

# Your school improvement partner

We help schools and MATs drive continuous improvement through specialist technology, services and partners



# **Juniper Education is your school improvement partner**

**We bring together  
best-in-class education  
technology, people-led  
services, and trusted  
partners, to help schools and  
MATs accurately evaluate  
performance and drive  
continuous improvement**



# CONTENTS

Introduction	04
--------------	----

---

## SOFTWARE

JoinUp Platform	06
Juniper MIS	07
Sonar Tracker	08
Sisra Analytics	09
Sisra Observe	10
Risk Manager	11
Dashboards for MATs	12
Juniper Websites	13
Events	14

---

## SERVICES

HR Managed Service	16
Payroll	17
Finance Managed Service	18
Governance and Internal Scrutiny	19
CPD and Training	20
School Support	21

# Supporting your continuous improvement journey with technology innovation



We believe sustainable school improvement starts with what matters most; children and young people. By connecting people, systems and services, we ensure that school staff and leaders can focus on delivering the best possible outcomes for every child.

This is why we've launched JoinUp with Juniper, our new approach to helping schools evaluate performance and drive continuous improvement.

Positive change in school often starts small, but it spreads fast when the right systems and people are joined-up. Having better visibility into key insights drives continuous improvement. Whether it is a timely intervention discovered through improved clarity or collaboration on an improvement goal, it is made possible because the right data was shared with the right people at the right time.

Our customers already trust us with their data through our other products, and we believe schools shouldn't have to pay thousands to enter the same data twice. That's why we're providing our MIS for free to eligible customers.

It's a bold approach that frees up funding, allowing schools to invest where it matters most: their school improvement journey.

Talk to us today to find out how our joined-up approach is transforming education software and services.

A stylized, handwritten signature of Sarah Barton in white ink.

**Sarah Barton, CEO** | Juniper Education



## Operational Management

Well organised and efficient operations, supported by strong domain expertise, that uphold high standards and ensure the organisation runs smoothly.

- HR Managed Service with People First
- Finance Managed Service with Sage and SBS

**Powered by the JoinUp Platform  
(including our free MIS)**



## Behaviour and Wellbeing

A positive culture where pupils show strong effort and engagement, feel supported in their wellbeing and develop character through enriching experiences.

- Events
- Awards and Activities

**Powered by the JoinUp Platform  
(including our free MIS)**



## Leadership and Governance

Clear and effective leadership with strong governance that ensures compliance, provides constructive challenge and sets strategic direction to drive continuous improvement.

- Juniper Intelligence
- Multi-School
- Risk Manager
- Benchmarking
- Sisra Observe
- Internal Scrutiny Managed Service
- Website Compliance

**Powered by the JoinUp Platform  
(including our free MIS)**

# We support schools with all aspects of their continuous improvement journey



## Quality of Education

A strong curriculum, inclusive of assessment and analysis, delivered through effective teaching that leads to consistently positive learning outcomes for all pupils.

- Sonar Tracker
- Observations
- Sisra Analytics

**Powered by the JoinUp Platform  
(including our free MIS)**



## Parental Engagement and Communication

Strong partnerships with families and their community, built on clear communication, trust and effective support, drives engagement and fosters mutual respect.

- Juniper Websites
- Communications
- Juniper Education App

**Powered by the JoinUp Platform  
(including our free MIS)**



## The JoinUp Platform

### A free centralised platform that connects people, systems and services

The JoinUp platform gives schools a secure, connected foundation for managing statutory data alongside the products they choose to support continuous improvement. For integrated customers, JoinUp applications are provided for free, removing duplication and reducing complexity.

