlimited expert guidance on SARs, breaches, DPIAs, data sharing and other day-to-day data protection challenges.
- **Clear, proactive compliance**
  Tailored policies, audits and regular updates help identify risks, prioritise action and keep your approach up to date.
- **Specialist support for complex requests**
  Expert support for SARs, redaction and data breaches, with 8,000+ SARs managed this year.
- **Consistent oversight across your organisation**
  One compliance dashboard gives leaders a clear view of policies, records, requests and key data protection activity across schools and trusts.

Resource

Download our free Data Protection eBook

Delivered by Judicium Education

> "Judicium's advice is robust, unequivocal and swift… and always direct their approaches to the outcome you desire. This is in total contrast to the advice that we previously received."
>
> **Alan Chappell, School Business Director, Blue Coat CofE School**



Next step

Explore our Data Protection services

Get in touch: **enquiries@judicium.com**

Compliance

Safeguarding

Safeguarding is about keeping children safe and supporting their wellbeing, while giving staff the knowledge and support to respond when concerns arise. Our education-focused specialists partner with schools and trusts to strengthen safeguarding practice through practical advice, training, audits and supervision.

Designed to meet these challenges:

- **Statutory Compliance & Managing Risk Effectively**
- **Ofsted Challenges & Preparedness**
- **Recruitment & Retention**

52% of respondents reported an increase in safeguarding concerns compared to the previous year.

Judicium's National Safeguarding Insights Survey, 2025

Benefits

- **Expert safeguarding support**
  Dedicated consultant support and unlimited advice, tailored to your school or trust.
- **Identify and address risk**
  Annual safeguarding audits and action plans help identify gaps and prioritise improvements.
- **Keep policies and practice up to date**
  Expert policy reviews, templates and regular updates help you respond to changing requirements.
- **Build staff capability**
  Training, eLearning and enhanced DSL supervision help staff to fulfil their safeguarding responsibilities.

Additional support includes:

Safeguarding supervision provides reflective practice for DSLs and safeguarding teams, helping them manage the demands of their roles and support their wellbeing.

Resource

Download our free Safeguarding Supervision eBook

Delivered by Judicium Education

> "Our consultant was approachable and placed us at ease from the start. I felt the process was thorough and now feel more confident that when the recommendations are actioned, we will be fully compliant in our duty of care to our students."
>
> Corley Academy



Next step

Explore our Safeguarding services

Get in touch: **enquiries@judicium.com**

Internal Scrutiny

Benefit from qualified scrutineers with deep education sector expertise across all areas of school and trust operations. As part of Supporting Education Group, our Scrutineers have direct access to a wide network of sector specialists – including financial management, governance, risk management, HR and payroll, estates, safeguarding, SEND, pupil attendance, data, technology, IT and cyber security. This helps ensure that our team are fully up to date with technical changes, sector best practice, and emerging risks from across the education landscape.

Designed to meet these challenges:

- **Statutory Compliance & Managing Risk Effectively**
- **Sustainable MAT Growth**

26% of Trusts surveyed **said their biggest challenge was finding an Internal Scrutiny provider with the expertise** to cover the breadth and complexity of areas within a MAT.

Internal Scrutiny Benchmark & Insights Survey 2025

Benefits

- **In-depth education experience**
  Build a strong culture of risk management that helps to streamline systems, save time and money, and keep the focus on improving outcomes.
- **Collaborative working**
  We work with your team to identify your strategic objectives and identify the risks that matter most.
- **Strategically led assurance**
  Our expert Scrutineers act as a critical friend. We'll work alongside your trust to embed better practices and provide insight with measurable impact.
- **Confidently meet new DfE requirements**
  Our professionally qualified scrutineers are members of the Institute of Internal Auditors (IIA) and the Institute of Chartered Accountants in England and Wales (ICAEW).

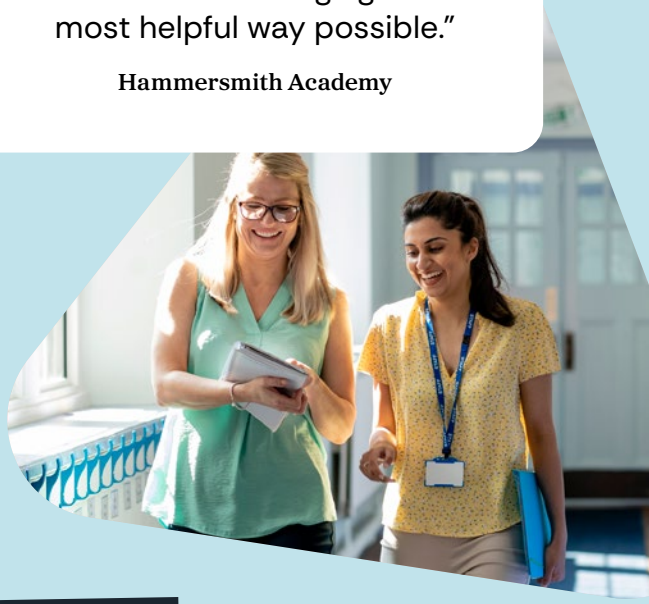
Resource

Download our FREE guide to Internal Scrutiny

Find out who can undertake the review, what is covered and new 2026/27 requirements.

