Three circular icons are arranged along a thin, curved line that arcs across the middle of the page. From left to right, the icons are: a teal circle with a colorful geometric pattern, a green circle with a yellow smiley face, and an orange circle with a yellow cube character. The background features a light blue curved shape on the left and a teal curved shape at the bottom.

Creating better futures for our children through innovative people solutions

A personal guide to our strategic HR software
and services for the education sector



FusionHR

Sharp and outcome-driven HR advice, consultancy, investigations and legal services with all the trimmings including Occupational Health, Wellbeing and Data Protection Services. FusionHR work with schools and Multi-Academy Trusts all across the UK.

Strategic HR software and services working together

FusionHR provides our group with the solid foundation from which we are able to build our people improvement solutions – both software and services - exclusively for education. We exist to help your school or MAT to drive school improvement. The team consists of expert educational HR Consultants and Legal Advisors. Our continued understanding of the strategic and operational people challenges in schools, allows us to embrace new ways in which we can digitalise and optimise core HR processes through our software products – SAM, SAMpeople and FACE-Ed.



SAMpeople

We took all our education HR knowledge and feedback from clients and created a fully integrated HRIS people solution, SAMpeople.

Building on our experience with our leading absence management software, SAM, we have widened the platform to include all aspects of HR in one place including SAM as the absence module.

Designed by our expert team at FusionHR, SAMpeople takes all the core HR processes – employee management, contracts administration, performance management, absence management, HR casework and HR compliance and helps to make these transactions as simple and efficient as possible. SAMpeople helps leaders and managers to triangulate people data to prompt early intervention, streamline processes to ensure day-to-day HR runs more smoothly - giving your school or MAT more time to focus on your people strategy for longer-term success.



FACE-Ed

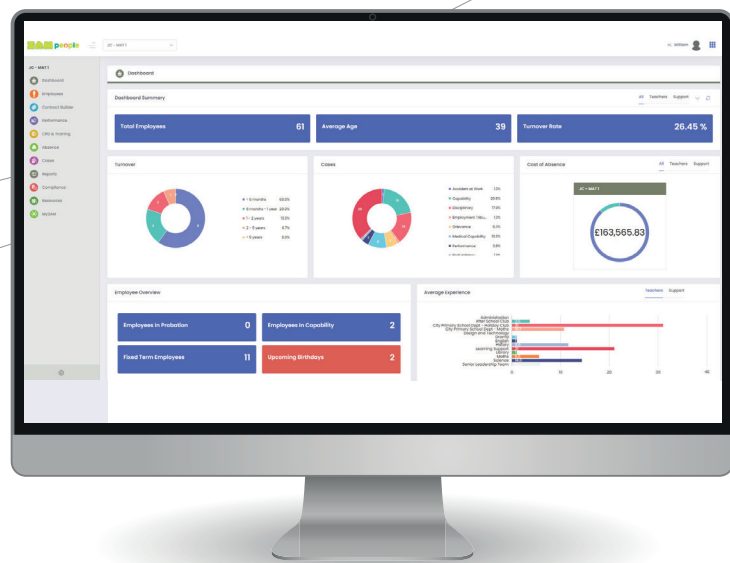
Our bespoke recruitment ATS FACE-Ed – Fusion of Application Checks Exclusively for Education - designed by our safer recruitment experts at FusionHR, is your home for every step of the recruitment process.

Attracting and retaining your best talent whilst exclusively addressing your Safer Recruitment obligations, FACE-Ed enables you to efficiently and safely find the FACE that fits with your culture.

Whether its preparing recruitment campaigns, advertising, interviewing, or onboarding, FACE-Ed has it all.

Sourcing great candidates whilst managing Safer Recruitment protocols can be exhausting. FACE-Ed can make applicant sourcing so much easier by identifying compliance issues and helping you to easily manage key recruitment processes from requesting references, bulk-printing applications, preparing interview packs, sending offer documentation or simply signing off a candidate for SCR compliance.

“ They have been a key player in helping us to positively address the issues we have, thus allowing us to move forward for the benefit of our students and their future life opportunities. ”



Kathryn Birch
Managing Director

Part of your Team

Down to Earth

Give Insights & Intervention

Leading edge

Commercial

Impact Driven

We talk your language

Proactive

Solutions-Focused

Friendly

We are education people specialists that provide impactful products and services to help you manage your people and deliver the best outcomes for children.

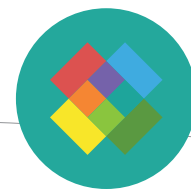
Our clients tell us that 'we just get it'. We are quite unconventional compared with traditional HR service providers; we exist to help you to drive school improvement through a range of intervention tools and techniques.