#### What's in the JoinUp Platform?

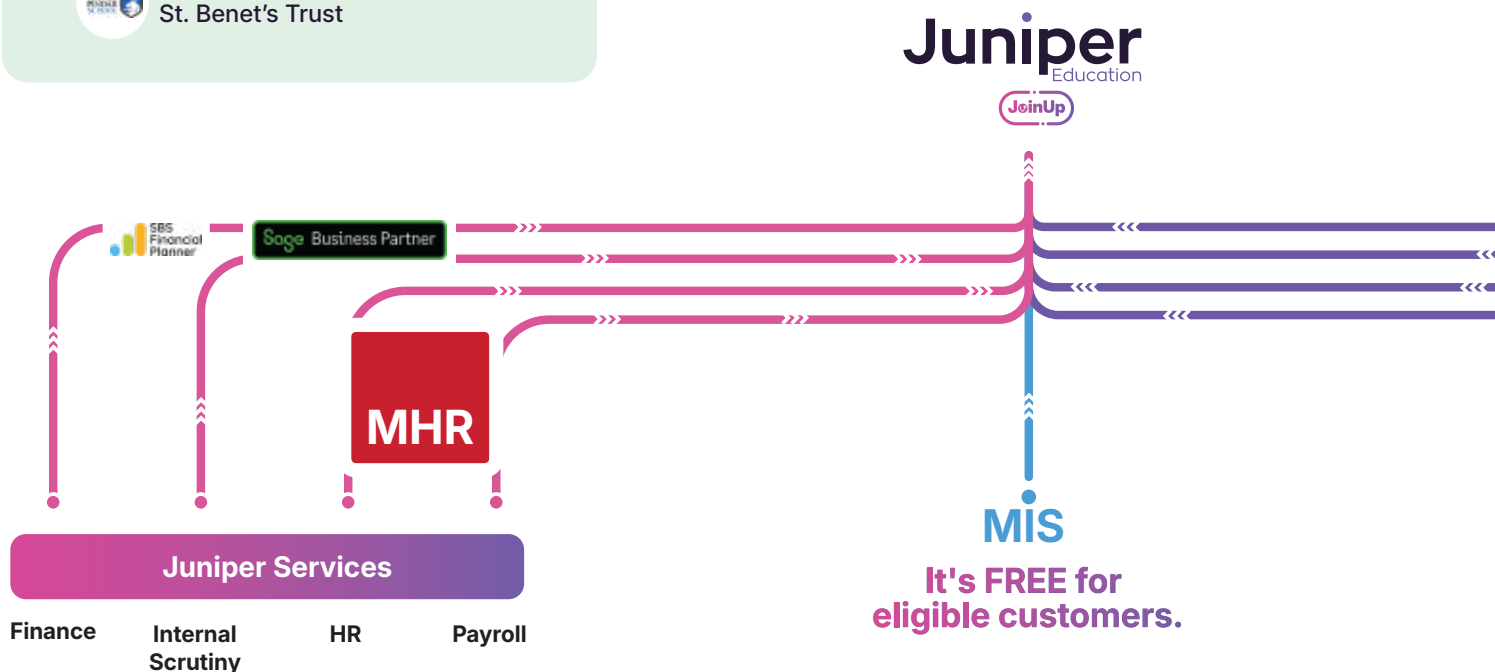
- ✓ **JoinUp Platform**  
Centralises your user management across all applications with single sign-on and two-factor authentication for complete peace of mind.
- ✓ **CommsHub**  
Keeps everyone informed and engaged through one central hub for all messages accessed via Comms Hub.
- ✓ **Juniper Education App**  
The Juniper Education App supports teachers in and around the school, as well as connecting with families at home.
- ✓ **Juniper MIS**  
Provides a seamless pathway to our statutory MIS when the time is right, without disruption or data loss.



We're sick of paying for 100% of our MIS to only use 40% of it.



**Trust Business Manager**  
St. Benet's Trust



Powered by industry leading technology partners

## Juniper MIS

### A free statutory MIS built to support your choices in school improvement

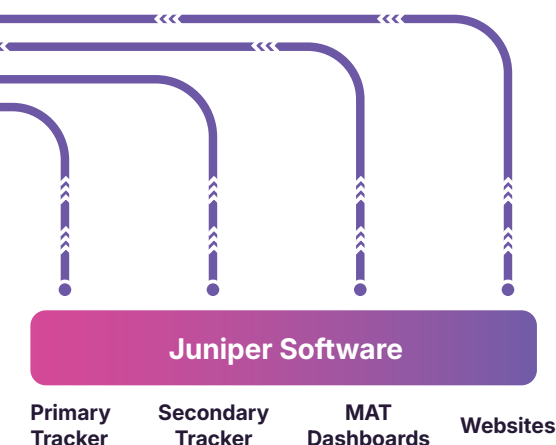
Juniper MIS provides primary schools with everything they need to meet statutory data and compliance requirements, without charging for the operational storing of data or completing returns. **We believe schools should invest in the products and services that drive improvement, not pay again for the foundations.**

