

You educate, we support

Directory of Education Services

For Academies, MATs and Non-Maintained
Schools 2022/23



Greater Support for Your School

We are delighted to provide you with a new Directory of Services from Strictly Education 4S for 2022/23. Our commitment to working in partnership with you is as strong as ever, and our new directory highlights the breadth and depth of the support we continue to offer. Strictly Education 4S is part of the Strictly Education group – the UK's leading education-specific provider of professional support services to over 1,200 maintained schools, 900 academies and 180 MATs in 130 local authorities. United by a common purpose, we support you as governors and school leaders to achieve the best outcomes for children and young people. Our priority is to reduce the administrative burden you may face and help you run your school efficiently by providing an integrated solution across HR, payroll, finance, premises, IT and governance.

New HR & Payroll System – Introducing EduPeople

We are delighted to introduce our new HR, payroll and pensions platform designed specifically for schools and academy trusts. Our new system, EduPeople, significantly eases the burden of managing the school workforce for both school leaders and their administrative staff by saving time on people management and eliminating the need for duplication of data entry. As well as easing the administrative workload, new HR features will enable you to manage staff absence, contract administration and poor performance more effectively.

Improving Service Quality

For 2022/23 we have enhanced our offer and have several brand-new services. We are committed to providing a high-quality service for your school by listening to your requirements, providing constructive challenge and investing in our people, systems and quality assurance.

Remote Delivery of Services

In response to Covid-19, we have adapted our offer where possible by delivering some of our services and training remotely. This is provided through our online website platforms and by using collaboration tools for video calls, webinars and screen sharing including MS Teams, G Suite and GoTo Webinar.

eStore - Terms and Conditions

We have for 2022/23 produced a new standard Contract and Terms and conditions across the Strictly Education companies. These will come into effect in April 2022 and bring consistency across the business. A copy of the contract and new Terms and Conditions is available to view on the eStore and highlights the key changes along with the revised contract.

Our Mission

To be the trusted partner in education support services, enabling you to achieve the best outcomes for children and young people.

You educate, we support.

Our Commitment to You

We recognise the continuing pressures you face as a school leader; of having to do more with less, managing the health and wellbeing of your staff, keeping your school safe and compliant – the list goes on.

Our capabilities, strategic advice and hands-on operational support help you and your staff to remain focused on the children and their learning.

Working in Partnership

Thank you for putting your trust in us over the last seventeen years. We come to work every day to help support you to improve outcomes for the children and young people in your care. It is our belief that our value to communities lies in not only the provision of improved and efficient service delivery to schools, but also through investing and making a social impact in the local communities where we work.

I am looking forward to leading the Strictly Education business in supporting you throughout 2022 and in future years.



Heather Marchbank
Managing Director

NEW Services for 2022/23



HR & Payroll System – EduPeople

NEW

EduPeople – pages 6 – 13

Our new HR & payroll system - EduPeople - significantly eases the burden of managing the school workforce for both school leaders and their administrative staff by:

- Saving time on people management
- Eliminating the need for duplication of data entry
- Improving accuracy through automation
- Enhancing strategic decision making
- Self-service functionality, giving staff control of their details



Watch our video to find out more at

www.strictlyeducation.co.uk/edupeople#edupeople-video



Premises

NEW FEATURES

Nordic Chem - page 35

Nordic Chem antimicrobial surface enhancer coating has been at the forefront of combating the pandemic on surfaces throughout the globe. The product is a surface coating that has been tested to consistently terminate the coronavirus for up to 90 days after only one application.



Leadership & Efficiency

NEW FEATURES

SIMS Support - pages 56 – 57

This new level includes:

- Technical service desk for admin network support
- Real-time proactive monitoring of system critical elements of your admin server
- Network updates to ensure that the relevant critical security updates are installed to your admin server

How to purchase from Strictly Education 4S

Early Bird Offer 2% Discount

Confirm your SLA purchases on or before Wednesday 23rd June 2022 to receive a 2% discount *

eStore

To purchase your SLAs go to:

www.strictlyeducationstore.co.uk

Login to benefit from our latest offers and make your regular SLA purchases. Take advantage of the discounted prices where applicable. All products and services purchased after 23rd June 2022 will be charged at the full purchase price.

Purchasing made easier

In response to customer feedback, we have pre-populated your baskets to save you time. You also have the option to check and amend your basket as required.

New customers

Go to www.strictlyeducationstore.co.uk to register for an account or alternatively contact:

services@strictlyeducation4s.co.uk or call 0800 073 4444 (Option 2)

* For full details on pricing and eligibility, see page 66

Contact

E: services@strictlyeducation4s.co.uk

T: 0800 073 4444 (Option 2)

Table of Contents

Directory of Education Services 2022/23

Many of our services are **AVAILABLE** through **ONLINE SUPPORT**

HR & Payroll Service - EduPeople **NEW** 6

EduPeople Core Package	8
Payroll Bureau Service	
Employee Self Service (view only)	
Payroll Implementation	
Absence Reporting	
EduPeople Premium Package	9
Employee & Manager Self Service	
Contracts of Employment Administration	
Absence Management	
Case Management	
Single Central Record Production	
Equality Data Management & Reporting	
Pensions (TPS and LGPS) Administration Service	
EduPeople Platinum Package	12
Recruitment & Onboarding	
Performance Management	
Learning & Development	
EduPeople Extras	13
Pensions LGPS Banding Letter Service	
Pensions Auto-Enrolment Service	
Salary Statements	
National Fraud Initiative (NFI) Reporting	

People - Education HR Services 14

Consultancy, Advisory & Strategic HR	
HR Comprehensive SLA	15
HR Advisory Service SLA	15
HR Website Subscription	16
Staff Health & Wellbeing Support Services	
Occupational Health SLA	17
Employee Assistance Programme	17
Mediation Service	17
Staff Health & Wellbeing Survey	20
Recruitment Services	
Education Recruitment SLA (in association with Eteach)	21
Leadership Recruitment & Selection	21
Administrative HR Services	
School Office Review	22
Single Central Record Review	22
Personnel File Review	22
Employment Contracts Review	22
HR Administration Cover Service	23

Legal Advice Line	23
HR Training	23
Disclosure & Barring Service (DBS)	24

Finance - Finance Consultancy 25

Tailored Strategic Finance Consultancy	26
MAT & Single Academy Financial Services Package	27
Internal Scrutiny SLA	28

Premises - Support & Staffing 29

Catering SLA	30
Caretaking SLA	32
Cleaning SLA NEW FEATURES	33
Environmental Services SLA	36
Tree Management SLA	38
Property Support Helpdesk (HD+)	40
Premises Site Cover – Premises Assistant & Site Manager	42

Leadership & Efficiency 43

Governance Services

Better Governor Subscription	44
Governance SLA	45
Clerks' Training & Development	46
GovernorHub	47
Headteacher Appraisal	48
External Reviews of Governance & Investigations	49
Safeguarding Audit	50
Data Protection Officer (DPO) Service	51
Internal Scrutiny SLA	52
Clerking Service SLA	53

Higher Level Teaching Assistant (HLTA) Status

The Key for School Leaders

MIS & Technology

SIMS Support Service NEW FEATURES	56
Whole School Technical Support	58
Additional Technical Services	59
Additional MIS Services	60

Prices



Are you ready for Internal Scrutiny?

Adding value and reassurance to your trust

A review by our team provides independent assurance that can add significant value to the trust and provide assurance to trustees that key risks are being mitigated effectively.

Every academy now has a statutory duty to complete internal scrutiny by the period ending 31st August. We can ensure that financial controls, and risk management procedures are operating effectively within your academy trust.

- ✓ Independent and objective, advice from a "critical friend"
- ✓ Tailored to MAT requirements and risks identified in the risk register
- ✓ Delivered by education specialists
- ✓ Separate to external auditing
- ✓ Guidance on how the trust board can move forward
- ✓ Secure document sharing portal to ensure we can work as effectively remotely as we can in school

**STATUTORY
DEADLINE
31st DEC**

Get in touch today

0800 073 4444 (option 2)
services@strictlyeducation4S.co.uk

HR & Payroll Service – EduPeople

- EduPeople Core Package
- EduPeople Premium Package
- EduPeople Platinum Package
- EduPeople Extras



























EduPeople

by strictly education

An overview of EduPeople

Choose the service level that is right for your school and help ease the burden of managing the workforce.

Three separate levels, Core, Premium and Platinum means you have the option to choose which support package is best for your school.

SYSTEM FEATURES	CORE	PREMIUM	PLATINUM
Full Payroll Bureau Service			
Pensions TPS & LGPS Administration Service			
Employee & Manager Self Service*			
Absence Management**			
Contracts of Employment Administration			
Case Management			
Single Central Record			
Pre-Employment Checks & Record			
Equality Data Management & Reporting			
Performance Management			
Recruitment & Onboarding			
Learning & Development			

* View only functionality in the Core Package

** Enhanced functionality in Premium and Platinum Packages

Core Package

Provides a fully managed Payroll Bureau Service with Employee Self Service (view only) where your employee data is securely held in one place, ensuring school staff will be paid accurately and on time.



Payroll Bureau Service

Alongside a dedicated payroll officer, our fully managed bureau services give you full access to your data and changes to your employees pay with the added benefit of Strictly Education managing all statutory changes, keeping the system compliant.

We complete all monthly and year-end activities in line with HMRC guidelines. In accordance with your terms and conditions we will ensure that all statutory and occupational payments are calculated and processed correctly.

Employee Self Service (view only)

Employee self-service allows your employees to view their payslip, P45, P60 and personal details at a time that suits them.

Payroll Implementation

Our payroll team will work with you individually to guide you through the implementation process so that your school can have a smooth migration to EduPeople.

Absence Reporting

Standard live reports on frequency of absence (days lost) and type (e.g. sickness, maternity). Basic information will only be based on assumption of a five or six-day working pattern.

Key features of the service:

- Direct access to a dedicated payroll officer
- Full suite of payroll reports
- Live payroll reports available in the system
- Fully compliant HMRC payroll system
- Fully compliant pension reporting with Teachers' Pensions, Local Government Pension Funds and private pension funds
- Flexible banking services to meet your needs, delivered through our direct debit service or a BACS bureau service for clients who manage their own account
- Ad-hoc payments raised outside the payroll cycle as advised and authorised by the client

- Production of all monthly and annual pension reports available on our standard templates in line with statutory legislation requirements
- Payroll calendar to plan your workload in advance and give you an annual view of payroll deadlines
- Completion of monthly starter, leaver and change forms as requested by the pension fund via our e-ticket system
- Customer satisfaction survey and regular customer experience calls

Benefits

1. Reduces administration and increases efficiency to avoid duplication of data entry.
2. Gives you back precious time every week.
3. Employees feel empowered as they can view their personal information.
4. Meets reporting requirements of the governing body, headteacher and Ofsted.
5. Manage all end-to-end administration and reporting for the scheme.
6. One-to-one guidance through the implementation process.

Price

Price on application

Contact

For more information or to book a demo:

T: 0330 123 2549

E: edupeople@strictlyeducation.co.uk

Premium Package

In addition to all the benefits of Core, Premium's rich HR functionality provides quick and easy access to accurate, up-to-date information about the people in your school or trust as well as pensions management.



Key features of the service

Includes everything within the Core Package.

EduPeople will help you save time on people management and reduces your administrative workload by identifying trends in absence and retention which enables staff to manage absence issues more effectively through automated HR processes.

With regular updates, the system will ensure your school's legislative requirements are met both today and in the future.

Benefits

1. Ability to see a dashboard view of your entire MAT estate, enabling you to identify trends which could be beneficial to improving staff engagement.
2. Reduces administration and increases efficiency as there is no need for duplication of data entry.
3. Gives you back precious time saved every week.
4. Employees feel empowered as they can update and view their personal information.
5. Improves employee engagement and success.
6. Provides a complete overview of your staff costs.
7. Enables you to proactively manage employee absence and tackle patterns to reduce absence.
8. Case management functionality helps to build a profile for informal staffing issues, formal hearings and appeal cases.
9. Meets reporting requirements of the governing body, headteacher and Ofsted.

Employee & Manager Self Service

- Enhanced functionality available to allow employees to update personal details as well as add requests for holidays, add time and expenses, and log details of any absences
- Line managers will be able to view their employees' personal, employment and absence details
- Line managers will be able to update probation records and authorise absence



Contracts of Employment Administration

- Generation of contracts of employment and production of word documents for personal files and emails to employees
- The facility to attach contracts against a staff record held within EduPeople
- Variation of contract letter templates available for teaching and support staff changes, for example the end of a fixed contract
- Provision of teaching and support staff template contracts of employment, or the ability to upload up to three of your own school or trust's contracts of employment for use if preferred

Premium Package (continued)

In addition to all the benefits of Core, Premium's rich HR functionality provides quick and easy access to accurate, up-to-date information about the people in your school or trust as well as pensions management.



