



## Southfield School

A world of possibilities

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### Gateway HR Testimonial

As a Headteacher of a secondary school, managing human resources is a key activity as it consumes the majority of my resources; both in terms of time and budget (typically nearly 80% of school budgets are spent on staffing). As such, outsourcing the HR function to a specialist is a 'no-brainer'!

Although HR is but one key functional area, the plethora of activities contained within it are vast and varied. Specifically, Gateway HR have provided me with support in the following:

- Recruitment.
- Staff re-structures.
- Staff well-being.
- Attendance management.
- Disciplinary issues, providing guidance and support throughout the whole process.
- Writing and implementing HR policies and providing subsequent updates as required.
- Writing and reviewing HR related communications.
- Delivering whole school staff HR training, targeted HR and employment law training and our bespoke leadership development course.

Gateway HR are fully conversant with the 'Burgundy book' - conditions of service for school teachers and the 'Green book' - the national agreement on pay and conditions of service for white-collar and manual local government employees. As such Gateway HR are well versed in HR issues as they relate to the educational sector and have access to a team of HR barristers to support any processes. Perhaps their greatest strength is their ability to proactively resolve any potential issues before they arise. This is enabled by their close working relationship with the school and their attentiveness to our needs. Unsurprisingly, I would wholeheartedly recommend Gateway HR to any organisation with similar HR needs.

Steph Roberts  
Headteacher

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