#### Designed to meet statutory requirements with confidence:

- ✓ Produce DfE and local authority census, workforce and attendance returns
- ✓ Maintain attendance registers and analyse trends in absenteeism
- ✓ Manage exclusions, behaviour, SEN and safeguarding records securely
- ✓ Support Subject Access Requests with clear audit trails and transparency
- ✓ Store, retrieve and securely dispose of records in line with DfE guidance

#### Built for accuracy, security and trust:

- ✓ Protect personal data in line with UK GDPR and the Data Protection Act 2018
- ✓ Certified to ISO 27001, demonstrating robust information security management
- ✓ Support Single Sign-On (SSO) for secure, simplified access for staff
- ✓ Control access with clear permissions, audit trails and accountability
- ✓ Enable secure data transfer through recognised systems such as CTF and S2S



Juniper  
Websites



Sisra Analytics



#### A flexible MIS that works around your priorities

Juniper MIS integrates with the products you choose, allowing you to build a system that reflects your school improvement priorities and avoids paying for software you do not need.

- ✓ Sonar Tracker for primary assessment and progress
- ✓ Juniper Events for clubs, trips and parents' evenings
- ✓ Juniper Websites for compliant school websites
- ✓ Juniper Multi-School dashboard for Trust-level attainment oversight



## Sonar Tracker



Sonar Tracker

### Strengthening quality of education and driving pupil progress through clear assessment

Sonar Tracker brings together assessment, observation, reporting and analysis in one cloud-based platform, connecting what is planned, what happens in classrooms and what leaders need to know about the quality of education. Designed for primary education, it supports SLT, subject leaders and SENCOs to focus on what matters most and close attainment gaps with clarity.

- ✓ Monitor attainment gaps across cohorts, classes and year groups with confidence
- ✓ Generate role-based reports instantly for teachers, SENCOs, subject leaders and SLT
- ✓ Use formative assessment to plan next steps and trigger timely intervention
- ✓ Build a holistic view of each pupil using assessment, observation and analysis to guide next steps

## The JoinUp Connection

### Add modules to transform your Sonar Tracker experience

A flexible set of modules designed to support different school improvement priorities, keeping families connected to everyday school life, benchmarking performance or providing a trust-wide view of trends in attainment.

#### ✓ Add Observations

Evidence the achievement of your pupils over time:

- ✓ Share with parents to support
- ✓ Enrich pupil reports with photos
- ✓ Send app messages home

#### ✓ Add Benchmarking

See your school's national performance

- ✓ See how attainment compares nationally and locally
- ✓ Spot strengths and gaps in progress
- ✓ Understand outcomes by group and attendance

#### ✓ Add Awards and Activities

Celebrate pupil success, both academic and pastoral:

- ✓ Recognise and reward pupils for personal achievement
- ✓ Share activities to reinforce learning at home



Sonar Tracker has been a resounding success for us. It's user-friendly, feature-rich, and represents a significant improvement over our old system. I can confidently say it's not just a change but an upgrade.



**Headteacher**  
St Mary's Catholic  
Primary School



## Driving improvement from classroom to boardroom

Empower your school with advanced tracking to drive data-led decisions, identify performance gaps and improve student outcomes. Sisra Analytics is the market-leading platform for secondary school performance analysis, trusted by schools to evaluate attainment, progress and outcomes with clarity and confidence.

Built specifically for secondary education, Sisra provides powerful, curriculum-aware analytics that help schools identify achievement gaps early, track progress accurately, and raise attainment across subjects, cohorts and key stages.

With clear visual reporting and robust benchmarking, Sisra enables teachers and leaders to make informed decisions quickly - supporting effective interventions in the classroom and confident, evidence-based discussions at senior leadership and governance level.