Absence Management

- Standard live reports on frequency of absence (days lost) and type (e.g. sickness, maternity, TOIL)
- The provision of additional data such as accurate working patterns and enhanced absence reporting
- Monitoring and understanding patterns and levels of absence for individual staff and across your school or trust as a whole
- Additional reporting functionality using absence graphs and smart visuals

Case Management

- Logging and managing both informal and formal HR cases through all stages of the procedure
- The ability to record disciplinary and misconduct, capability, grievance, performance management and absence management
- Ability to upload your own school's letters for case administration – invitation to investigations, hearings and appeals
- Ability to give access to external HR providers to better support you with your logged cases

Single Central Record Production

- The school can use the system to capture the information needed to produce their single central record for all staff, volunteers, governors and contractors
- Automated process requires no manual intervention
- Consolidation and reporting of all relevant checks including:
 - Children's Barred List
 - DBS & Update Service
 - Section 128
 - Child Care Disqualification
 - Right to Work
 - Overseas Check
 - TRA Prohibition
 - ID Check
- All documents required for pre-employment checks can be recorded and copies can be uploaded to the system with calculated renewal/expiry dates where required

Equality Data Management & Reporting

- Standard live reports enabling analysis of age, gender, disability and ethnic origin
- Ensures compliance with the DfE reporting requirements and the Equality Act regulations
- Saves precious time as report is compiled automatically without the need for manual intervention



Premium Package (continued)

Easing the burden of teachers' pensions, managing all end-to-end administration and reporting for the scheme.



Pensions (TPS and LGPS) Administration Service

Understanding the Local Government Pensions Scheme (LGPS) and the Teachers' Pension Scheme (TPS) administration cannot be underestimated. Whilst the responsibility of pension administration lies with you as the employer, the administrative burden can be delegated to Strictly Education.

Key features of the service:

We'll make sure your school meets the monthly deadlines set by the funds. Through delegated access we will:

- Produce the monthly pensions report and upload it to the Teachers' Pensions (TP) portal*
- Make the necessary arrangements to make the payment to TP in line with your banking service option
- Ensure all opt-in and opt-out forms are provided to Strictly Education by the employer for action via our document exchange system

Where the Local Government Pension fund gives Strictly Education access to a portal we will:

- Produce and provide to the fund all monthly and annual pension returns
- Complete starter and leaver forms and all other administrative tasks including manual adjustments for refunds

**Please remember that you as the employer shall remain responsible for any mis-match errors in personal data and resolve these within the specified time frames.*



Key features of the service:

- Administration of the Teachers' Pension Scheme
- Administration of the LGPS Pension Scheme
- Where required, the production of our standard iConnect report and distribution direct to the pension fund
- Monthly contractual enrolment into the correct pension scheme
- Three-yearly re-enrolment into the pension scheme in line with guidance provided by the Pension Regulator
- Completion of the Declaration of Compliance with the Pension Regulator within the statutory specified time frame
- Production of letters to those employees who have been re-enrolled during the three-year re-enrolment process
- Through your selected banking service, we will make the monthly payments to TP and your designated pension funds. Payments to private funds must be made direct from the employer

Benefits

1. Manage all end-to-end administration and reporting for the scheme.
2. Ensures timely and accurate payment of employee and employer pension contributions.
3. Keep you informed of changes in legislation and requirements.
4. Unlimited access to the dedicated pensions helpdesk.

Price

Price on application

Platinum Package

In addition to all the benefits of Core and Premium, Platinum unlocks the full potential of your people through the entire employee lifecycle.



Includes everything in Core and Premium Packages.

For your school to perform at its best, your people need to be at their best. EduPeople Platinum enables you to implement a comprehensive talent management strategy that aligns your people's skills to the strategic ambition of your school.

Recruitment & Onboarding

Key features of the service:

- Web access allows the creation of online and highly configurable web application forms
- Comprehensive applicant processing ensures a very positive candidate experience
- Digital images and paper documents such as CVs and application forms can be easily stored, minimising the need to hold hard copies
- Automated stage processing and correspondence generation enables significant process efficiency savings and drastically saves time to recruit
- Interview scheduling for individual or bulk scheduling, generating appropriate correspondence where applicable

Performance Management

Key features of the service:

- Online performance reviews - fully configurable evaluation forms enabling employees, managers, and other nominated reviewers to complete and review information
- Goals and objective management - fully configurable objective management including organisational and personal objectives
- Action tracking and progress management enabling reviewers, such as a manager, or staff to record and view progress in support of an objective or an objective action
- Talent check-ins enabling your school or trust to simplify performance management processes, making them more accessible and part of everyday working

Learning & Development

Key features of the service:

- A personal learning account which provides employees with a full view of informal and formal learning, training and development
- Configurable online pre and post-event learning evaluation to measure effectiveness of learning
- Development plan actions which can be linked directly to relevant learning

Benefits

1. The recruitment module will strengthen your employer brand, attracting the best candidates from the widest pool of applicants.
2. Save money through process efficiency.
3. Successful candidates can log onto an easy-to-access self-service portal before their start date and accept job offers, access school policies and update their own information.
4. The performance management functionality will drive staff improvement through management and visibility of their objectives.
5. Higher success rates for staff - leading to higher retention rates.
6. Identify and reward high performers and manage poor performers.
7. The learning and development functionality supports staff-centric learning and development.
8. Supports the management of tailored solutions to address individual and whole staff needs.

Price

Price on application

Pensions LGPS Banding Letter Service

Key features of the service

Letter Banding includes the creation of the required letter for each relevant member of staff in the LGPS scheme, broken down by each employee contract.

Benefits

1. Statutory compliance is achieved for LGPS administration.
2. PDF format letters for employers to tailor or brand.
3. Access via the payroll portal for indefinite reference.
4. Re-prints at any time.

Pensions Auto-Enrolment Service

Key features of the service

Full access for employees to monitor and generate reports themselves at a time that suits them.

Benefits

1. Expert guidance and support throughout the auto-enrolment process.
2. Collaboration to ensure that employer obligations are met.
3. Time-saving through our auto-enrolment service.
4. Working together to ensure avoidance of penalties and fines by The Pensions Regulator.

Salary Statements

Key features of the service

Salary Statements from Strictly Education provide an annual determination of remuneration, as necessary under the employer's responsibility in a standard letter template. A file containing letters for teaching staff is available for portal users to download securely for printing on school letter headed paper.

Statements can also be provided for non-teaching staff.

Benefits

1. Meets requirements for annual Teaching Salary Statements.
2. Provides employees with an accurate statement of earnings.

National Fraud Initiative (NFI) Reporting

Key features of the service

The NFI is an exercise that matches electronic data within and between public and private sector bodies to prevent and detect fraud.

We will produce a full report, meeting the requirements of the NFI as outlined in their requirement documents.

Benefits

1. Meets the necessary requirements to ensure you are NFI compliant.
2. Save administration time.
3. A report produced directly from your payroll, ensuring accuracy.

Price

Price on application



People – Helping you manage and retain the best staff

- Consultancy, Advisory & Strategic HR
- Staff Health & Wellbeing Support Services
 - Recruitment Services
 - Administrative HR Services
- Disclosure & Barring Service (DBS)

Consultancy, Advisory & Strategic HR



Access to our appropriate professional HR advice can help you be one step ahead in preventing problems escalating and enable you to manage HR matters with confidence.

Working in partnership with you to understand your needs and preferred approaches, we can help with early intervention and proactive strategies on people management issues, helping you to develop an effective and capable workforce, as well as minimise the risks of problems escalating.

We offer two main levels of support which both include the HR Website Subscription. The HR Website Subscription can also be purchased as a standalone service.

Summary of Key Services	SLAs		HR Website Subscription
	Comprehensive	HR Advisory Service	
A named HR consultant to gain a fuller understanding of your school's HR needs and advise on complex or on-going HR issues.	✓	✗	✗
Unlimited remote advice from your named HR consultant via email/ telephone and video.	✓	✗	✗
Unlimited attendance of your named HR consultant at formal hearings and appeals.	✓	✗	✗
Annual on-site strategic meeting with your named HR consultant.	✓	✗	✗
Unlimited calls/emails to our HR Advisory Service for initial advice on your HR issues..	✓	✓	✗
Unlimited access to our website which has over 1,000 sector-specific policies, guidance documents, templates and other useful resources.	✓	✓	✓
Regular updates and newsletters (HR Bytes) with hot topics and best practice articles.	✓	✓	✓

People | Page 15

Comprehensive SLA

This includes access to both the HR Advisory Service SLA and the Website Subscription. This service provides you with a named consultant to build a close working relationship with you and support you on more complex HR issues. Access to your named consultant is unlimited for:

- Telephone, email and video advice
- Attendance at formal hearings and appeals
- Attendance at formal consultation meetings with staff and/or unions, e.g. redundancy or restructuring, TUPE, etc.
- One strategic planning meeting using our HR strategic discussion model to enable a more proactive approach to HR support for your school
- An annual on-site meeting to support your strategic HR planning or any other purpose you require

If more meetings are needed by schools, these can be purchased on a pay-as-you-go basis.

HR Advisory Service SLA

Unlimited telephone and email access to our HR Advisory Service SLA where our experienced and knowledgeable HR advisors provide timely and responsive initial advice on a wide range of staffing matters, including pay and conditions, misconduct, performance, grievances, reorganisations and much more. Includes access to the HR Website Subscription.

In term time:

Mon – Thur 08:00 – 17:30, Fri 08:00 – 16:30

In school holidays:

Mon – Fri 09:30 – 16:00

Consultancy, Advisory & Strategic HR (continued)



Access to our appropriate professional HR advice can help you be one step ahead in preventing problems escalating and enable you to manage HR matters with confidence.

HR Website Subscription

Key features of the website subscription

- Unlimited downloads of template policies, procedures, letters and forms in addition to a range of guidance and information on HR and employment matters affecting the education workforce and covering the employee lifecycle from recruitment to termination
- Latest news area containing updates and links to recent articles
- Hundreds of FAQs on a wide range of HR topics based on what our customers ask us
- Regular updates, newsletters, employment law updates and news items delivered to your inbox

Key areas of HR support

Our Education HR services cover all aspects of employing and managing staff in an education setting. We provide advice and guidance on the following areas:

- Strategic HR Planning
- Conduct and Discipline
- Performance Management and Capability
- Management of Absence
- Appointment of Staff
- Pay and Terms and Conditions of Employment
- Grievances and Disputes
- Management of Change
- Employment Law
- Diversity and Inclusion

Price

Please refer to pricing table on page 62. Available to purchase via the eStore.

Contact

E: hradvisoryservice@strictlyeducation.co.uk
T: 0800 073 4444 (Option 1, Option 2)

To purchase go to:
www.strictlyeducationstore.co.uk

Benefits

1. Expert advice from an experienced team of Education HR specialists.
2. A named consultant to build a close working relationship with you.
3. Advice on managing your workforce effectively, developing productive employer to employee relations and minimising risks associated with staffing issues.
4. Provision of up-to-date guidance and resources to support your knowledge and understanding of managing staff, and ensuring legal compliance.
5. Creative and pragmatic solutions to complex HR issues.
6. A flexible range of services to provide the HR support you require, depending on your needs and budget.



EduPeople

by strictly education

one good reason #1

**Employee self-service
gives staff visibility of
their own HR record**

We have plenty of
#one good reasons to switch

email us at:

edupeople@strictlyeducation.co.uk
to book your demonstration

Staff Health & Wellbeing Support Services



Identify and address the issues affecting staff wellbeing early on to create a caring environment, enabling high performance levels.

Occupational Health SLA

Effectively managing absence is critical in ensuring staff wellbeing and subsequently positive outcomes for children. It is also important in ensuring that staffing costs are effectively managed. Our Occupational Health SLA provides unlimited management referrals, enabling cases to be managed effectively and avoids any additional unbudgeted costs. Pre-employment health screening is also unlimited.

Key features of the service:

All pre-employment checks and management referrals are managed through a user-friendly portal which has many benefits including:

- 'Choose and Book' feature to enable employees to book their own appointment
- Pre-employment checks carried out within the platform
- A record of all communication and appointments for you to view online

Employee Assistance Programme (EAP)

Our EAP service will help your staff to take control of personal difficulties by accessing expert advice or counselling, as appropriate.

Key features of the service:

- A confidential freephone helpline, available 24/7 for employees to receive expert advice on personal, family, financial and legal issues
- Telephone assessment with a trained counsellor for personal problems, followed by up to six sessions of telephone or face-to-face counselling, or online e-cognitive behaviour therapy (e-cbt) as deemed clinically appropriate
- The provision of the wellbeing platform, 'Optimise', to aid identification of health and wellbeing risks, designed to empower employees to take greater control of their wellbeing. Users can access four different health risk assessments as well as a wealth of resources on wellbeing related topics

Mediation Service

Mediation can be a powerful tool to develop harmonious working relationships. A trained independent mediator can help to add perspective and balance in a way that is more palatable to the individuals than from school peers or leaders.

Key features of the service:

- A structured approach to facilitate solutions to a range of workplace conflict situations
- Mutually agreeable outcomes are facilitated by impartial professionals and underpinned by a written agreement
- An effective alternative to formal procedures e.g. grievance, disciplinary or capability and reduces the number of employment tribunal cases

Price

Price on application

Benefits

1. Unlimited interventions from Occupational Health to support the effective and timely management of health and absence issues.
2. Support for staff on wellbeing, emotional, financial, legal and family issues.
3. Effective mediation leading to reduced staff absence, better work relationships, productivity and staff retention.

