

Are you nurturing your greatest asset?



Make your HR more effective with a robust people strategy



A school's greatest asset is its staff, and subsequently staff take up the majority of the budget. It is therefore surprising that nearly 50%* of academies do not have a people strategy in place.

This same report shows that staff workload and stress, and staff recruitment have, for the last two years, been in the top three challenges facing school leaders.

A well-defined people strategy will help you address these concerns, improving staff wellbeing and recruitment, and so much more. Whether you are looking to develop a new people strategy or improve an existing one, our HR consultancy services can support you.

*Source: MAT Leaders' Survey 2023

A People Strategy can help:

- ✓ Attract top talent
- ✓ Retain skilled staff
- ✓ Develop staff with CPD and training
- ✓ Align staff with the overall mission, vision and goals
- ✓ Mitigate HR risks
- ✓ Improve employee wellbeing



Call us on 0330 123 2549
enquire@strictlyeducation.co.uk
<https://www.strictlyeducation.co.uk/>



People Strategy Consultancy:

We can help with three different levels of support

Activity	Description	L1	L2	L3
Initial meeting/scoping of project	To learn more about the school/MAT's vision, mission and culture; to discuss requirements including current people challenges, priorities or drivers for developing a people strategy	✓	✓	✓
Audit & review of current practices/processes	Could include an individual or whole suite of your HR policies and procedures, analysis of recording and monitoring of HR metrics, use of HR/MIS systems	✓	✓	✓
Gap analysis and summary findings report	Performing a gap analysis, providing a summary of key findings and recommendations for consideration	✓	✓	✓
People strategy roadmap	Establishing a framework for developing or embedding a successful people strategy in your setting	✓	✓	✓
Stakeholder engagement	Support with staff and or Governor/Trustee communication, consultation and feedback. Could include support with employee surveys such as signposting options for sourcing suitable surveys or directly undertaking these for you		✓	✓
Consultancy support for implementation	Consultancy support in line with your requirements		✓	✓
Annual review and strategy meeting	Progress review and strategy meeting		✓	✓
Termly monitoring and progress review	Analysis of HR metrics/data and progress against key milestones			✓
Interactive workshops and training for staff	Access to discounted or bespoke training sessions, and bespoke topical workshops (up to 6 per year)			✓
HR Resources Hub subscription	Annual subscription providing full access to wider HR resources, templates & tools, notifications & updates	✓	✓	✓

"A people strategy sounds complex, in its simplest form it doesn't need to be"

Nicola Johnson, Director of People and Culture,
Prince Albert Company Trust

**Talk to us about your
People Strategy**

If you would like to know more about how we can help your school or MAT then get in touch.



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