### The JoinUp Connection

Juniper Education has joined-up with Pupil Progress to provide secondary schools with the most comprehensive whole-school performance & curriculum tracking solution available today.



Sisra Analytics makes data analysis efficient, useful, and achievable - from classroom teachers to governors - and is having a tangible impact on our work.



**Principal,**  
George Pindar School



### Effective professional development starts with meaningful observation and feedback

Sisra Observe provides schools with a clear, consistent way to capture teaching practice, support reflective dialogue and strengthen professional learning across staff.

Designed for everyday use, Sisra Observe enables leaders and teachers to record observations, gather evidence and share feedback in one secure system. Observation frameworks can be tailored to your priorities, helping staff focus on development rather than compliance.

Sisra Observe supports a culture of continuous improvement. With clear records, accessible reporting and shared understanding, schools can track professional development activity, identify strengths and areas for growth and ensure CPD is purposeful, supportive and aligned with school improvement goals.



Because everything's all in one place, middle management and staff can track the performance of whole teams, which was previously difficult in larger subjects.



**Assistant Principal**  
Excelsior Academy

## Risk Manager

### Estate compliance software for schools and trusts

Managing estate compliance is more than completing checks, it's about maintaining safe and efficient environments for pupils and staff. Trusted by schools and trusts across the UK, Risk Manager helps you manage operational risk, stay compliant, and complete audits with confidence.

Risk Manager brings 8 easy-to-navigate modules under one umbrella, so school and trust teams remain compliant, reduce risk, and save time - all from one place.

#### Risk Manager's leading features

- ✓ Automated alerts
- ✓ Clear dashboards
- ✓ Built-in templates
- ✓ Complete audit trail



#### Modules included

- ✓ Risk Register
- ✓ Asset Register
- ✓ Compliance
- ✓ Maintenance (incl. Helpdesk)
- ✓ Accidents & Incidents
- ✓ Supply Chain
- ✓ Contracts & Agreements
- ✓ Policies & Procedures



The training provided was detailed, clear, and had everything needed to set us up for success – and we're now reaping the benefits by tracking and reporting on any relevant risks, as well as tracking our overall health and safety and compliance checks.



**Head of Software Systems**  
Furness Education Trust



## Dashboards for MATs

### Dashboards for total Trust insight

Gain a clear, consistent view across every school in your Trust with our product-specific Trust dashboards for primary attainment, secondary attainment and website compliance. Each supports effective leadership and governance, helping Trusts understand priorities, manage risk and guide improvement across their schools.

#### **Sonar Multi-School (For Primary Schools)**

A trust-level dashboard for primary MATs that brings together attainment, progress, and pupil-group data from every school. It gives leaders a clear, comparable view of performance, highlights gaps, and supports targeted interventions to drive improvement across the trust.

#### **Sisra MAT Dashboard (For Secondary Schools)**

A real-time analytics dashboard for secondary MATs, providing trust-wide visibility of headline performance measures, subject-level outcomes, and benchmarking. It enables consistent reporting, strategic oversight, and data-led decision-making across all schools.

#### **Websites MAT Dashboard (All phases)**

A compliance dashboard for Trusts, providing trust-wide visibility of statutory website pages and documents, renewal status and overall website health. It supports consistent standards, clear accountability and proactive oversight across all schools, enabling leaders to identify content that is overdue or approaching review and take action with confidence.



The MAT reporting will revolutionise the way I can report at trust level and will, most importantly, save administration time and ensure the data is delivered to those that need it as soon as the academies publish the data.



**Trust Data Manager,**  
Greenwood Academies Trust



## Juniper Websites

### Website design for every school and trust

School and trust websites are more than statutory requirements; they are powerful platforms for parent engagement, communication and leadership visibility.

Designed to support families, staff and governance, Juniper Websites help schools present a clear, confident and compliant digital presence.

Trusted by schools and Trusts across the UK, a Juniper Website helps you communicate clearly, strengthen relationships with parents and demonstrate strong leadership in practice. Our platform supports day-to-day communication while providing the clarity and consistency leaders need.