Contact

To purchase the Occupational Health and Employee Assistance Programme go to: www.strictlyeducationstore.co.uk

The Mediation Service is available to purchase via the HR Advisory Service SLA:
E: hradvisoryservice@strictlyeducation.co.uk
T: 0800 073 4444 (Option 1, Option 2)



EduPeople

by strictly education

Save precious time on people management

With one employee record at its core, Strictly Education's new HR & Payroll system - EduPeople, can:

- Provide quick and easy access to accurate, up-to-date information about the people in your school or trust
- Reduce your HR administrative workload
- Enable school staff to manage contract admin, staff issues and absence more effectively through automated HR processes
- Identify trends in absence and retention
- Empower staff through Employee Self Service to update their own personal details
- Evolves with your school or trust as it grows



No more duplicate data entry!

#onegoodreasons

Choose which package is right for your academy trust

SYSTEM FEATURES	CORE	PREMIUM	PLATINUM
Full Payroll Bureau Service	👤	👤	👤
Pensions TPS & LGPS Administration Service		👤	👤
Employee & Manager Self Service*	👤	👤	👤
Absence Management**	👤	👤	👤
Contracts of Employment Administration		👤	👤
Case Management		👤	👤
Single Central Record Production		👤	👤
Pre-Employment Checks & Record		👤	👤
Equality Data Management & Reporting		👤	👤
Performance Management			👤
Recruitment & Onboarding			👤
Learning & Development			👤

To find out how EduPeople can support your school's HR, see page 9 for more information or email us at:

edupeople@strictlyeducation.co.uk

to book a demo or request a brochure

* View only functionality in the Core Package

** Enhanced functionality in Premium and Platinum Packages



Staff Health & Wellbeing Survey

Our survey helps you to communicate and engage with your staff, allowing them to feel empowered and valued.



Key features of the service

Our Staff Health & Wellbeing Survey can support you with creating a strategy to improve the wellbeing of staff in your school. The service includes:

- An easy-to-complete online survey tailored to the education sector with sections covering:
 - » Job satisfaction
 - » Communication and working relationships
 - » Work-life balance
 - » The physical working environment
 - » Health and wellbeing
- A detailed bespoke report containing an analysis of the survey results with recommendations and suggested areas to prioritise
- No limit on staff numbers participating per employer

Benefits

1. Gain a more reliable and authentic perspective on staff wellbeing through use of a survey which is run independently of the school/employer.
2. Target wellbeing interventions where they are most needed to make best use of limited resources.
3. Take a 'temperature check' on wider aspects of workforce engagement and factors affecting retention and productivity.
4. Demonstrate that the organisation values the workforce and is committed to improving the wellbeing of their staff.

Price

Available to purchase via the eStore.

Primary/Special schools	£349
Secondary schools	£459
Light Survey (includes data report only, no analysis)	£95
All schools	



Contact

E: hradvisoryservice@strictlyeducation.co.uk
T: 0800 073 4444 (Option 1, Option 2)

To purchase go to:
www.strictlyeducationstore.co.uk

Recruitment Services



We offer a bespoke service to support you through the recruitment and selection process, providing you with resources and expert advice to ensure you employ the right candidate for the job.

Education Recruitment SLA* (in association with Eteach)

Our partnership with Eteach provides your school with the opportunity to enhance the recruitment processes and develop an all-year-round approach to recruiting new staff. A single payment for a year's service level agreement provides unlimited access to Eteach's advertising online portal at a price significantly discounted from Eteach's standard rates.

Key features of the service:

- Unlimited recruitment advertising on **eteach.com** for teaching, leadership and support staff
- Increased candidate attraction via your own school talent pool
- Access to regional talent pools where active jobseekers have registered their interest
- Easy application process for candidates using an online application form that is GDPR-compliant
- The opportunity to develop your bespoke career page to showcase all your vacancies as well as the benefits you can offer as an employer

* Geographical restrictions apply.

Price

Price on application

Leadership Recruitment & Selection

We offer a bespoke service to support you through the recruitment and selection process for leadership roles, ensuring the process is well planned and rigorous. An HR consultant will scope out the support needed and then provide you with a no obligation estimate of the costs.

Key features of the service:

- Undertake a rigorous planning process
- Review your leadership structure
- Design a high-quality assessment and selection process, including provision of key resources, advice and expert support
- Ensure maximum impact of your recruitment advertising
- Determine the suitability of candidates to lead your school

Benefits

1. Ensuring the recruitment process is robust and meets all legal requirements.
2. Enabling governors to select a bespoke service that meets the needs of their individual circumstances.
3. Provision of expert advice in relation to a wide range of leadership roles including executive head, headteacher, head of school, deputy and assistant head.
4. Securing the appointment of the best possible candidate for the school.

Price

Price on application

Contact

Education Recruitment SLA is available to purchase via the eStore:
www.strictlyeducationstore.co.uk

Leadership Recruitment & Selection is available to purchase through the HR Advisory Service SLA:
E: hradvisoryservice@strictlyeducation.co.uk
T: 0800 073 4444 (Option 1, Option 2)

Administrative HR Services

Review your administrative functions and ensure your staff are deployed effectively and HR practices are up to date, appropriate and compliant with the latest regulations.



Contracts of Employment

Key features of the service:

- Generation of contracts of employment using school-specific templates
- Providing guidance to ensure comprehensive contracts are in line with current legislation
- Assistance with the review of existing contracts
- Individual contracts for an employee with several posts can be provided
- Email alerts to advise completion

School Office Review*

Key features of the service:

- A comprehensive review of the administrative function of your school office
- Assessment of some or all of the following: task allocation, workload, efficiency of systems and resources, staffing structures and working hours
- Interviews with other staff as users of the service (e.g. SLT and teachers)
- Work-based observations
- Production of a report making recommendations on improvements and efficiencies

Single Central Record Review*

Key features of the service:

- A comprehensive review of your single central record with recommendations to ensure compliance with current KCSiE and Ofsted requirements
- Provision of a 'tried and tested' single central template for you to use that will ensure safeguarding protocols are enforced
- The option to enlist the time of an HR advisor to make necessary amendments to the single central record on your behalf

* *Geographical restrictions may apply.*

Personnel File Review*

Key features of the service:

- A comprehensive review of the content and organisation of personnel files, linking them to vital statutory documents such as the single central record
- Guidance on maintaining employee data as well as legislative compliance with General Data Protection Regulations (GDPR) and the Data Protection Act 2018
- Correctly organised personnel files enable key employee information and data analysis to be carried out efficiently

Employment Contracts Review*

Key features of the service:

- A comprehensive review of contractual records to identify discrepancies and ensure they are up to date and accurately reflect the terms and conditions of each role
- Ensuring accuracy and compliance with legal requirements to avoid the risk of contractual disputes in the future
- This service can be undertaken in conjunction with a personnel file review

Price

Price on application

Contact

E: hradvisoryservice@strictlyeducation.co.uk

T: 0800 073 4444 (Option 1, Option 2)



Due Diligence Checks of HR Records*

Key features of the service:

- Pre-TUPE checks for the transferee to ensure quality and accuracy of staffing information held by the transferor
- Pre-employment checks are reviewed to ensure these have been undertaken appropriately
- Single central record and contractual documentation is reviewed to ensure it is up to date and compliant with latest guidance
- Payroll records are cross checked with personnel files to ensure the information matches
- A summary report is provided with a red/amber/green rating and recommended actions for each of these three areas

HR Administration Cover Service*

Key features of the service

- This service provides interim cover to maintain the school's HR administrative functions in the absence of the bursar
- Tasks undertaken include recruitment (advertisements, contracts, offer letters); issuing/amending contracts; new starter administration; induction and probation administration; DBS, single central record updates/checks; occupational health referrals; end of contract administration
- This service also includes a handover to the school business leader at the end of the cover period

* Geographical restrictions may apply.

Price

Available to purchase via the HR Advisory SLA.

Price on application

Contact

E: hradvisoryservice@strictlyeducation.co.uk
T: 0800 073 4444 (Option 1, Option 2)

Legal Advice Line

Our partner, Winckworth Sherwood, provides legal advice on a range of non-HR issues.

Key features of the service:

Advice on:

- Admissions and exclusions
- Contracts
- Data protection
- Freedom of information
- SEND
- Property and capital projects
- Parental complaints
- Compliance



Benefits

Help optimise the efficiency of your internal HR functions and compliance of your school, with Ofsted and other legal requirements.

HR Training

We also provide a range of Education HR training courses around developing people management skills and education HR administration.

These courses include:

1. Safer Recruitment for Schools Managers
2. Appraisal Training
3. Managing and Processing DBS Checks
4. Managing the Single Central Record

Please visit the website for more details, <https://www.strictlyeducation.co.uk/school-support-training-courses>

Price

Price on application

Disclosure & Barring Service (DBS) including additional DBS Plus



Our online DBS checking service helps you make informed decisions on the suitability of an individual to work with children and comply with statutory legislations.

Key features of the service:

- Secure online paperless processing that is easy to use for applicants and organisations
- Significantly faster checks, meaning staff can be available for work much quicker without the need for supervision arrangements
- Applications received by the DBS the same day as approved by you
- Same day email alert direct to you on clearance
- Easy online monitoring of the progress of applications
- Convenient pay-as-you-go service with fee per application submitted

System Guidance

Detailed written guidance and advice on the use of the online system is provided for applicants and organisations using our service, as well as unlimited telephone support from knowledgeable and experienced staff.

Positive Disclosures Support

Where positive disclosures are received, our service supports you with a full and thorough risk assessment process which enables you to make an informed decision on the suitability of an individual to work with children.

Additional Web-Based Resources

Access a range of additional web-based guidance and resources to support you with the DBS checking process.

DBS Plus SLA

This SLA is solely applicable to customers who only purchase our DBS Checking Service without any other Education HR SLA.

Key features of the service:

- Telephone/email advice and guidance with wider recruitment and pre-employment issues, e.g. single central record, overseas police checks, right to work, references, qualifications, qualified teacher status (QTS), prohibition checks
- Additional website resources for wider recruitment and pre-employment issues
- No additional charge for external validation checks, which are required when an individual has insufficient ID to satisfy requirements under route 1 (normally £5/request)
- An annual, remote review of your school's single central record to ascertain whether it meets the current guidelines on 'Keeping Children Safe in Education'

Benefits

Helps schools to comply with:

1. Safer recruitment and pre-employment statutory guidelines.
2. Ofsted safeguarding requirements.
3. Other legal requirements, e.g. right to work.

Price

£10 admin fee per application

£199 DBS Plus Annual Subscription

DBS checking service is available to purchase via the DBS Service. DBS Plus SLA is available to purchase via the eStore.

Contact

E: dbs@strictlyeducation.co.uk
T: 0800 073 4444 (Option 1, Option 2)

To purchase go to:
www.strictlyeducationstore.co.uk



Finance – Adding expertise across all aspects of financial management including funding, budgeting and reporting

- Finance Consultancy

Tailored Strategic Finance Consultancy

A bespoke package of pre-arranged consultancy days designed for one-off services to suit various circumstances.



Key features of the service

This strategic support is a bespoke package which is designed around the specific needs of your academy trust. It can be used to provide support and guidance on a number of areas, such as:

- Operational review and operational staff structure
- Transition planning
- Process review and streamlining to realise efficiencies and enhanced best practice
- Finance system or coding structure transition support
- CPD training support to enhance staff and trustee knowledge and awareness
- Recruitment support

Benefits

1. Annual packages can be purchased at a discounted rate.
2. Daily or hourly rates considered.
3. Flexible support when required.
4. Financial support for senior leadership teams and governing bodies.

Price

Price on application



Strictly Education worked with our whole operations team prior to a consultation process resulting from a school merger. Their perceptive insight was fundamental in designing a proposed structure which combined efficiency, value and future proofing. As a result of the open and responsive approach, we have successfully achieved widespread buy-in to a new structure and were able to benefit from their support in subsequent selection processes.

Senior School Leader

Contact

E: schoolsfinance@strictlyeducation4s.co.uk
T: 0800 073 4444 (Option 1, Option 3)

MAT & Single Academy Financial Services Package



Provision of secure and comprehensive support to the central MAT finance team and all establishments within a multi-academy trust (MAT).

Budget Monitoring Tool

Our unique monthly management accounting and budget monitoring tool includes the production of the engaging SLT budget monitoring report, board reports, commentary and KPI dashboards to fully meet the financial governance expectations of the ESFA. Designed with the end user in mind, both from a financial or non-financial background.

