**Example of PESTLE Analysis – Focus Strategic Planning**

**ECONOMIC**

* Unemployment levels
* Eurozone/potentially leaving EU
* Increase in interest rates
* National Living Wage for over 25s
* Workplace Pensions

**POLITICAL**

* Change in Government
* Change in OfSTED Framework
* Change in legislation
* UK could leave EU
* Change to tax credits and childcare benefits

**TECHNOLOGICAL**

* Changes to systems e.g. CAF system
* Rate of technological obsolesce
* Rate of technological advancement

**SOCIAL**

* Change in family demographics
* Immigration
* Influence of web/social media
* Changes in lifestyle

**ENVIRONMENTAL**

* Energy consumption regulation
* Attitude towards the environment
* Geographical location of office

**LEGAL**

* Corporate governance
* Changes to working hours/travel time included in working hours
* Changes to employment law