Juniper builds school and Trust websites that reflect ambition and build trust with families. Whether you need a simple, easy-to-manage website or a fully bespoke design, our CMS delivers high-quality design, intuitive communication tools and proactive compliance features. With expert support from design to launch and beyond, Juniper ensures your website reduces workload, supports strategic oversight and brings your school's vision to life.



Overall, the project has had a really positive response and has had a positive impact on our trust.



Ted Wragg Trust



## The JoinUp Connection

A flexible set of modules designed to support different school improvement priorities, keeping families connected to everyday school life, analysing performance or providing site-wide statutory compliance.

### ✓ Add Communicate

**Share website content directly with home through the Juniper Education App**

- ✓ Share news, newsletters and calendar events
- ✓ Send targeted messages to parents and groups
- ✓ Create branded, accessible updates for families

### ✓ Add Comply

**Manage website and estate compliance in one clear, proactive system**

- ✓ Track statutory content with alerts and accountability
- ✓ Maintain audit trails to stay inspection-ready
- ✓ Manage estate assets and inspections in one place

## Events

**School events are more than dates in a diary; they are opportunities to engage families, enrich pupils and reduce administrative burden**

Juniper Events helps schools manage clubs, trips and parents' evenings in a clear, consistent way.

Designed for everyday school life, Juniper Events brings bookings, consent and payments into one simple parent app. Families can view invites, book places and manage activities in one place, helping them stay informed and engaged without chasing emails or paperwork.

Juniper Events removes friction from event administration and communication. With flexible booking, secure payments and integrated consent, schools can deliver well organised experiences that support wellbeing, attendance and confident participation in school life.

### The JoinUp Connection

Take events management to the next level by integrating;

- ✓ Juniper Websites
- ✓ Juniper MIS



“

The Juniper Insights MAT Dashboard clearly visualises key performance indicators at subject levels, filterable by demographics. This allows central-level trust staff to efficiently access a comprehensive overview of trust performance.



**Head of Data and Analysis,**  
Future Academies



“

Without Juniper Education, I don't know what we would have done. The whole experience has been quick, easy, and really positive, and I'd recommend them to other schools looking for a similar service without hesitation.



**Chair of Governors**  
St Mary's C of E VA Primary School





# SERVICES

## HR Managed Service

### Straightforward and dependable HR support for schools and Trusts

HR issues can put real pressure on school leaders, taking time, causing stress, and distracting their focus from pupils. Juniper's HR managed services plans offer a straightforward and dependable solution which can be coupled with our specialist technology partners. Our team of consultants combines educational expertise with market leading software, providing you with straightforward advice and policies that meet compliance requirements. Whether it's navigating sensitive staff matters, keeping records audit-ready, or helping with long-term planning, we ensure your HR runs smoothly.

Leaders gain confidence, staff feel supported, and children benefit from a stable well-run school.

#### Our services provide:

- CIPD qualified expertise
- 200 years combined educational experience
- 24/7 access to templates and assistance
- A live advice line

## The JoinUp Connection

### Payroll and HR work best when they are connected.

Juniper Education has joined-up with MHR to bring market leading technology to schools, supporting their HR and payroll management processes.



We would definitely recommend Juniper Education and their services to other schools, without a shadow of a doubt.



**Headteacher**  
**St Bernards High School**

**Specialist technology  
partner**

**MHR**



The service received from Juniper Payroll has gone from strength to strength. Our payroll consultant offers an exceptional service

**Headteacher,  
Lexden Primary School**



## Payroll

### Alleviate payroll stress with our Payroll Bureau Service

Payroll errors, complex pensions, and audit demands create pressure for school teams every month. Our Payroll Bureau Service combines leading software with our consultants' expertise to deliver dependable, school-focused support for accurate pay, pensions, HMRC compliance, and reporting. Our experts collaborate closely with your team to manage processes efficiently and transparently.

With retained, education-specific support, we help schools reduce risk, save time, and maintain staff trust. Leaders gain oversight and payroll operations run smoothly. By alleviating payroll stress, we enable schools to focus on teaching, safeguarding, and creating a positive environment for pupils and staff alike.