Key features of the service:

- Site visits, remote support or a combination, to best meet the needs of the trust and current environmental situation
- Access to Strictly Education's directory of templates, such as a 'Month-End Procedure Checklist'
- Assistance with your academy or MAT's monthly checklists and reconciliations, and inter-company transactions
- Budgetary and longer-term financial forecasting
- Cashflow forecasting
- VAT returns
- ESFA, BFR and BFRO reports and submissions dealt with
- Assistance with budget monitoring software (this can be on a full or light touch approach)
- Audit preparation and be on hand to support you through the full audit process at year end
- Compliance with Academies Financial Handbook
- Risk management processes
- Training and support to understand financial responsibilities of senior staff and trustees
- Enhanced consultancy can be purchased on a half or full-day basis

Additional Consultancy Days

Additional consultancy days can also be purchased on an ad-hoc basis, at a discounted rate, to support the needs of the trust as required, these could include:

- Staff recruitment
- Financial health checks and benchmarking
- Staff and trustee training - including financial responsibilities
- Support to help avoid a deficit or produce a three-year recovery plan

Benefits

1. Includes new budget monitoring tool.
2. ESFA mandatory deadlines met.
3. Assisting the trust's financial management team to meet ESFA statutory requirements.
4. Assisting the team to provide accurate and timely reports for trustees.
5. Experienced staff working with PS Financials, MIS FMS, Sage, Access and Corero.

Price

Price on application

Contact

E: schoolsfinance@strictlyeducation4s.co.uk
T: 0800 073 4444 (Option 1, Option 3)

Internal Scrutiny SLA

Providing independent assurance across all areas of trust management to ensure your academy trust is ready for internal scrutiny.



Key features of the service

The statutory duty placed on MATs and the trust board in the The Academy Trust Handbook (ATH), has significantly strengthened the requirement for independent assurance to be sought to ensure that financial controls and other risk management procedures are operating effectively within their academy trust.

Our service provides assurances to the academy trust board, in line with the new statutory duty for the reporting period ending on 31st August. Trust boards will need to ensure compliance with this requirement. The cycle of scrutiny undertaken by our team can add significant value to the trust and provide assurance to trustees that key risks are being mitigated effectively. As risk management underpins internal scrutiny, you will have access to best risk management tools and templates to support your risk management strategy.

What you will receive

- A flexible service that can be scaled dependant on the size of the trust, but we anticipate most visits to trusts will be limited to once per term.
- Subsequent to the visit, feedback is provided and an annual summary report incorporating, where appropriate, recommendations that enhance the trust's financial and operational controls, and risk management, will be submitted to the audit committee after management comments have been included.
- This report will then be available for sharing with the trust's external auditors for submission, with your annual accounts, to the Education and Skills Funding Agency (ESFA) to meet the 31st December deadline.

We can offer a trust board presentation to trustees and where required, support advice and guidance from experienced governance experts on how the trust board can implement recommendations moving forward.

This new service is independent and objective and will be directed by the scheme of work agreed by the trust's audit committee's programme of internal scrutiny.

The process, driven by the audit committee, would follow the following guidelines:

- Meeting with the audit committee, to agree the programme of work for the coming academic year.
- Visit each term to carry out the review, three per year with a report of findings.
- A summary report of the year's findings will be supplied to your external auditors at the audit scoping meeting. This report must be uploaded to the DfE with your accounts by 31st December to ensure you comply with the ATH.

Benefits

1. Independent and objective advice from a 'critical friend'.
2. Provides assurances to the academy trust board, in line with the ATH new statutory duty.
3. Strategic approach tailored to MAT requirements and risks identified in the risk register.
4. Far-reaching reporting enables the trust to demonstrate steps towards improvement and mitigating risk.
5. Education-specific expertise and support from our wide-reaching portfolio of services and suitably experienced scrutineers.
6. No conflict of interest as Strictly Education doesn't provide external auditing.

Price

Price on application

Prices will vary dependant on the size of the academy trust and its requirements.

Premises – Cost-effective support to maintain a safe learning environment

- Premises Support & Staffing

Catering SLA

Tailored, professional catering service, taking care of contract management together with quality-assured advice on all current legislation and regulations.



For SURREY Schools

Catering Framework Agreement (Module 1a):

- We look after the catering contract for you – through commissioning and managing the Catering Framework Agreement, ensuring contractual obligations are met and that you receive a high-quality catering service
- Arrangement of any variations to the contract and negotiation with contractors and schools including arbitration where disputes have arisen
- Regular quality-assurance visits to all sites ensuring contractual obligations are met. This includes advice given on all kitchen health and safety issues/regulations in response to environmental health officer (EHO) reports
- Provide advice and support on all aspects of school meals and catering, via telephone, email and website, such as special dietary requirements and the Cool Milk Scheme
- Professional guidance on kitchen improvement projects, maintenance and repair of kitchens including suitable finishes, cleaning treatments and equipment
- Promotion of healthy eating in conjunction with catering contractors and schools

For SURREY Schools

Catering Framework Agreement (Module 1b):

- On request we undertake site visits to monitor and ensure all contractor obligations are being met
- Increase awareness of latest government school meals legislation and ensure you receive a high-quality catering service
- Undertake quality-assurance visits on request to review kitchen premises and compliance with industry food safety and hygiene regulations
- Professional guidance on kitchen improvement projects, ensuring facilities meet individual school needs
- Provide advice and support on all aspects of catering such as dietary requirements via, telephone, email and website, such as special dietary requirements

For ALL Schools

Additional commissioned support is available, tailored and priced to individual school needs, including:

- Consultancy to support schools in complying with statutory catering requirements. For example, following a report of failures from an environmental health officer (EHO) or from an internal audit
- Assistance with recruiting catering managers and staff, including advice on job profiles and participation in the interview process, if required
- Advice on general catering management systems, including the planning and costing of menus





Benefits

1. Through the Catering Framework Agreement, we take care of contract management, saving your school considerable time and resources.
2. For schools with their own contractual arrangements, we ensure that providers are fulfilling contractual obligations and providing a high-quality service for your school.
3. Expert advice on legislation, policy and best practice in school meals.



Price

Available to purchase via the eStore.

All phases, Module 1a or 1b: £643

Commissioned services are priced individually based on customer needs.

Mandatory Requirement

If you use a supplier organised by Strictly Education 4S, you are required to purchase the SLA to be able to use the supplier and have a contract in place for the duration of the contract term.

Please note: The Catering Framework Agreement (Module 1A) is under review as a result of operational challenges for Twelve15 because of the Coronavirus pandemic.

Contact

Premises Support

E: tracey.killick@strictlyeducation4s.co.uk
T: 0800 073 4444 (Option 1, Option 5)

To purchase go to:
www.strictlyeducationstore.co.uk

Caretaking SLA

Specialist, quality-assured advice and guidance on school caretaking, and peace of mind when absences occur as we have qualified and reliable staff on hand.



For ALL Schools

Caretaking SLA*

- Where possible, arrangement of training for the opening up of premises' and 'things to look for' for caretaker staff.
- Professional telephone advice and technical support on floor treatments with regard to chemicals and their uses
- Arrangement of cover where possible for caretakers who are absent due to sickness or where there is a vacancy. Additional fees per hour are payable as advised at the time of request
- Professional telephone advice and technical support on suitable products, treatment and equipment plus advice on the maintenance and repair of cleaning equipment
- Remote assistance and advice in recruitment and selection of new caretakers and site managers, limited to one interview session per SLA year
- Repeat interviews will incur additional fees

Additional commissioned support is available, tailored and priced to individual school needs, including:

- Arrangement of on-site induction training for caretaker and premises staff where possible
- On-site assistance and advice in recruitment and selection of new caretakers and site managers
- Remote audit of all caretaking services to assess levels of performance and cleaning standards

On-site induction training and advice for new caretakers/site managers, including health and safety issues, location of services, security issues and administrative procedures.

Benefits

1. Provides peace of mind when you need cover for absence.
2. Professional on-site and telephone advice.



I would like to keep the caretaker cover operative forever! He is an absolute gem! Thank you so much for your time and support organising the temporary caretaker, he has been invaluable.

School Bursar, Guildford

Price

Available to purchase via the eStore.

Caretaking - All phases: £395

(Price on application for customers outside Surrey County Council's geographical area)

Mandatory Requirement

If you use a supplier organised by Strictly Education 4S, you are required to purchase the SLA to be able to use the supplier and have a contract in place for the duration of the contract term. It is not possible for schools to employ 'cover caretakers' directly.

Cleaning SLA

Specialist, quality-assured advice and guidance on cleaning in schools, including taking care of contract management and production of personalised work programmes for cleaners.*



For ALL Schools

Cleaning support for schools that are in the Building Cleaning Contract (Module 1a):

- Provision of a cleaning supplier for schools and academy trusts to purchase
- Management of cleaning contracts in partnership with schools who undertake the day-to-day monitoring to ensure that the specification and contract conditions are met, whilst any problems are promptly and effectively dealt with
- Maintenance of financial, monitoring and management systems including processing the annual price review
- Processing of variation orders brought about by building changes or changes in use
- Quality-assurance visits to your school to ensure that the contract standards are being met and maintained, as per the monthly cleaning performance certificates returned by the school
- Production of a personalised work programme for cleaners to follow
- Act as liaison between cleaning contractor and school
- Issue resolution, for example if a contractor fails to meet contract standards

All schools under this SLA are required to complete and return a cleaning performance certificate each month and it is the responsibility of the school to complete the communication book if there are areas which require attention.

This enables us to monitor the standard of cleaning in your school and calculate the authorised payment certificates that are issued to the contractor. Cleaning contract end dates vary according to the provision in your area. Schools will be advised accordingly when there is an option to renew unless it is a school owned contract.

Cleaning support for schools that directly employ their own cleaning staff (Module 1b):

Website, telephone, email and where necessary, on-site advice on the following:

- Most economical number of hours to employ cleaners
- Fair and equitable workloads
- The purchase and use of machinery, equipment and materials
- Floor coverings and their effect on cleaning routines and costs
- Health and safety, COSHH and manual handling issues
- Production of a personalised works programme for cleaners to follow

Additional Cleaning Support

- Assistance following building development works that requires a 'builders clean'. Please note we will invoice the school and not the builders for any work undertaken
- Collection of data for school tender exercises or to review the caretaker/site manager areas of work. Please contact us for a price to collect and update your school data. This is for schools who do not purchase services from us

Note: Extra works in cleaning. It is always advisable to contact us prior to engaging contractors in any extra works. Why? The works may form part of your contract that you are unaware of and Strictly Education 4S may have a more cost-effective or alternative solution to your issue.

* Geographical restrictions may apply.

Cleaning SLA (continued)



Specialist, quality-assured advice and guidance on cleaning in schools, including taking care of contract management and production of personalised work programmes for cleaners.*

Benefits

1. Contract management and service standards are taken care of under the Building Cleaning Contract, saving your school time and resources.
2. For schools employing their own cleaning staff, we provide advice on legislation and best practice.

Price

Available to purchase via the eStore.

Primary, Module 1a or 1b:

£490 + £1.45 per FTE pupil

Secondary, Module 1a or 1b:

£999.60 + £1.90 per FTE pupil

Special, Module 1a or 1b:

£490 + £1.28 per FTE pupil

Additional cleaning support is priced individually based on customer needs. Please note that group and standalone contracts have the provision for the contractors to apply for an annual increase in line with the retail price index average for the previous 12 months or to respond to changes in minimum or living wage limits by central government.

Mandatory Requirement

If you use a supplier organised by Strictly Education 4S, you are required to purchase the SLA to be able to use the supplier and have a contract in place for the duration of the contract term.



* Geographical restrictions may apply.



NEW FEATURES

Premises Cleaning Audit

As an additional commissioned service.

A comprehensive assessment and review of current working practices and compliance, with a summary of options for cost-savings, operational excellence and better time management.

Key features of the service

An education cleaning specialist to undertake a cleaning audit in your school.

- A service suitable for schools that currently have in-house cleaning, but want to save significant costs by outsourcing and remove the hassle of recruiting and managing cleaners
- We can quickly conduct an audit, estimate the savings and manage the procurement process and TUPE for you
- An in-depth review is carried out with discretion to your school's requirements. All aspects of the working environment are observed and audits are tailored to meet school-specific requests

Just for MATs

Contact us to learn how we can support your MAT.

We can tailor our support to the unique needs of your multi-academy trust.

Building Cleaning Decontamination Service

During the Covid-19 pandemic, we have been undertaking decontamination cleaning in schools using a fogging or misting biocide. These works are undertaken while buildings or rooms are unoccupied, and is a service which helps eliminate pathogens on ceilings, walls, furniture and floors. It also reaches areas which are difficult to clean with traditional techniques.

If you wish to receive a price for this service through one of our approved suppliers, please get in touch.

Adenosine Triphosphate (ATP) Testing

Can science confirm how clean your school is?

An ATP test is a process of measuring actively growing microorganisms through detection of adenosine triphosphate.

Using the test on a regular basis can scientifically determine and measure the cleanliness of surfaces based on the readings as provided.

Tests can be carried out as and when you require them and may be undertaken by our Strictly Education team or one of our suppliers.

Nordic Chem **NEW**

Nordic Chem antimicrobial surface enhancer coating has been at the forefront of combating the pandemic on surfaces throughout the globe. The product is a surface coating that has been tested to consistently terminate the coronavirus for up to 90 days after only one application.

