



CASE STUDY:



Creating the perfect recruitment journey at Thinking Schools Academy Trust.



Thinking Schools Academy Trust (TSAT) is a close network of nursery, primary, secondary, and alternative provision schools located throughout the South-East and South-West of England. United in a common goal of transforming the life chances of young people across the South and East of England.

Multi-academy trusts can provide professional development and evidence-based curriculum support for already great teachers, freeing them to focus on what they do best – inspire young minds.

With around 1300 employees across the family of schools, the Thinking Schools Academy Trust Recruitment Team aimed to attract the best talent and deliver a seamless candidate experience.

School Academy Trust Philosophy:

School Academy Trusts are education charities set up purely to run and improve schools. The Department for Education encourages every school in the country to be part of a family of schools in a strong multi-academy trust.

- 1 Greater freedoms compared to local authority control
- 2 Power to decide on the best curriculum
- 3 Power to determine budget spend
- 4 Working in partnership to deliver the best outcomes for pupils
- 5 Sharing staff, knowledge and accountability



The Recruitment Challenges & Aims

Thinking Schools Academy Trust were searching for an outstanding recruitment solution to fulfill the following requirements:



To **drive consistency** across all Academies by implementing automated recruitment processes with the ability to measure all aspects of recruitment using dashboards and analytics.



Enhance the candidate experience with flexible online application processes and allow candidates to complete onboarding online.



Reduce administration with automated processes that underpin the candidate experience and enable candidates to be kept informed throughout the process.



Automate smartly to support a collaborative approach and **instil control** for those who want a simple-to-use system with powerful recruitment analytics.



To **remain competitive** in the market.

To address these recruitment challenges, the team sought an Applicant Tracking System (ATS) that provides flexibility in making changes, configured specifically to the education sector's needs.

A solution fit to address challenges in the education sector

- With teacher shortages and a tight labour market, the education sector candidate market moves quickly. A seamless, higher-quality recruitment process is imperative to make the difference between hiring the best teachers and leaving a position unfilled.
- The teacher resignation windows, namely the end of February, May and October, are deadlines for teachers to submit their notice if they wish to commence a new role at the start of term.

This means that recruitment activities frequently occur between March and May, resulting in a peak of recruitment activity and pressure to be responsive.



- A systematic way of working with automation that streamlines the hiring workflow supports collaboration and gives control and visibility of the whole process to decision-makers and others who need it.
- An engaging candidate experience that connects with talent at the right time and keeps them informed of the hiring process to reduce drop-off rates.
- Compliance and security over candidate data.
- A fully mobile process, essential for ease of application on any device.
- User-friendly talent acquisition technology to work with those involved in the recruitment process – but not necessarily recruitment specialists.

Key Features



Attract more candidates

- Targeted Talent Outreach
- Job Board Integrations
- Advanced Candidate Search
- Strategic Sourcing Tools
- Robust Candidate Engagement



Accelerate recruitment

- Configurable Recruitment Workflows
- Direct Posting to Channels
- Hiring Manager Portal
- Candidate Screening & Assessment
- Onboarding Management



Ensure Compliance

- Compliance Management System
- Legal Standards Adherence
- Ethical Hiring Processes
- Secure Data Handling
- Regulatory Reporting

Implementing Eploy

Simon Arnold, Recruitment Manager at TSAT, explains the trusts vision and how they improved the recruitment experience.

“Our vision is to attract new schools to the Academy Trust to be part of our united goal to delivering a quality education.

“Our recruitment process was heavily manual, admin intensive and as a result, it didn’t provide the best candidate experience.

“We conducted a tender process to identify the best solution for our needs, and from a shortlist of three recruitment platform vendors, we selected Eploy. Eploy has experience in the education sector, and its ATS platform offers flexibility in enabling us to configure the system for our specific needs and make changes in the future without relying on Eploy to deliver them.

“The selection process of a suitable ATS considered integration capabilities to integrate with our chosen HR payroll system seamlessly.

“Eploy demonstrated an end-to-end solution that starts with jobs being raised accurately with the correct approvals via the Hiring Manager Portal and continues all the way through to onboarding.