Juniper's Payroll Bureau Service delivers accurate, timely payroll every month, backed by educational specialist consultants and powered by MHR's People First technology.

- ✓ Accurate and on-time monthly pay runs: no more spreadsheet juggling or last-minute corrections
- ✓ Full pensions administration: TPS & LGPS handled securely
- ✓ Audit-ready reporting: governors and auditors see a clear, consistent picture
- ✓ Digital efficiency: e-payslips, e-P60s, real-time updates, full audit trail
- ✓ Education expertise: consultants who understand multiple contracts, term-time staff, backpay awards, MAT structures, and compliance demands

## Finance Managed Service

### Specialist finance management support for schools

Juniper Finance Managed Service provides retained, accredited consultants with education-focused experience, delivering a predictable monthly cadence for reconciliations, insight, and planning. Software like SBS can be integrated into the service, ensuring efficiency and audit readiness. Optional specialist modules, joined-up integration with HR or payroll, and board-friendly reporting make financial compliance easier.

We remove the administrative burden, provide clarity on financial health, and offer scalable support without recruitment headaches, helping schools focus on teaching and pupil outcomes.

### The JoinUp Connection

Juniper Education has joined-up with Sage and SBS, bringing market leading technology to schools to support their financial management processes.

#### Specialist technology partners

 Sage Business Partner

 SBS Financial Planner



Juniper has completely transformed our finance function. Their expertise, training, and unwavering support have given us confidence we never had before. They've helped us grow our knowledge and progress in our careers and they're always there when we need them.



**Allison Hills, Office Manager,**  
Eversley School





## Governance and Internal Scrutiny

### Reduce operational strain and gain audit confidence

Juniper Education's Internal Scrutiny Service provides schools and trusts with retained, accredited consultants who have education experience, offering structured, sector-specific oversight. Our service combines audit-ready reviews, risk assessment, and governance checks with transparent reporting for boards and governors.

With flexible modules, joined-up integration with finance, HR, and payroll, and a consistent service cadence, we help schools reduce operational strain, improve accountability, and gain confidence that their auditing is thorough, compliant, and reliable.



Juniper Education's risk service covers all the assets of the organisation, the education elements plus estates, finance, governance, HR, IT, procurement, the lot. We get on well with their team, and we really love their approach to delivery. They offer reporting that explains all their recommendations in a lot of detail, without all the jargon. Plus, we know if we're ever unsure, they're at the end of the phone to give us that peace of mind.



**Broad Horizons Trust**



## CPD and Training

**At Juniper, we offer comprehensive, flexible training for school staff and governors at all career stages.**

Our expert software & CPD trainers have extensive experience in maintained schools and MATs, delivering impactful, easy-to-follow courses in areas like Software, Finance, HR, and Payroll, as well as CPD covering teaching, learning, safeguarding, and assessment.

**For just £500 a year, the Teaching, Learning and Assessment CPD bundle will give you:**

- ✓ Robust, termly updates for Assessment and Subject Leaders
- ✓ Statutory support for English, Maths, and Science Leaders
- ✓ Targeted training for KS1 and KS2 phonics, reading and writing
- ✓ Year 6 support for one of the most crucial school years



## Juniper Support

### Expert support, exactly when you need it

Juniper offers comprehensive support packages tailored to your school's specific needs.

#### Our School Support packages:

##### Priority

Our recommended support level. Includes everything in On-Demand, plus:

- Priority email/ticket support
- Phone support (terms apply)
- Live messaging
- Live software training webinars (1:Many)
- Scheduled sessions covering features, workflows, and best practices
- Q&A during live sessions to interact with experts
- 20% off additional live training 1:1 and CPD courses

##### Complete

Our ultimate support level. Includes everything in Priority, plus:

- Access to a CPD-certified training bundle of choice (worth £500)
- Regular policy and education updates

**Let's talk about how we can help support your school improvement plan today.**

**Schedule a consultation at**  
**[www.junipereducation.org](http://www.junipereducation.org)**













# Let's connect



0345 200 8600



---

[sales@junipereducation.org](mailto:sales@junipereducation.org)