Price

Price on application

** Geographical restrictions may apply.*

Contact

Premises Support

E: lee.carter@strictlyeducation4s.co.uk or jeremy.jones@strictlyeducation4s.co.uk
T: 0800 073 4444 (Option 1, Option 5)

To purchase go to:
www.strictlyeducationstore.co.uk

Environmental Services SLA

Easing the burden for bursars and school business leaders in sourcing, procuring and managing specialist grounds contracts and works.



For SURREY Schools

For schools that are in the Group Contract (Module 1a):

We take care of the commissioning and management of your grounds maintenance contract. This ensures the appropriate selection of professional grounds maintenance contractors are experienced working in school settings and meet all the health and safety requirements. These contracts are set up for groups of schools based around the borough districts, providing economies of scale and best value for schools within each group

For schools that are not in the Group Contract (Module 1b):

For ALL Schools

For all schools, those in the Group Contract and those who are not (Module 1a and 1b):

We provide expert advice on a whole range of environmental topics via website, telephone, email and site visits for:

- Purchasing of trees, shrubs and minor contract planting schemes
- Playing field layout and synthetic sports surfaces
- Herbicide and pesticide use in compliance with statutory regulations

Additional commissioned support is also available, tailored and priced to individual school needs, including:

- Enhancing playing field provision through assessment of current provision and recommendations for improvements, together with an action plan and costings

Note: Extra works in school grounds maintenance. It is always advisable to contact us prior to engaging contractors in any extra works. Why? The works may form part of your contract

that you are unaware of and Strictly Education 4S may have a more cost-effective or alternative solution to your issue.

Note: DANGER! We have noticed a lot of grass lawn or field reinstatement following development works is of a very poor standard, leaving stones and debris which can break windows or create a hazard when mowing. If in any doubt, please send photographs to the team who can advise on the best approach to rectify.

Benefits

1. Letting us take care of your grounds maintenance contract saves you time and money.
2. Professional guidance on all aspects of school grounds.
3. Specialist non-biased advice and quotations for school grounds projects.



Ultrafast Broadband to Support In-Class and Remote Learning

Our broadband service is:

- ✓ Dedicated to education
- ✓ Safe, fast and non-disruptive connectivity when teaching
- ✓ Fully compliant with Keeping Children Safe in Education (KCSiE) guidance
- ✓ Web filtering for Prevent Duty and DfE compliance
- ✓ Internet Watch List compatible

See page 59 for more details and how to purchase.

To find out more

Email services@strictlyeducation4s.co.uk
Call 0800 073 4444 (Option 2)



Price

Available to purchase via the eStore.

Module 1:

First, Infant and Special Schools:

£257 + £0.43 per FTE pupil

Junior and Primary Schools:

£282 + £0.43 per FTE pupil

Secondary Schools:

£511 + £0.55 per FTE pupil

Commissioned services are priced individually depending on customer needs.

Please note that the Group Contract has the provision for the contractors to apply for an annual increase in line with the retail price index average for the previous 12 months or to respond to changes in minimum wage limits set by central government. Grounds suppliers submit 12 equal monthly invoices to school customers.

Mandatory Requirement

If you use a supplier organised by Strictly Education 4S, you are required to purchase the SLA to be able to use the supplier and have a contract in place for the duration of the contract term.



Contact

Premises Support

E: nick.wells@strictlyeducation4s.co.uk
or facilities.services@strictlyeducation.co.uk

T: 0800 073 4444 (Option 1, Option 5)

To purchase go to:
www.strictlyeducationstore.co.uk

Tree Management SLA



A dedicated service providing guidance and assistance on the removal of dead or defective trees and expert advice on oak processionary moth (OPM) and annual tree inspections.

Tree Inspection, Advice & Guidance SLA 1a

We have developed an improved tree inspection cycle to suit your school's needs.

- A tree inspection undertaken once every two years with a schedule of school funded tree works to be carried out – rated on a priority of perceived risk basis
- We update the tree management software over a two-year timescale so that all data is up to date and current in the event of an incident involving trees
- The school will be advised prior to arranging any tree works costs
- Arboricultural advice
- Advice on tree planting – species and acceptable positions
- Assistance and guidance with third party surveys
- Surveys to only check for oak processionary moth (OPM) are chargeable unless part of a normal two-yearly inspection or have purchased the OPM Inspection SLA
- Arranging school-funded emergency tree works within normal working hours 09:00 - 16:30 weekdays
- Emergency works outside of hours may incur additional costs. Road and railway line closures, crane and tower access costs will be subject to additional charges. It is highly unlikely that costs for emergency works will be known in advance due to the complexity of unknown factors
- Monitoring of tree maintenance
- Maintain a select list of arboricultural contractors
- Provision of multiple estimates to meet budgetary requirements

It is important that schools contact us to book in works before the suggested completion dates. Commencement dates for works are governed by the individual contractor's schedules.

There may be admin fees when arranging works or arranging multiple quotes.

This service does not cover acts of nature such as OPM pest or disease epidemic tree works costs, e.g. Oak Processionary Moth (OPM) treatment or inspection.

Organising of Tree Works Service SLA 1b

We will arrange school funded tree works providing two or three estimates for works and managing its completion. This service includes ad-hoc visits on request and consultancy from an arboricultural specialist for specific queries.

A tree survey is no longer included in this service.





ADDITIONAL COMMISSIONED SERVICES

Tree Impact Assessment

- Schools undertaking building works within 15 metres of a tree canopy may have to provide a tree impact assessment (Arboricultural Impact Assessment Report to BS 5837) prior to applying for the carrying out of the building works
- Completion of tree preservation order and section 211 notices for conservation area applications to carry out work on trees
- Undertake internal investigation using technical equipment where required to aid the retention of trees and also have a greater understanding of the potential risk to safety
- Help with advice on subsidence claims involving trees
- Help to devise woodland walks, habitat creation and maintenance

Oak Processionary Moth (OPM) Inspection SLA 1c

Due to the increasing severity of oak processionary moths in the South East of England, we work with our partners for this much needed service twice a year. Benefiting from regular OPM inspections means schools can manage the OPM hazard effectively, and are doing what is deemed to be 'fulfilling their duty of care requirements'.

Any contractors or time costs associated with the control of OPM caterpillars are not included and will be charged as additional items if requested.

NB: It is not always possible to identify all OPM nests on every tree due to leaf coverage and access limitations.



Annual Tree Inspection SLA 1d

Ensuring trees are maintained to a high standard as well as minimising the impact of tree works costs. This is especially useful for schools with a high number of veteran/ancient specimens/trees near main roads or pathways.

See pricing table on page 63.
Available to purchase via the eStore

Contact

Premises Support

E: alfie.sammutter@strictlyeducation4s.co.uk

E: nick.wells@strictlyeducation4s.co.uk

T: 0800 073 4444 (Option 1, Option 5)

To purchase go to:
www.strictlyeducationstore.co.uk

Property Support Helpdesk (HD+)

Three levels of support from the helpdesk for all your reactive and planned maintenance needs through to termly site visits.



Key features of the service:

- Maintenance requests supported online via the property support portal or telephone
- Unique job reference number allocated to each request automatically
- Pre-qualified contractors local to the client's premises will be tasked to complete or provide quotations for the works required
- The helpdesk manages the delivery of planned maintenance routines and monitors delivery, ensuring statutory compliance
- The helpdesk assists with ensuring 'best value' through a process of competitive quotes for planned and reactive maintenance work
- Invoices for all maintenance works sent direct to the school by the contractor
- A member of the helpdesk team will be allocated to each school as the principal point of contact and coordinator
- Maintenance progress updates sent every term

Do you require training on property compliance? Do you need a lighting upgrade for old lights to LED lights?

If you do please get in touch for assistance.

Benefits

1. A single point of contact for all maintenance issues.
2. Access to pre-qualified contractor database.
3. Scheduling and management of planned maintenance routines.
4. Automated audit trail for all maintenance works.

Price on application



Contact

E: services@strictlyeducation4s.co.uk
T: 0800 073 4444 (Option 2)

Property Support Helpdesk (HD+) – Summary



An overall checklist to help you choose which helpdesk service is right for your academy trust.

Service Offered	Helpdesk HD+	Helpdesk HD+1	Helpdesk HD+3
Telephone assistance	✓	✓	✓
Online portal access	✓	✓	✓
Quotes for planned maintenance	✓	✓	✓
Quotes for reactive maintenance	✓	✓	✓
Termly progress updates	✓	✓	✓
Unique job numbers	✓	✓	✓
Pre-qualified contractors	✓	✓	✓
Annual site visit from property advisor		✓	
Termly site visit from property advisor			✓
Allocated property advisor		✓	✓
Review of completed actions		✓	✓
Small works projects advice		✓	✓
Planned maintenance checklist		✓	✓
Best practice gap analysis		✓	✓
Post-visit report		✓	✓
Strategic maintenance planning support			✓
Ongoing review of statutory compliance			✓
Assistance with minor works specifications			✓
Evidence reviews of maintenance routines			✓
Risk assessment reviews and advice			✓
On-site support during visits from the site team			✓

Premises Site Cover - Premises Assistant & Site Manager



An outsourced alternative to in-house recruitment when covering staff absence.

Key features of the service

Strictly Education's fully-trained site staff only work in the education sector and have attained the necessary level of compliance, including enhanced DBS checks.

Guaranteeing cover throughout the year on long-term packages so you will not experience any gaps in service*. The service also includes:

- Area manager support for your school
- Premises site cover packages starting from 70 - 252 days with no penalty for uplifting days
- Overtime and special events are covered at an additional cost, with flexibility to cover at short notice

**Geographical restrictions may apply*

Just for MATs

Contact us to learn how we can support your MAT.

We can tailor our support for the unique needs of your multi-academy trust.

Ready Reckoner

At the click of a button, our online ready reckoner will provide a report for your school detailing how you could benefit and how much you could save.

Get your free report now, visit www.strictlyeducation.co.uk/facilities-staffing-reckoner

Benefits

1. Demonstrable cost savings of up to 30% on outsourced provision.
2. Regular service review by area managers.
3. Days can be used for basic DIY purposes. e.g. painting/decorating, furniture assembly, external tidying or two person maintenance.

Price

Price on application



Contact

Premises Support

E: services@strictlyeducation4s.co.uk

T: 0800 073 4444 (Option 2)

To purchase go to:

www.strictlyeducationstore.co.uk

Leadership & Efficiency – Advice, guidance and support for school governance



- Governance Services
- MIS & Technology



Have you discovered the value of Better Governor?

A subscription to www.bettermgovernor.co.uk costs just **£225** per year for the whole governing board, including the clerk. This provides full access to:

- Live webinars
- Podcasts
- Videos and resources
- Library of all webinar recordings

To take out a Better Governor subscription and get full access, contact: services@strictlyeducation4s.co.uk or call **0800 073 4444 (Option 1, Option 6)**

Governance SLA



Provides professional development and support, advice and guidance for all those involved in governance. Our dedicated team is led by governance professionals with extensive experience of leading governance across all phases.

Our comprehensive governance training programme offers, on average, three to four training sessions each week and includes full subscription-level access to Better Governor, our online governance support platform.

Whether a multi-academy trust or a standalone trust board, our Governance SLA provides comprehensive access to training and development for trustees and local governors as well as our expert advice, support and guidance.

Key features of the service

Level 1 SLA

- Governance helpdesk – providing rapid-response support, advice and guidance on all academy governance and compliance issues, via a dedicated freephone and email
- Access to all training and development sessions in our training programme, which is updated termly
- Up to three places at every session
- Full subscription level access to www.bettergovernor.co.uk (webinars, podcasts and much more)
- Two places at the annual governance conference

Level 2 SLA

- All the above plus a whole trust board session of your choice at your school.

Pay-as-you-go

For trusts not wishing to take advantage of our SLA offer, we offer the facility for any governor/trustee/director to attend any individual training event at a cost of £100 per training/development session. Bookings can be made via course.bookings@strictlyeducation4s.co.uk.

better  governor

All Governance SLAs include a subscription to Better Governor (RRP £225)

Benefits

1. Extensive governance training programme which is updated every term.
2. Termly Hot Topics session summarising all that governors need to know that is new and upcoming.
3. Unlimited access to Better Governor.

Price

Level 1 <i>includes Better Governor subscription</i>	£990
Level 2 <i>includes Better Governor subscription</i>	£1,350

Individual training and development courses included in the Governance SLA packages can be purchased on an individual, pay as you go basis through the eStore.

The cost is £100 per governor or clerk for each individual session.

www.strictlyeducation.co.uk/school-support-training-courses

Contact

Governance Services

E: governance.services@strictlyeducation4s.co.uk
T: 0800 073 4444 (Option 1, Option 6)

To purchase go to:
www.strictlyeducationstore.co.uk

Clerks' Training & Development



A comprehensive training and development programme designed to meet the needs of the professional clerk. From termly 'Clerks' Briefings', to sessions on specific topics such as 'Clerking a Hearing', your clerk will be prepared to support every governance meeting.

Key features of the service

The role of the clerk to the governing body is becoming ever more demanding. This service level agreement delivers against the context of governance and the calls for greater professionalism in clerking.