Delivered by School Business Services

> "The changes we made as a result really helped improve our controls, especially where cyber security was concerned. SBS has been brilliant; they are very supportive and at the same time challenging in the most helpful way possible."
>
> **Hammersmith Academy**



Next step

Explore our Internal Scrutiny support

Get in touch: **hello@schoolbusinessservices.co.uk**

Finance & Accounting

Our expert financial service is tailored to the unique demands of the education sector. Whether you need strategic consultancy, interim cover, mentoring, due diligence, or support via our service desk or virtual finance assistant, we deliver the insight and support to strengthen financial resilience. We help you stay compliant, in control, and focused on delivering the best outcomes for your pupils.

Designed to meet these challenges:

- **Budget Pressures & Financial Stability**
- **Ofsted Challenges & Preparedness**
- **Recruitment & Retention**
- **Sustainable MAT Growth**

Benefits

- **Cost savings and budget efficiency**
  Hiring, training, and retaining in-house finance staff comes with high salary costs, pension contributions, and other overhead expenses. By outsourcing, schools and MATs only pay for the services they need.
- **Access to expertise and best practices**
  Our outsourced finance team consists of specialists with experience in school and MAT finance, ensuring compliance with the latest regulations and funding policies.
- **Improved compliance and risk management**
  Our finance consultants ensure accurate reporting, timely submissions, and adherence to regulatory changes, reducing the risk of financial mismanagement or audit failures.
- **Focus on core educational priorities**
  Shift the responsibility to experienced finance professionals, allowing school leaders to focus on educational outcomes and strategic planning rather than operational finance tasks.

95% improvement in average in-year balance
for long-standing finance customers.
SEG Impact Report 2024

Delivered by School Business Services

> "SBS' extensive education sector experience and operations capability has made them a dependable partner as we support teaching, learning and critical operations across all our schools and settings."
>
> Lion Academy Trust



Next step

Explore our Finance & Accounting services

Get in touch: **hello@schoolbusinessservices.co.uk**

SBS Financial Planner

SBS Financial Planner is a fully centralised, intuitive approach to financial planning. Rebuilt with clarity, collaboration, and control at its heart, this powerful MAT budgeting tool streamlines your trust's day-to-day financial operations. It gives you complete oversight and control, enabling accurate forecasting and confident decision-making around your future needs.

Designed to meet these challenges:

- **Budget Pressures & Financial Stability**
- **Statutory Compliance & Managing Risk Effectively**
- **Sustainable MAT Growth**

Benefits

- **Built by MATs for MATs**
  Developed alongside MAT CFOs, SBS Financial Planner offers school budgeting software that understands the unique complexities of schools and multi-academy trusts.
- **Smarter financial decisions**
  With real-time insights and forecasting, MAT leaders can plan with confidence, identify potential efficiencies, and ensure financial sustainability.
- **Comprehensive support & fully managed onboarding**
  SBS Financial Planner includes fully managed onboarding, unlimited training, and dedicated support via live chat, helpdesk, and step-by-step video guides.
- **Ensured compliance**
  SBS Financial Planner keeps MATs and schools fully compliant with DfE and statutory reporting requirements.

Financial sustainability remains a key priority,

with 75% of trusts focused on balancing budgets, 55% on reducing costs and over 50% looking to increase income over the 2024–25 academic year.

CST National School Trust Report 2026

Book a demo

Book a FREE demo of SBS Financial Planner today

Delivered by School Business Services

> "I'd absolutely recommend the system to other trusts. It is good value and with the link to our finance software we have a clear picture at the beginning and throughout the financial year which underpins our budget processing."
>
> Attenborough Learning Trust



Next step

Explore SBS Financial Planner

Get in touch: **hello@schoolbusinessservices.co.uk**

Delivered by School Business Services

SBS ICFP (Integrated Curriculum Financial Planning)

Bring all your key data into one real-time dashboard to make smarter, faster decisions. Analyse staff costs, pupil-teacher ratios, and budget efficiency with powerful benchmarking, multi-year modelling, and prioritised savings suggestions.

The Academy Trust Handbook 2026 has changed the adoption of ICFP from 'encouraged' to 'should'. Trusts increasingly need to demonstrate how data is being interpreted, challenged and translated into effective action.

Designed to meet these challenges:

- **Budget Pressures & Financial Stability**

> "Embedding ICFP into your strategic financial planning ensures you bring in input from colleagues across the school team, preventing budget decisions from being made in isolation."
>
> **Julia Harnden, Funding Specialist ASCL**

Benefits

- **Clear oversight**
  Real-time MAT dashboard and easy-to-share reports for trustees.
- **Benchmark with confidence**
  Compare your trust against data from 20,000+ schools. Filter by local authority, phase, pupil numbers or percentage of pupils with SEN to uncover tailored insights.
- **Future-ready planning**
  Model scenarios and track trends across multiple years.