“The Eploy platform supports a collaborative approach and has been developed to help schools within the Trust manage their own recruitment via Eploy. It’s designed to be simple for hiring managers to adopt.

“The reporting dashboards are all customisable and powerful, providing complete control over data visibility for the audience to ensure each school can track and manage new starters. As an example of the strong data capabilities, we have managed to build RTI dashboards for Governors and committee meetings. Governors can log in and within seconds access the below information over a term, year, or current status.”

Total Vacancies | Filled Vacancies | Time to hire
Appointments | Source of candidates | Lead time

How Eploy works for TSAT

Eploy offers complete flexibility to configure the system based on specific needs and requirements. For TSAT, with its multiple schools within the Trust, this involved taking the complexities of recruitment processes, authorisation processes, vacancy templates and pre-employment checks and smartly automating the process with Eploy.

The careers site uses the TSAT corporate brand within the main header and footer of the site. Academy brands are used to identify each Academy vacancy and allow candidates to search for roles easily.

Once a vacancy is raised within Eploy, the central HR team, which is made up of core system users, posts the vacancy using Eploy and then distributes it to the required job boards.

A simple candidate registration process and multiple application forms have been designed to contain certain conditions depending on the vacancy. Vacancies are tracked, and there is a full audit trail of activity and communication for full visibility.

A two-stage onboarding process drives consistency and compliance with pre-employment checks before contract issue and provides status notifications to the hiring manager. Automated letters and contracts are set-up in Eploy to ensure consistency and reduce bottlenecks in the process.

The onboarding workflows are designed based on each Academy brand that use different video content and journeys based on the relevant Academy.

Eploy provides the functionality to survey candidates at every stage of the recruitment process with screening forms, questionnaires, and surveys. This helps to ensure compliance, measure satisfaction, and act on delays in the process based on fact based management.

Results

“In configuring Eploy to the Trusts requirements, it has removed multiple stages of the manual recruitment process and reduced admin time by two weeks. For example, automated reference checking has been game-changing in speeding up the process. Given school funding pressures, our systematic way of working with automation has avoided having to increase staff count despite increases in work and a reliance to do more with less.

“The Eploy dashboards are user friendly and perfect for those who are not tech savvy. You can create extensive dashboards that keep your finger on the recruitment pulse. We have already built dashboards by hub and region to understand the granular detail.

“For the first time, we have source tracking to analyse what sourcing channels deliver the best results and where to focus our efforts. We can accurately report the time between the various stages of the recruitment process to understand any delays and take action to resolve them.”

- Understand trends in recruitment.
- Know the status of each vacancy.
- Proactive recruitment.



“The Eploy core system and portals give us control over how and where KPIs and data are shared, allowing for more proactive recruitment process management. The feedback from schools on using Eploy has been extremely positive. Our partnership with Eploy is supported by a dedicated customer success team and account manager who are available to help us continue to improve.”

- Simon Arnold
Recruitment Manager at TSAT



About Eploy

Eploy is the complete cloud-based recruitment platform for modern in-house recruitment teams. Eploy combines Applicant Tracking, Recruitment CRM, Talent Pools and Analytics into a unified web-based platform integrated seamlessly with your website to provide an excellent candidate experience.

Finding and recruiting candidates who are the perfect fit for your roles is always challenging. Fortunately Eploy's world-class recruitment software makes it much, much easier.

We've been helping leading companies move to the cloud and recruit faster and smarter since 1998.

Eploy is precision-engineered to work on every platform and add value to every stage of the recruitment journey. Eploy automates and simplifies recruitment processes to help you attract, engage, recruit and onboard candidates quickly. As Eploy is also your full talent engagement platform you can manage your relationships with candidates, departments and hiring managers better. With a high degree of measurability, you can track and analyse your recruitment performance, quality, costs and timescales accurately.

Our cloud-based recruitment platform is reinforced with market-leading mentoring and cross-sector expertise so you get the training and support you need to achieve a powerful commercial advantage.



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