The service includes:

- A termly updated programme of events to meet the changing needs of the professional clerk
- Access to resources relevant to clerking
- Access to termly Clerks' Briefings
- Access to course programmes tailored to clerks' needs

The sessions on offer include:

- » Pupil Disciplinary and Staffing Panels – what clerks need to know
- » Data Protection – the role of the clerk
- » Effective Minute Taking
- » School Finance for Clerks
- » Effective Governance in 2022/23 - what clerks need to know
- » Compliance - why getting it right matters
- » Clerking Procedures for New Clerks

Benefits

Professional training for your clerk, enabling them to provide high-quality advice, support and guidance to your governing body.

Price

£385

Available to purchase via the eStore.



Contact

Governance Services

E: governance.services@strictlyeducation4s.co.uk
T: 0800 073 4444 (Option 1, Option 6)

To purchase go to:
www.strictlyeducationstore.co.uk



GovernorHub

where governors [click](#)

What can GovernorHub do for your board?



Save on paper and printing

Cloud storage for documents and policies



Never miss a meeting

Shared, subscribable calendar of meetings



No more email distribution lists

Post a message and GovernorHub will email it for you



Log training, declarations and meeting attendance

Manage board data with handy clerking tools



Improve communication and group working

Full support for multi-academy trusts & federations



Read papers on-the-go and even offline with the GovernorHub app



Secure and GDPR compliant

Boards can purchase a full GovernorHub subscription via Strictly Education for the discounted price of **£199 per year**.

For more information, contact services@strictlyeducation4s.co.uk or call **0800 073 4444 (Option 2)**

strictly
education



Headteacher Appraisal



Objective support and advice for governor appraisal panels from experienced consultants to ensure your headteacher appraisal process is robust, thorough and fair.

It is a statutory requirement to appoint an external advisor to support the headteacher appraisal panel in their work. This will ensure that the process of appraisal is rigorous and equips members of the governing body with evidence to demonstrate to Ofsted and others that headteacher appraisal is robust and effective.

Key features of the service:

- Contact to arrange the date for review and the planning meeting
- A support pack with full details of the process and links to appropriate training for governors
- Facilitating a two-hour appraisal meeting to review last year's objectives and agree objectives for the coming year
- Agreeing monitoring arrangements with the governors for the coming year
- Drafting of a report on behalf of the headteacher appraisal panel

Benefits

1. Appraisals are facilitated by experienced education consultants who have a strong track record of working with governing bodies and headteachers.
2. All our consultants are experienced school improvement advisors.
3. Informed discussion and clear negotiation will ensure the headteacher and governors understand the standards against which performance will be assessed.

Price

£490

Available to purchase via the eStore.



Contact

Governance Services

E: governance.services@strictlyeducation4s.co.uk

T: 0800 073 4444 (Option 1, Option 6)

To purchase go to:

www.strictlyeducationstore.co.uk

External Reviews of Governance & Investigations



Schools can often find themselves dealing with complex and challenging parental complaints, staff grievances and other issues that require detailed independent investigative work to bring the associated processes to closure.

External Reviews of Governance

An independent and objective means of scrutinising the structure and effectiveness of academy governance, at all levels, with the sole intention of providing the governing body with support and guidance on how effectiveness can be improved.

Reviews are advisable periodically to ensure that governance is fully compliant with its responsibilities and duties but also at key development points in trust development, or periods of rapid change, to advise and assure trustees on how best to organise workload and structure. They can also be recommended by an Ofsted inspection report. Our philosophy is always that our reviews are constructive and developmental.

Our governance professionals draw on extensive experience of governance in the education sector, and a deep understanding of governance principles and best practice developed through extensive first-hand leadership of school and academy governance.

Key features of the service

- Scoping session with the chief executive officer and chair of the trust board
- Interviews with governors and key staff, including the clerk
- Scrutiny of key documentation and school website(s)
- Written report including 'next steps'

Benefits

1. All reviews are conducted by experienced governance professionals with a proven track record of success.
2. Quality-assured service.
3. Founded in the principles of effective governance and reflecting the latest in good practice.

Price from **£1,250**

Investigations

Our discrete and professional service offers experienced professional investigations into complex and challenging parental complaints and staff grievances or disciplinary matters. Our experienced professional team offer discrete and confidential expertise in leading investigations on behalf of governing bodies and the experience of our staff in compliance, codes of conduct and best practice in schools.

Our experts have a proven track record of successfully conducting investigative work focussed on parental complaints against schools and governors, staff grievances and other aspects of school life for which the governing body has overall accountability.

By the nature of this service, what we offer is bespoke to the school and determined by the specific characteristics and nature of each individual investigation.

Just for MATs

This service can be provided across a multi-academy trust (MAT). Prices will vary according to the number of schools within the MAT and the extent of the review.

Price from **£750**

Contact

Governance Services

E: governance.services@strictlyeducation4s.co.uk
T: 0800 073 4444 (Option 1, Option 6)

To purchase go to:
www.strictlyeducationstore.co.uk

Safeguarding Audit



Designed to provide reassurance to trust leaders that the safeguarding systems and procedures in place are effective and compliant with statutory requirements and other relevant expectations.

Key features of the service

Our audits are conducted by experienced professionals with a deep level of knowledge and understanding of safeguarding in schools. Much of this experience has been gained through work with schools, Ofsted, local authorities and local safeguarding children partnerships. Our comprehensive audit comprises:

- Remote or arms-length review of key safeguarding documentation and the school website
- Interviews with; CEO, headteacher, designated safeguarding lead and deputy, safeguarding governor, school business leader and HR manager for the single central record
- Safeguarding walk around school site to understand security arrangements
- Focussed discussions with staff responsible for first aid and administering medicines etc
- Analysis of relevant health and safety records
- Submission of a report indicating compliance and any suggested areas for improvement

Benefits

1. Professional, discrete and rigorous process for reports.
2. Quality-assured service.
3. Independent and objective.
4. Based on latest DfE and government advice and best practice.

Price

Price **£1,250**

Contact

Governance Services

E: governance.services@strictlyeducation4s.co.uk

T: 0800 073 4444 (Option 1, Option 6)

To purchase go to:

www.strictlyeducationstore.co.uk



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one good reason **#2**

EduPeople can easily integrate with your systems

We have plenty of **#one good reasons** to switch

email us at:

edupeople@strictlyeducation.co.uk
to book your demonstration

Data Protection Officer (DPO) Service

Ensuring your school has both the expertise and resources required to achieve GDPR compliance.



Data Protection Officer (DPO) Service

GDPR came into effect three years ago. Since then, all schools and academies are required to appoint a data protection officer (DPO). The identity of the DPO should be listed on the school's website and communicated to the Information Commissioner's Office (ICO) so that it may be registered on their own public database.

A school's DPO should be an expert in data protection law and to avoid any conflicts of interest, the DPO should not be a member of the senior leadership team (SLT) or a governor.

Many schools struggle to find an employee with the time, capacity and requisite knowledge to fulfil this function so many turn to an outsourced provider.

Increasingly, we are finding HR and data issues colliding for example, during a grievance, an employee may make a subject access request, asking for a copy of their personnel file, or an employee may inadvertently cause a data/safeguarding breach which needs to be reported to an external agency. In which case, expert help is needed quickly.

To help, Strictly Education 4S have partnered with Judicium to provide their Data Protection Officer (DPO) service, at a 15% discount. To claim your discount, simply explain you are a Strictly Education client.

Judicium's Data Protection Officer service includes:

- Formally 'going on record' and acting as your school's named DPO. This appointment needs to be added to the school's website - and communicated to the ICO to add to their public register
- An annual audit, action plan and termly review
- Unlimited telephone/email support, from a legally-qualified Judicium DPO advisor (normally, qualified as solicitor/barrister)
- Unlimited data protection policies and procedures tailored to your school's needs. If you need something unique, it shall be drafted as a bespoke offer

- Regular updating of data policies and procedures as the law and best practice develops. Especially Covid-related updates
- Two on-site training workshops
- Unlimited access to Judicium's suite of data protection e-learning (CPD accredited). The library holds a range of e-learning including - breach notifications, data protection impact assessments, biometrics and consent, social media, CCTV and photos, and consent. All modules are updated regularly in line with legislative updates and Covid revisions. Unlimited access is provided for an unlimited number of school employees
- "Hands on" support with drafting data protection impact assessments (DPIAs), subject access requests (SARs), freedom of information requests (FOIs) and assisting with data breaches, including liaison with the ICO and other authorities, as necessary

Importantly, we don't just give you templates and leave you to 'get on with it'. Rather, we hold your hand every step of the way.

Price

Price on application

15%
discount
for Strictly
Education
clients



In association with

Contact

Georgina de Costa

E: georgina.decosta@judicium.com
T: 07399 185 443

www.judiciumeducation.co.uk

Internal Scrutiny SLA

Providing independent assurance across all areas of trust management to ensure your academy trust is ready for internal scrutiny.



Key features of the service

The statutory duty placed on MATs and the trust board in the Academy Trust Handbook (ATH), has significantly strengthened the requirement for independent assurance to be sought to ensure that financial controls and other risk management procedures are operating effectively within their academy trust.

Our service provides assurances to the academy trust board, in line with the new statutory duty for the reporting period ending on 31st August. Trust boards will need to ensure compliance with this requirement. The cycle of scrutiny undertaken by our team can add significant value to the trust and provide assurance to trustees that key risks are being mitigated effectively. As risk management underpins internal scrutiny, you will have access to best risk management tools and templates to support your risk management strategy.

This new service is independent and objective and will be directed by the scheme of work agreed by the trust's audit committee's programme of internal scrutiny.

What you will receive

- A flexible service that can be scaled dependant on the size of the trust, but we anticipate most visits to trusts will be limited to once per term.
- Subsequent to the visit, feedback is provided and an annual summary report incorporating, where appropriate, recommendations that enhance the trust's financial and operational controls, and risk management, will be submitted to the audit committee after management comments have been included.
- This report will then be available for sharing with the trust's external auditors for submission, with your annual accounts, to the Education and Skills Funding Agency (ESFA) to meet the 31st December deadline.

We can offer a trust board presentation to trustees and where required, support advice and guidance from experienced governance experts on how the trust board can implement recommendations moving forward.

The process, driven by the audit committee, would follow the following guidelines:

- Meeting with the audit committee to agree the programme of work for the coming academic year.
- Visit each term to carry out the review, three per year with a report of findings.
- A summary report of the year's findings will be supplied to your external auditors at the audit scoping meeting. This report must be uploaded to the DfE with your accounts by 31st December to ensure you comply with the ATH.

Benefits

1. Independent and objective advice from a 'critical friend'.
2. Provides assurances to the academy trust board, in line with the ATH new statutory duty.
3. Strategic approach tailored to MAT requirements and risks identified in the risk register.
4. Far-reaching reporting enables the trust to demonstrate steps towards improvement and mitigating risk.
5. Education-specific expertise and support from our wide-reaching portfolio of services and suitably experienced scrutineers.
6. No conflict of interest as Strictly Education doesn't provide external auditing.

Price

Price on application

Prices will vary dependant on the size of the academy trust and its requirements.

Clerking Service SLA



Our service offers academies a professional, fully-trained clerk who will provide an expert, quality-assured service to meet the clerking requirements of the trust board or local academy committee (LAC)/local governing body (LGB).

Key features of the service

- Face-to-face introductory meeting between headteacher, chair, clerk and Strictly Education 4S clerking services manager
- Routine monitoring of minutes as part of the quality-assurance process
- Clerks new to the service will undertake a professional development programme
- Temporary replacement if the clerk is absent, ill or if an unscheduled meeting is arranged
- All personnel, payroll and expenses administration
- Access to our clerking helpdesk
- Includes all employee costs, professional development and cover for absence and illness

The Clerk's duties

- Ensure the Governance Services team has an accurate list of trustees, Members and local governors for information dissemination purposes only
- Advise on procedural and legal matters
- Prepare and draft the trust board/local academy committee agenda in consultation with the chair and headteacher
- Collate and distribute the agenda and relevant papers
- Minute the meeting

Additional Support

- Clerking additional trust board/local academy committee meetings
- Clerking staff hearings, admissions, exclusions and parental complaints etc.
- Company secretarial duties including filing of returns, maintaining companies house records and clerking Members' meetings and AGM

Additional information

- If a new clerk is required to spend extra time at the start of the contract, ensuring the academy trust/local academy committee is statutorily compliant (e.g. Scheme of Delegation, policies, terms of reference in place etc.), charges may apply but would be agreed in advance of any additional duties being undertaken
- Pricing of the service is on the basis that academy trust/local academy committee papers are distributed by email or accessible via a governor portal etc. Additional charges may be incurred if the clerk is required to prepare and distribute hard copy documents
- Direct engagement – a charge equivalent to one year's SLA will be made if the Strictly Education 4S clerk is engaged directly by the school. 'Engagement' means the engagement, employment or use of the clerk by the school or any third party to whom the clerk has been introduced by the school, on a permanent or temporary basis, whether under a contract of service or for services, and/or through a company of which the clerk is an officer, employee or other representative, an agency, license, franchise or partnership arrangement

Level 1 SLA (3 board/LGB meetings per annum)	£1,995
Level 2 SLA (4 board/LGB meetings per annum)	£2,475
Additional Trust Board/LGB Meeting	£475
Committee Meetings	£290
Ad-hoc Support	£40 per hour

Benefits

1. Professional, fully-trained clerks, providing high-quality advice, support and guidance.
2. Flexible arrangements enabling access to clerking for additional meetings and support.
3. Temporary cover if the clerk is unable to attend a meeting.
4. Quality-assured service.