Next step

Explore SBS Integrated Curriculum Financial Planning

Get in touch: **hello@schoolbusinessservices.co.uk**



Become a School Resource Management Adviser with SBS

As a DfE-approved SRMA supplier, we help schools and trusts boost efficiency and maximise pupil outcomes.

Get expert support through:

- EPI accreditation
- One-to-one mentoring
- Vibrant peer networks

Deployment opportunities are tailored to your skills and availability.

Enquire at:

hello@schoolbusinessservices.co.uk

School Business Services

Business & Finance

MIS Support

With decades of experience, our team offers comprehensive support tailored to the unique needs of schools and educational leaders. We provide hands-on, real-time assistance, in-person training, and expert consultancy to empower your staff. Whether you're looking to get more out of your current MIS or transitioning to a new system, we are committed to ensuring a smooth, efficient, and disruption-free management experience.

Designed to meet these challenges:

- **Statutory Compliance & Managing Risk Effectively**
- **Ofsted Challenges & Preparedness**
- **Rising Pupil Needs in the Classroom**
- **Budget Pressures & Financial Stability**

123 courses delivered with 840 delegates in attendance
over the 2024–25 academic year.

Benefits

- **Expert, education-focused support**
  Our MIS team consists of former Data Managers, School Business Managers, and LA specialists.
- **Unlimited helpdesk access**
  We deliver fast and reliable resolution of day-to-day MIS queries.
- **A wide range of MIS training courses**
  Year-round training courses, briefings and user groups.
- **Actionable data insights**
  Access insights through tailored analysis packages for attendance, behaviour, achievement, and staff absence.

Resource

Download our FREE MIS eBook

Delivered by School Business Services

> "The experience we have had with SBS, and the positive working relationships that we have developed, have left us feeling very optimistic about the decision to switch!"
>
> **Swiss Cottage School**



Next step

Explore our MIS Support

Get in touch: **hello@schoolbusinessservices.co.uk**

ICT Support

By providing strategic, secure, and cost-effective ICT support for schools and multi-academy trusts, we align technology with your long-term goals. Benefit from reliable day-to-day support, pre-term system checks, and expert project delivery. Our security audits and compliance support provide peace of mind – so you can focus on education, not IT.

Designed to meet these challenges:

- **Budget Pressures & Financial Stability**
- **Statutory Compliance & Managing Risk Effectively**
- **Rising Pupil Needs in the Classroom**

Benefits

- **Confidence in compliance & security**
  Robust data protection and advanced cybersecurity measures, fully aligned with DfE standards, to safeguard information and ensure full regulatory compliance.
- **Reliable & proactive support**
  96% positive ratings from post-ticket surveys.
- **Cost-effective solutions**
  Tailored procurement services that maximise value for money and support effective budget planning.
- **Expert project & consultancy services**
  From cloud migration to system upgrades, SBS delivers seamless ICT projects alongside strategic advice on infrastructure, compliance, and continuity.

96% customer retention –
schools choose to stay with our ICT service year after year.

Resource

Download our FREE ICT Support Service Brochure

Delivered by School Business Services

> "The service we benefit from is technically highly skilled, thorough, efficient and reliable. SBS shares and helps to shape our vision for how ICT can impact positively upon the education, lives and life chances of young people."
>
> **Christ Church Primary School**



Next step

Explore our ICT Support

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Join Judicium's free Sofa Sessions

Join over 100,000 education professionals who have registered for our Sofa Sessions. With more than 300 sessions delivered, we bring together sector experts to discuss the most pressing compliance and governance challenges facing schools and trusts. From KCSIE updates and CCTV use to managing contractors and emerging risks, you'll gain practical insights, hear different perspectives and learn from peers.

No script. No jargon... Just real conversation.

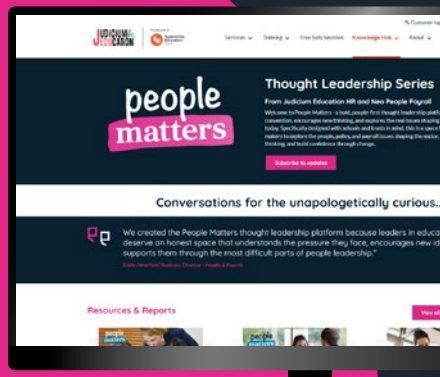
Join our Sofa Sessions community



READY FOR Braver Conversations?

Specifically designed with schools and trusts in mind, this is a space for leaders and change-makers to explore the people, policy, and payroll issues shaping the sector, share ideas, challenge thinking, and *build confidence through change.*

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people matters

Thought leadership series
from Judicium Education HR & Neo People Payroll

Supporting Education Group

Ready to get in touch?

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