

CIPD - PESTLE template

Beam's vision to Create a Lifelong Love of Learning

	External factors to consider	Factors affected within my industry	Importance to Beam
Political	<p>Government policy - 10</p> <p>Political stability - 10</p> <p>Tax 9</p> <p>Industry regulations 10</p> <p>Global trade agreements and or restrictions 8</p>	<p>Ofsted policy- Framework</p> <p>Impending change of government- Labour Gov?</p> <p>Change in Ofsted Inspector-Martyn Oliver appointed in Jan 24</p> <p>Changes in Education ministers</p> <p>Historical local legacies eg: Far Right parties.</p> <p>Global instability</p> <p>DfE Expectation to provide 32.5 hour week</p>	<p>Ofsted framework will directly affect how Beam is assessed.</p> <p>Changes to the framework will impact how the curriculum is designed, assessed and designed.</p> <p>Policy direction and initiatives may change.</p> <p>Impact on Staff/Teacher wellbeing</p> <p>Rising cost of resources and materials</p> <p>Higher levels of refugees – Impact ON EAL</p> <p>Cost impact – staffing</p> <p>Workload impact – Directed Time</p>
Economic	<p>Exchange rates - 10</p> <p>Globalisation - 10</p> <p>Economic growth/ decline- 10</p> <p>Inflation- 8</p> <p>Interest rates – 10</p> <p>Cost of living – 10</p> <p>Labour costs - 10</p> <p>Consumer spending habits – 10</p>	<p>Cuts in budgets</p> <p>Census budget- October- not receiving funding for all pupils who join school.</p> <p>Labour costs increasing i.e rising national minimum wage/London living wage</p> <p>LBBD was worst affected by the energy crisis</p> <p>Mayor of London has increased free</p>	<p>School needing to find money in their current budgets for teacher pay rises</p> <p>Movement of pupils</p> <p>Low attaining baselines of pupils joining</p> <p>Increased costs to school e.g. School Trips/Enrichment opportunities.</p> <p>Cost of staffing becoming more expensive- reduced staffing?</p> <p>Impact on cost of living- parents working longer hours- risk of neglect, poor well-being</p>

		<p>school dinners to 2025- therefore less applications for pupil premium- less funding for schools</p> <p>LBBB has the highest percentage of lone parent households with dependent children in England and Wales</p>	<p>Less applications for pupil premium- less funding for schools</p>
Social	<p>Consumer trends/ tastes, Fashions Consumer buying habits Lifestyle factors Career attitudes Work-life balance Population demographics</p>	<p>LBBB have the highest number of Under 16's in the country</p> <p>Life expectancy for men in LBBB is 58.1 years</p> <p>Cultural and religious tensions</p> <p>Highest domestic abuse figures in London</p> <p>Cost of Living crisis</p> <p>LBBB has the 2nd highest rate of unemployment in the country</p> <p>Media- inaccurate information shared of new incentives from Government</p> <p>Recruitment and retention of teachers</p> <p>Cultural stigma associated with SEND leading to poor parental engagement with services and lack of early identification</p> <p>Increased rise in children with complex SEND</p>	<p>Parents working different shift patterns resulting in pupils taking care of siblings to support with childcare- safeguarding</p> <p>Lack of parental engagement/support.</p> <p>Pupils travelling during term time- extended periods out of school- cheaper for parents</p> <p>Social and Racial Justice- Changes made to curriculum, Equality Award.</p> <p>Higher percentage of children with ACEs – poor well-being leading to poor attainment – Well being Lead and well being charter.</p> <p>Poor aspiration and usually poor parental engagement.</p> <ul style="list-style-type: none"> • Beam- Reading- Benchmarking CPD for teachers-impact-future aspirations of pupils going on to Secondary school (children not being able to read). <p>Children with SEND not being identified before joining school plus resistance from parents to refer/assess</p> <p>Lack of funding for pupils with SEND- cost to the school- lack of qualified staff</p>

	External factors to consider	Factors affected within my industry	Importance to organisation
Technology	Automation Innovation Disruptive technologies Social networking Upgrades Robotics Artificial Intelligence Security	Online Safety Bill Chat GPT Beam Studios	Maintenance of devices and software within the school-cost Low income families lack of access to devices Effective PSHE and Computing curriculum. Opportunities for Beam pupils to have different experiences – raise expectations and give pupils an insight into the different careers that they may go into.
Legal	Employment law Common law Local labour law Health and safety regulations	Union advice Updated EYFS Framework Jan 2024 Introduction of 30 hour childcare for 2 year olds. BREXIT- Change to EU laws and impact. Qualifications for Overseas teachers Children and Families Act (CAFA)– 2014 SEND Code of Practice – 2014 (revised 2015) SEND and alternative provision improvement plan - 2023	Staff well-being and workload Pediatric First Aid trained staff members within EYFS Ratios within EYFS particularly if accepting 'risers' and lunch cover. Increased proportion of parents wanting full time places- lunchtime arrangements, staff ratios Parental complaints CAFA – still in place. Places duty on schools and LAs to meet medical and SEND needs SEND CoP – Statutory Guidance SEND and alternative provision improvement plan – reforms 'will take several years'

Environmental	Environmental restrictions imposed by in-country governments Sustainable resources CSR (Corporate social responsibility) Ethical sourcing Transportation Procurement Supply chain management Future pandemics	ULEZ Rising cost of foods and materials due to ethical sourcing i.e. palm oil/ wood. Global warming – extreme weather	Cost of school transport pass i.e. coaches may go up as newer vehicles may be required. Maintenance of outdoor area- cost across the school Weathering of resources Beam ECO team- less pollution/ cleaner air – healthier pupils and higher attendance. Beam Eco Team-
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