Contact

Governance & Clerking

E: governance.services@strictlyeducation4s.co.uk

T: 0800 073 4444 (Option 1, Option 6)

To purchase go to:

www.strictlyeducationstore.co.uk

Higher Level Teaching Assistant (HLTA) Status



A career opportunity for experienced teaching assistants to give them more confidence, higher self esteem and aspirations in the classroom whilst also improving the outcomes of learners.

This development programme has been carefully designed to guide candidates through a preparation process, culminating in assessment against the 33 national standards. Successful candidates are awarded the standard HLTA status which operates across all phases of education from early years to post-sixteen and includes special needs settings.

Strictly Education is a member of HNAP (Higher Level Teaching Assistant National Assessment Partnership) and is the only appointed provider of HLTA status in London, the South East (including Oxfordshire, Hertfordshire, Essex and Suffolk), South West, and the West Midlands.

Programme Details

The programme has a model of seven online training sessions and a half-day, school-based assessment. Candidates are fully supported throughout the process by an experienced professional preparer. The current success rate through Strictly Education is 98%.

The seven-session programme will enable candidates to:

- Identify and map their own knowledge, skills and attributes against the HLTA standards
- Identify workplace experience and case examples to demonstrate competence for each of the standards
- Understand the teaching and learning examples required for their performance evidence
- Understand how to produce the range of written task evidence required for final assessment
- Understand how to produce supporting documentation evidence linked to their tasks
- Complete the assessment documentation
- Prepare for the school-based element of assessment

Requirements

- Level Two (GCSE A*- C/9-4) or equivalent qualification, in English and Mathematics
- Currently be working at a higher level of TA support, including supporting teaching for 1:1, groups and whole classes
- Agreement with your school to be released for seven 2-hour sessions of online training, as preparation for the assessment

The programme includes:

- Seven online training sessions
- Remote half-day assessment by a Strictly Education 4S assessor
- Online materials and a candidate handbook

Benefits

1. Proven and highly cost-effective CPD.
2. Recognised status, independently assessed against national standards.
3. Schools can be confident in deploying HLTA to cover a range of teaching and learning activities.
4. Competence to deliver whole-class teaching in the absence of a teacher.
5. Reassurance for parents of the competence of HLTA staff.

Price

Price **£749**

Contact

HLTA

E: HLTA@strictlyeducation4s.co.uk
T: 0800 073 4444 (Option 1, Option 6)

To purchase go to:
www.strictlyeducationstore.co.uk

The Key for School Leaders

The Key's online information service keeps more than 120,000 school leaders up to date, compliant, and equipped to make confident decisions.



Key features of the service

The service covers everything involved in running a school; from safeguarding and curriculum to connecting and communicating with parents.

Get unlimited access to:

- More than 30 model policies and thousands of practical articles
- Hundreds of downloadable templates and proformas
- Interview questions and tasks for 60+ roles



The sample policies you have provided are brilliant and will save me and my headteacher a lot of time – time we can allocate to other areas of school life.

School Business Manager, Foxwood Academy, Nottinghamshire

Contact

School Leader Support

E: services@strictlyeducation4s.co.uk
T: 0800 073 4444 (Option 2)

To purchase go to:
www.strictlyeducationstore.co.uk

Benefits

1. Unlimited access for all your team.
2. Role-specific resources for your assistant headteachers, SBLs, SENCO and middle leaders.
3. Access to their smartphone app.

Price

Available to purchase via the eStore.

Special Offer
15% OFF

You can save 15% off the standard cost of The Key by purchasing these services via the SLA with schools. This discount is available until the 17th September 2022 and membership will run for one year from the 1st September 2022.

If your school is already a member of The Key for School Leaders, you are able to take advantage of this arrangement. In addition, schools that purchase a new subscription to The Key for School Leaders through Strictly Education 4S will be able to sign up with no joining fee, representing a further saving of £100

No of pupils	The Key for School Leaders Rate Card	The Key for School Leaders 15% Discount
1 - 50	£385	£327.25
51 - 100	£545	£463.25
101 - 200	£610	£518.50
201 - 400	£745	£633.25
401 - 600	£900	£765
601 - 900	£1,125	£956.25
901 - 1500	£1,280	£1,088
1501 - 2000	£1,415	£1,202.75
2001 +	£1,775	£1,508.75

For more information about The Key for School Leaders services please visit our website.

SIMS Support Service



This accredited service aims to ensure that schools make effective use of SIMS for school administration, statutory requirements, information for teachers and parents, and as a management tool for senior leadership.

NEW FEATURES

Key features of the service

SIMS Support SLAs	NEW				
	SIMS & Admin Network Support	Gold Plus	Silver Plus	Gold	Silver
Unlimited access to the service desk offering remote support and assistance for all SIMS and FMS faults and issues	✓	✓	✓	✓	✓
SIMS service desk hours: Mon-Fri 8am - 5pm (August 10am - 3pm)	✓	✓	✓	✓	✓
Remote support	✓	✓	✓	✓	✓
Support for all statutory returns – supporting schools in meeting government deadlines	✓	✓	✓	✓	✓
SIMS news and information proactively sent out to schools	✓	✓	✓	✓	✓
Discounted rates for MIS Training & Consultancy	✓	✓	✓	✓	✓
Detailed reports available on all support calls logged	✓	✓	✓	✓	✓
Release of all MIS, FMS, Discover and SOLUS upgrades, patches and fixes ready for deployment	✓	✓	✓	✓	✓
SIMS main releases tested before they are installed onto your school system	✓	✓	✓	✓	✓
Completion of all SIMS, FMS, Discover and SOLUS upgrades, patches and fixes	✓	✓	✗	✓	✗
MIS upgrades and fixes applied remotely at a pre-booked time to ensure as little disruption as possible to your school.	✓	✓	✗	✓	✗
Troubleshooting any SIMS, FMS and SOLUS upgrade and installation issues	✓	✓	✗	✓	✗
Additional automated backup to assist with disaster recovery	✓	✓	✓	✗	✗
Termly health checks on SIMS server	✓	✓	✓	✗	✗
3 x 1 hr remote sessions - useful for EoY, Census, new staff induction etc	✓	✓	✓	✗	✗
Technical service desk for admin network support	✓	✗	✗	✗	✗
Real-time proactive monitoring of system-critical elements of your admin server	✓	✗	✗	✗	✗
Network updates to ensure that relevant critical security updates are installed to your admin server	✓	✗	✗	✗	✗
Price	£1,995	£1,596	£1,442	£1,442	£1,288

This service provides full support for all areas of the core SIMS suite, as well as any additional SIMS products including: Nova T6, Options, Lesson Monitor, Course Manager, Exams, Discover, InTouch, Dinner Money, SIMS Online Services and technical support for your FMS database.





Analysis Reports

Strictly Education can provide a set of analysis reports to complement the reporting facilities available within SIMS. The reports enable in-depth analysis of SIMS data in a user-friendly format and are particularly useful for presenting data to OFSTED, governors, etc.

Report Package Subscriptions per Academic Year	1 Year
Attendance Reports	£155
Behaviour Reports	£155
Staff Absence Reports	£80
Attendance and Behaviour Reports	£260
Attendance, Behaviour and Staff Absence Reports	£310

Consultancy

A consultancy brochure is provided with suggested sessions for schools. Bespoke sessions are also available. Sessions may be arranged on an ad-hoc basis and rates are discounted according to the service level purchased.

We will offer proactive strategic advice on the efficient and effective use of your management information software. This advice will be designed to help your school interpret and implement the latest government guidance and government policies on behaviour, attendance, assessment, special educational needs, data quality, security and e-safety.

Training, Briefings and Overviews

We offer a comprehensive programme of training courses and workshops, briefings for statutory returns and key processes and overviews of new software features. There are options for both face-to-face and online sessions. Sessions are available at a discounted rate and some free of charge, depending on your service level.

Key Performance Indicators (KPIs)

Wherever possible, a first call resolution will be provided. However, if this is not feasible, a priority status will be applied according to the level of urgency.

Benefits

1. Advice and guidance from SIMS professionals to help you make the most effective use of your system.
2. Support from an accredited support team.
3. Unlimited service desk support.
4. Fully managed upgrades at a convenient time for your school.
5. Access to technical expertise to resolve SIMS issues.
6. Extended service desk hours: Mon - Fri, 08:00 - 17:00.
7. Over 65% of calls closed same day.
8. Guidance on statutory returns and end-of-year procedures.

Contact

SIMS Support

E: servicedesk@strictlyeducation4s.co.uk
T: 0800 073 4444 (Option 1, Option 4)

To purchase go to:
www.strictlyeducationstore.co.uk

Service Desk Opening Hours:
Mon - Fri 08:00 - 17:00

Whole School Technical Support

Managed service for a school's IT network and infrastructure, providing service desk, remote support, proactive maintenance and site visits.



Key features of the service

This SLA provides full technical support for your network, ranging from unlimited telephone and remote support to on-site visits, with a site report provided following each visit.

- Unlimited Support Calls - There is no limit to the amount of telephone support provided to schools between on-site visits
- Real-Time Network Monitoring - Our remote support software allows us to perform real-time, pro-active monitoring of system-critical elements of your network servers
- Network Updates – We will ensure that relevant critical and security updates are installed to your server(s)
- Server Health Checks – periodic checks to look at server hard disk capacity, server backup integrity, server event logs, anti-virus and UPS
- Dedicated technical support specialist – all visits are carried out by a dedicated technical support specialist to ensure consistency and familiarity with your school and systems. Staff who attend site will be enhanced DBS checked

Google Workspace for Education



As a Google Professional Development Partner, we can support your use of Google and also provide support for the administration of your Google tenancy. We will act as your Google Workspace Admin so that you don't need to worry about the every day administration of your account, including:

- Manage settings
- Creating and managing users and groups
- Managing devices
- Resetting passwords
- Assigning permissions
- Creating shared areas and classrooms

See our customer success stories on the Google Partner Directory: bit.ly/sewithgoogle

Benefits

1. Flexible IT support tailored to the needs of your school.
2. Service desk available from 08:00 – 16:30.
3. Ensuring your network is kept secure and up to date.
4. Procurement advice from a trusted partner to ensure you purchase the right resources for your requirements.
5. Termly progress and development reviews.
6. Emergency support for major network issues including on-site support if the issue can't be resolved remotely.

Price

Price from **£1,750**



The support we receive from Strictly Education is genuinely fantastic. Their on-site technician is experienced, friendly, efficient and independent. Very quickly, he became part of the family. The remote support, on the days in between, is exactly matched to our needs.

Jeremy Hannay – Headteacher, Three Bridges Primary School, Ealing

Contact

Technology Services

E: support@strictlyeducation.co.uk
T: 0330 123 2544 (Option 2)

Additional Technical Services



As well as MIS Support, we can help with all your school's technical requirements to ensure security and safeguarding when your pupils are learning online.

Technical Projects

From physical server renewals to hybrid and full-cloud migrations, we can assist schools with planning and implementation of all technology upgrade projects. This includes planning, liaising with key school stakeholders and third parties, and implementation of the final solution, from project management to installation.

Hardware Supply & Installation

We supply and install EdTech equipment and work with a variety of different suppliers to secure best pricing for schools. From servers, desktops and mobile devices (including device management), to interactive screens and data cabling, we can provide options for all your EdTech needs.

Wireless Planning & Installation

We can help plan your managed wireless solution to ensure coverage everywhere you need it. This includes plotting the coverage using heat maps based on your site plans, installing and testing to make sure everything works as it should and coverage is correct.

Schools Broadband

Strictly Education have partnered with Schools Broadband to provide our schools with a cost-effective broadband provision focussed on education. Schools Broadband specialise in providing ultrafast, secure and reliable broadband, web filtering, security, and telephony to schools and MATs of all sizes. They are always able to provide the best and most reliable carrier and network option available for your school. Safeguarding is also at the core of these services, with web filtering and security technology provided by Netsweeper and Fortinet.

Key Features of the Service:

- Dedicated to Education
- Fully compliant with Keeping Children Safe in Education
- Prevent Duty compliant
- Internet Watch List compatible
- Proactive alerts to safeguarding leads

- Carrier independent
- Cyber essentials plus accredited
- 24/7 remote support
- Service is fully hosted so there are no up-front costs for purchasing equipment or maintenance
- Central management for MATs

Price

Price on application

Online Backup

Cyber Vault is a robust, cost-effective backup solution to schools that is easily setup remotely and means you no longer have to worry about losing any of your school data.

The Cyber Vault service provides a fully automated and supported backup solution to store all your data off-site in UK data centres. All data is encrypted before it leaves your site and is only decrypted if it is restored back to your system. We provide remote support for any queries or issues requiring technical assistance.

