



**Education HR Case Study:  
Secondary Academy Support – Staffing Restructure**

**The EES for Schools Education HR team recently supported a secondary academy with a major support staff restructure that affected all non-teaching posts in the organisation. The academy needed to make savings to ensure value for money from its support services. Advice was given initially regarding the cost of restructuring which required an assessment of potential redundancy costs and associated pension costs. This enabled the school to set aside sufficient money in the budget to fund termination payments without going into deficit.**

Shortly after the restructuring process began a key member of the academy's leadership team was unavoidably absent for a period of time. This meant that the linked Education HR senior consultant became more involved in the process and took a more "hands-on" approach than would otherwise have been necessary. This flexible approach was warmly welcomed by the headteacher.

During the restructure, the Education HR senior consultant was able to support the academy with consultation with the trade unions and in particular in negotiations with a senior trade union official regarding a particularly complex aspect of the process. A successful outcome to this aspect was achieved which enabled the rest of the restructure to be completed.

The outcome was that the restructure was concluded within budget. Subsequently, as a result of developing good working relationships with senior staff during the restructuring, the Education HR senior consultant has been called on by the headteacher and other senior staff for support with a number of other HR matters, including complex and sensitive issues.

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*Thanks to you and the team for your support over the last two years. The service from EES for Schools has played a significant role in allowing us both to structure our teams to deliver the best outcomes for students and also to work with colleagues where there have been performance concerns. Our recent Good Ofsted judgement has been greatly supported by your work.*

**Headteacher**

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**The EES for Schools Education HR team offers a comprehensive HR service which can be tailored to the needs of a particular situation and can include both strategic advice and practical support. This case study also demonstrates the importance of being able to rely on experienced consultant staff in dealing with complex trade union negotiations and shows how using the service with one project can lead to a productive and ongoing professional relationship.**

**For more information contact:**

**T: 0345 200 8600 | E: [enquiries@EESforschools.org](mailto:enquiries@EESforschools.org) | W: [EESforschools.org/HR](http://EESforschools.org/HR)**