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Planning

Provision of Integrated HR & Payroll System

Academies for Character & Excellence

UK2: Preliminary market engagement notice - Procurement Act 2023 - [view information about notice types](#)

Notice identifier: 2026/S 000-005644

Procurement identifier (OCID): ocds-h6vhtk-060bed ([view related notices](#))

Published 22 January 2026, 10:50am

Scope

Reference

ACE01.75

Description

The Academies for Character and Excellence is a growing primary school Multi-Academy Trust currently comprising 20 schools, with anticipated growth to 25 schools during the tender period with future further growth anticipated in coming years. The Trust is undertaking pre-market engagement to inform a forthcoming procurement for an integrated HR and Payroll solution, including the delivery of a fully outsourced payroll service. The Trust is seeking a modern, cloud-based platform to support the full employee lifecycle, providing a single, secure source of workforce data across the Trust. Core requirements are expected to include employee records management, recruitment and onboarding, contract and position management, absence and leave management, HR reporting, DfE Workforce Census, employee self-service and integration with payroll processing. A key objective of this procurement is to secure a provider with demonstrable payroll expertise within the education sector, delivering a resilient, accurate, and compliant outsourced payroll service. This is expected to include monthly payroll

processing, statutory and year-end submissions, pensions administration, handling of complex pay arrangements, and appropriate support services for payroll and HR queries. The Trust places strong emphasis on service quality, continuity, and sector knowledge and expertise, not solely the provision of software. The Trust currently uses Bromcom as its Management Information System and would welcome engagement with suppliers whose HR and payroll solutions can integrate effectively with this platform. Seamless integration between HR and payroll is a priority, alongside improved access to payroll data, enhanced reporting capability, and reduced reliance on manual processes. Scalability, data security, and automation will be key considerations to support the Trust's ongoing growth. The contract start date will be between September and November 2026

Total value (estimated)

- £450,000 excluding VAT
- £540,000 including VAT

Above the relevant threshold

Contract dates (estimated)

- 1 September 2026 to 31 August 2030
- Possible extension to 31 August 2032
- 6 years

Main procurement category

Services

CPV classifications

- 79631000 - Personnel and payroll services

- 48450000 - Time accounting or human resources software package
- 79211110 - Payroll management services

Contract locations

- UKK - South West (England)

Engagement

Engagement deadline

13 February 2026

Engagement process description

https://uk.eu-supply.com/app/rfq/rwentrance_s.asp?PID=101607&TID=100106841&B=

This pre-market engagement is intended to inform the Trust's detailed specification and procurement strategy, and the Trust welcomes dialogue with interested suppliers to help shape a future tender that delivers a robust, education-focused HR and payroll solution. Suppliers will be offered a 1-hour slot on the 11th or 12th of February for a brief meeting/demo focussed on specific areas of enquiry which will be provided in advance. If you wish to book in a slot, please message the request through the tendering portal EU Supply with your email address with your preferred date and time for the 11th or 12th February. Slots will be allocated on a first come first serve basis. Once all slots are booked out we will have to respectfully decline any further requests. However all information from these meetings will be shared within the tender pack, where it has been deemed as not commercially sensitive.

Participation

Particular suitability

Small and medium-sized enterprises (SME)

Submission

Publication date of tender notice (estimated)

13 February 2026

Contracting authority

Academies for Character & Excellence

- Public Procurement Organisation Number: PYNM-4868-XBBN

Unit 3 The Brutus Centre Station Road Totnes

Totnes

TQ9 5RW

United Kingdom

Contact name: Claire Jones

Telephone: +44 01234567890

Email: claire.jones@phplaw.co.uk

Region: UKK43 - Devon CC

Organisation type: Public authority - sub-central government

Other organisation

These organisations are carrying out the procurement, or part of it, on behalf of the contracting authorities.

PHP Law LLP

Summary of their role in this procurement: Procurement Process Support

- Public Procurement Organisation Number: PPRM-9434-VNYQ

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Contact organisation

Contact PHP Law LLP for any enquiries.