Key features:

- Initial remote set up and ongoing support included in cost
- No hardware costs
- Reduced impact of Ransomware attacks
- Easy restoration of data
- Encrypted data stored in UK data centres
- Annual cost based on storage required

Price

Cyber Vault Service: <i>(includes 1TB storage, 2 x server agents, setup and remote support)</i>	£525.00
Additional 1TB of Storage	£375.00
Additional Server Agent	£95.00

Additional MIS Support



As part of our support, we are offering additional SLA options to be more proactive and help schools get the most from MIS. Please see details below of our SLA packages.

We appreciate the importance of choice for schools, particularly when it comes to their MIS. Combining our extensive knowledge and experience in the education sector, we are pleased to be able to offer our customers professional and impartial advice when it comes to reviewing their options. As well as SIMS, we are also accredited support partners for other MIS solutions, which makes us best placed to help you navigate the market and make the right choice for your school.

Please contact us to discuss your MIS requirements and plans so we can help you early on in the process.

ScholarPack

ScholarPack is an easy-to-use, feature-rich management system designed specifically for primary schools. It delivers functionality that suits your needs and allows you to quickly make sense of your data and save valuable admin time, including compatible reporting for your DfE census returns which can be completed in just 30 minutes.

Arbor

Arbor is the UK's fastest-growing management information system provider, with 1 in 3 schools choosing them when switching MIS. They have designed a system to make life easier for schools of all phases, so they can help you with everything you'll need for your school - whether that's lightning fast registers, simple census, full exam management, seating plans or behaviour management. Arbor is cloud-based so your staff can work from wherever they need to.

Bromcom

Bromcom provides a cloud-based MIS designed with the modern school in mind. This includes everything from assessment, attendance, behaviour to parent apps, analytics, communication tools and clubs' management.

Bromcom Vision is a solution designed for schools, school federations and local authorities, with a role in overseeing the performance of their schools. It provides an online portal for analysing and collating data from multiple schools, without the need to manage arduous data transfer routines.

Benefits

1. Advice and guidance from MIS professionals to help you make the most effective use of your system.
2. Support from a MIS Accredited local team.
3. Unlimited service desk support.
4. Fully managed upgrades at a convenient time for your school.
5. Access to technical expertise to resolve MIS issues.
6. Extended service desk hours: Mon - Fri, 08:00 - 17:00 with reduced service desk hours during August.
7. Over 65% of calls closed same day.
8. Guidance on statutory returns and end-of-year procedures.

Contact

MIS Support

E: servicedesk@strictlyeducation4S.co.uk

T: 0330 123 2544 (Option 1)


To purchase go to:

www.strictlyeducationstore.co.uk

Service Desk Opening Hours:
Mon - Fri 08:00 - 17:00

























Directory Price List

Pricing for services 2022/23

 EduPeople	
HR & Payroll Service - EduPeople	
Core	Price on application
Premium	Price on application
Platinum	Price on application
EduPeople Extras	Price on application

Pages 6 - 13

An overview of EduPeople

SYSTEM FEATURES	CORE	PREMIUM	PLATINUM
Full Payroll Bureau Service			
Pensions TPS & LGPS Administration Service			
Employee & Manager Self Service*			
Absence Management**			
Contracts of Employment Administration			
Case Management			
Single Central Record Production			
Pre-Employment Checks & Record			
Equality Data Management & Reporting			
Performance Management			
Recruitment & Onboarding			
Learning & Development			

* View only functionality in the Core Package

** Enhanced functionality in Premium and Platinum Packages

Directory Price List

Pricing for services 2022/23



People

Service					
HR Comprehensive SLA	Price on application (Current customers see eStore)				
HR Advisory SLA	Price on application (Current customers see eStore)				
HR Website Subscription	£599 per school (2 registered users)				
Occupational Health SLA	Price on application				
Employee Assistance Programme	Price on application				
Mediation Service	Price on application				
Staff Health & Wellbeing Survey	Primary/Special Schools				£349
	Secondary Schools				£459
	Light Survey				£95
Education Recruitment SLA <i>in association with Eteach</i>	Primary (up to 250) POA	Primary (over 250) POA	Secondary (up to 750) POA	Secondary (over 750) POA	Special/PRUs POA
Leadership Recruitment & Selection	Price on application				
Administrative HR Services	Price on application				
Contracts of Employment	Price on application				
Legal Advice Line	Price on application				
HR Training	Price on application				
Disclosure & Barring Service (DBS)	£10 administrative charge per application				
DBS Plus Annual Subscription	£199				

Pages 14 – 24




Finance

Finance	Price
Tailored Strategic Finance Consultancy	Price on application
MAT & Single Academy Financial Services Package	Price on application
Internal Scrutiny SLA	Price on application

Pages 25 – 28

Directory Price List

Pricing for services 2022/23

 Premises			
Premises Support & Staffing	Level	Price	
Catering SLA		£643	
Caretaking SLA		£395	
Cleaning SLA	Primary	£490 + £1.45 per FTE pupil	
	Secondary	£999.60 + £1.90 per FTE pupil	
	Special	£490 + £1.28 per FTE pupil	
Premises Cleaning Audit		Price on application	
Building Cleaning Decontamination Service		Price on application	
Adenosine Triphosphate (ATP) Testing		Price on application	
Nordic Chem		Price on application	
Environmental Services SLA	First, Infant, Special	£257 + £0.43 per FTE pupil	
	Junior and Primary	£282 + £0.43 per FTE pupil	
	Secondary	£511 + £0.55 per FTE pupil	
Tree Management SLA (Price levels are determined after review of number, size and age of trees on site.)	Level 1a SLA Tree Inspection Advice & Guidance	Level 0	£306
		Level 1	£535
		Level 2	£763
		Level 3	£1,305
		Level 4	£1,497
	Level 1b SLA Organising of Tree Works	Level 1	£463.08
		Level 2	£683.40
		Level 3	£1,008.78
		Level 4	£1,327.02
	Level 1c SLA OPM Inspection		£400
Level 1d SLA Annual Tree Inspection		Price on application	
Property Support Helpdesk (HD+)		Price on application	
Property Support Helpdesk Plus (HD+1)		Price on application	
Property Support Helpdesk Plus (HD+3)		Price on application	
Premises Site Cover - Premises Assistant & Site Manager		Price on application	

Pages 29 – 42

Directory Price List


Pricing for services 2022/23

 Leadership & Efficiency			
Governance		Level	Price
Better Governor Subscription <i>When purchased as a standalone service</i>			£225
Governance SLA	Level 1 (includes Better Governor subscription)		£990
	Level 2 (includes Better Governor subscription)		£1,350
	Pay-as-you-go		£100 per training/development event
Clerks' Training & Development			£385
GovernorHub			£199
Headteacher Appraisal			£490
External Reviews of Governance			From £1,250
Investigations			From £750
Safeguarding Audit			£1,250
Data Protection Officer (DPO) Service			Price on application
Clerking Service SLA	Level 1 SLA (3 board/LGB meetings per annum)		£1,995
	Level 2 SLA (4 board/LGB meetings per annum)		£2,475
	Additional Governing Body/LGB Meeting		£475
	Committee Meetings		£290
	Ad-Hoc Support		£40 per hour
Higher Level Teaching Assistant (HLTA) Status			
Higher Level Teaching Assistant (HLTA) Status			£749
Independent Strategic Advice & Support for School Leaders			
The Key Service for School Leaders	Number of Pupils	Full Price	The Key for School Leaders 15% Discount
	0 – 50	£385	£327.25
	51 – 100	£545	£463.25
	101 – 200	£610	£518.50
	201 – 400	£745	£633.25
	401 – 600	£900	£765
	601 – 900	£1,125	£956.25
	901 – 1500	£1,280	£1,088
	1501 – 2000	£1,415	£1,202.75
2001+	£1,775	£1,508.75	

Pages 43 – 60

Directory Price List

Pricing for services 2022/23

 Leadership & Efficiency			
MIS & Technology			
SIMS Support	Silver		£1,288
	Silver Plus		£1,442
	Gold		£1,442
	Gold Plus		£1,596
	MIS & Admin Network Support		£1,995
Analysis Reports	Attendance Reports		£155
	Behaviour Reports		£155
	Staff Absence Reports		£80
	Attendance and Behaviour Reports		£260
	Attendance, Behaviour and Staff Absence Reports		£310
SIMS Support Consultancy	Statutory Returns Only		£170
	6-Hour School Visit		£650
	3-Hour School Visit		£350
	1-Hour Remote Session		£70
SIMS Training & Consultancy	Scheduled Training	Full-day	Price on application
		Half-day	Price on application
	Remote Training	1-hour session	Price on application
	On-site Training	Full-day	Price on application
		Half-day	Price on application
Whole School Technical Support			From £1,750
Additional Technical Services			Price on application
Online Backup			£525
	For each additional terabyte of storage		£375
	Additional Server Agent		£95.00
Additional MIS Support			Price on application

Pages 43 – 60

Service Information

Customer Feedback

In line with our customer care policy, we welcome feedback, so if you have a compliment, complaint or suggestions for improvement, please let us know via our online feedback form, call us or write to us by letter or email.

Contact: care@strictlyeducation.co.uk

Pricing

The information in this directory is correct at time of going to print and some prices may be subject to change. Errors and omissions excepted (E&OE). All prices quoted exclude VAT, which will be charged where applicable. Please note that depending on your location, our standard daily rate prices may be subject to an increase where additional travel time is necessary. Some services are subject to contract and special terms.

Purchasing made easier

In response to customer feedback, we have prepopulated your baskets to save you time. You also have the option to check and amend your basket as required. If you need assistance, please contact sla@strictlyeducation4s.co.uk

Early Bird Offer

Confirm your SLA purchases on or before Wednesday 23rd June 2022 to receive a 2% discount on selected services.

To purchase your SLAs go to:

www.strictlyeducationstore.co.uk

Eligibility

Some services are not eligible for the 2% Early Bird discount and exclusions apply to the following:

EduPeople

Finance

Tailored Strategic Finance Consultancy, Internal Scrutiny SLA, MAT & Single Academy Financial Services Package.

People (Education HR)

HR Website Subscription, Education Recruitment SLA in association with Eteach, Leadership Recruitment & Selection, Occupational Health, Employee Assistance Programme, Mediation, Staff Health & Wellbeing Survey, Administrative HR services, Legal Advice Line, Contracts of Employment, Disclosure & Barring Service (DBS), DBS Plus Annual Subscription and Training.

Premises

Building Cleaning Decontamination Service, Premises Cleaning Audit, Adenosine Triphosphate (ATP) Testing, Nordic Chem, Tree Management SLA, Property Support Helpdesk (HD+) and Premises Site Cover – Premises Assistant & Site Manager.

Governance

Clerking Service, Better Governor Subscription, GovernorHub, External Reviews of Governance, Investigations and Data Protection Officer (DPO) Service.

Independent Strategic Advice & Support for School Leaders and Internal Scrutiny SLA

HLTA status and The Key for School Leaders.

MIS & Technology

SIMS Support, SIMS Training & Consultancy, Whole School Technical Support, Additional MIS Support, Additional Technical Services.

Services listed in the directory as 'Price on application' or 'EPOA' are not eligible services.

GDPR & Privacy Policy

At Strictly Education 4S we are committed to data privacy and protection. We operate at the highest standards and have taken action that provides robust GDPR compliance. As a business with data collection at the core of many of our services, safeguarding personal data is of the utmost importance to us.

To view our privacy policy visit:

www.strictlyeducation4s.co.uk/privacy

Keeping in Touch

We want to improve these services, together with our policies, processes and procedures, by listening and responding to our customers, partners, associates and staff. If there are any additional services you are seeking which are not featured in this directory, please let us know. We welcome the opportunity to meet with you and talk about your requirements.

Contact

E: services@strictlyeducation4s.co.uk

T: 0800 073 4444 (Option 2)

We are proud to work with our partners:



Termination of Contract

If the client shall at any time during the contract or during six (6) months from the expiry or termination of this agreement engage, employ, utilise the services of or introduce to another employer, either temporarily or permanently, directly or indirectly any person employed or contracted by Strictly Education at any time during the agreement, including but not limited to any individuals supplied under this agreement, then the client shall pay to Strictly Education the sum equivalent to x 3 years SLA income for the SLA task.

OUR PROMISE TO YOU

We endeavour to follow the six guiding principles outlined below in all our work with clients, partners and colleagues.



RELATIONSHIPS

We build and sustain excellent relationships

We behave with honesty, integrity, openness and respect at all times



RESPECT

We value people and their differences

We listen and communicate with sincerity and respect



TRUST

We are trusted to deliver great services

We empower our people to exceed our clients' expectations



CHALLENGE

We continuously challenge ourselves to improve our services

We challenge ourselves to learn and go above and beyond



REPUTATION

We work hard to protect reputations

We take responsibility for the reputation of our clients



DELIVERY

We strive to deliver excellent services

We are responsive and agile to the changing needs of our clients



You educate, we support

No. 1 Pixham End
Dorking
Surrey
RH4 1QA

Website: www.strictlyeducation4s.co.uk
eStore: www.strictlyeducationstore.co.uk



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