Our people advice and people software are outcome and results driven, as we always put children's education and futures at the heart of our solutions.

Our team have a vast depth of knowledge in school business management and education HR.

That's our pedigree... In fact, our Managing Director worked as a school business manager/consultant for 7 years before setting up FusionHR in 2011.

See how we could help you and then give one of our team a call on 01924 827869.



With over 160 years combined experience in education, FusionHR are the education HR experts, providing that much needed support for your leaders.

Whether it is adhoc support for projects, a training course to engage employees or ongoing HR advice to provide that expert opinion, Fusion are here to help. We provide education-appropriate commercial advice to empower you and your leaders to manage your people effectively.

We carry out HR Best Practice and Policy Reviews to make sure we understand your needs and requirements.

We understand the pressures education leaders are facing today and we provide personalised and proactive support and systems to reduce that stress.

Case Study – Holy Trinity CE Primary

"Since 2017, Fusion have supported us through a wide range of situations including a major restructure, long-term sickness reviews and performance concerns. In all instances, they have provided clear, measured, and timely advice.

Our allocated advisor, and any substitutes, have ensured that the school is always fully aware of the law and of the potential risks and rewards of different courses of action.

As a Church School, with a very clear ethos, it is important to us that all HR cases are handled in a way that matches our values. Staff from Fusion ensure that all parties are put at ease and that, even in the most challenging situations, good relationships between staff and school are preserved.

I am convinced that, without their support, the school would not be in the strong a position we find ourselves in today. I cannot recommend them highly enough to you."



Taking the next step with FusionHR

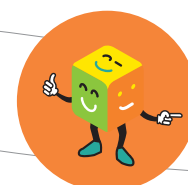
- HR and legal advice provided onsite, virtual or ad hoc utilising consultancy days as needed
- Expert advice on policies and procedures including when to instigate and progress the process
- Bespoke Contracts Administration SLA service with a maximum of a 2-day turnaround
- Headteacher and senior leadership recruitment
- Wellbeing strategy and services including Occupational Health, EAP and Counselling
- Policy reviews and Personnel File Audits
- Safer Recruitment and CIPD Accredited Training
- Data Protection Officer SLA services bespoke to education
- People strategy, engagement packages, restructures and job descriptions
- Payroll and Pension Bureau SLA Service
- Health & Safety SLA Service

Benefits

- Expert support when you need it
- Extensive experience in education HR
- Document portal with updated templates, letters and guidance
- Working as an extension to your SLT supporting strategy and operations



SAMpeople



SAMpeople is leading HR software for education - your one-stop solution to all of your HR needs, with automated processes and seamless integration with school MIS systems. Monitor and manage all HR casework, recruitment management, HR compliance and staff development.

Taking the next steps with SAMpeople

- Employee Data and Contract Management
- Contract Builder
- Document and SCR compliance
- Workforce Census Reporting
- Performance Management
- CPD and Training
- Absence Management
- HR Case Management
- Centralise policies and send for signing
- Payroll reporting or bureau service
- MySAM employee online portal
- Integration with FACE-Ed for recruitment

Benefits

- Pull leadership reports in seconds
- Streamline and centralise processes
- Create hearing and meeting packs in seconds
- Reduce cost and time
- Empower line management through MyTeam functionality

With SAMpeople you will also benefit from our leading absence management software for education, SAM. All your data is kept in one place with links to existing school data systems to remove duplication.

With the employee portal, staff can view their profile, working patterns, request leave of absence, TOIL, Annual Leave and Term-Time Plus Payback, as well as viewing, accepting and managing documents in their document vault.

Case Study – E-Act

"Before we started working with SAMpeople, individual academies were using SIMS and a range of spreadsheets. With no Trust-wide solution in place, we would have had to contact the academy for individual details. SAMpeople has helped us to have a Trust-wide overview of all staff. We are now consistent with our case management and have the data to make decisions.

Getting Trust-wide data will enable us to strategically identify issues early and to put solutions in place which will reduce the cost and impact on the organisation. It will also show whether initiatives are working, such as wellbeing plans to support staff.

SAMpeople is innovative because it integrates with SIMS and has full service for a member of staff through their portal. The portal improves communications and is an essential tool to demonstrate how we value of staff.

The team have been amazing in supporting our start up. They get the issues within education so we are already discussing any issues with someone who understands our needs. We are never made to feel like just another customer as with our previous experience. They care about getting it right for us".



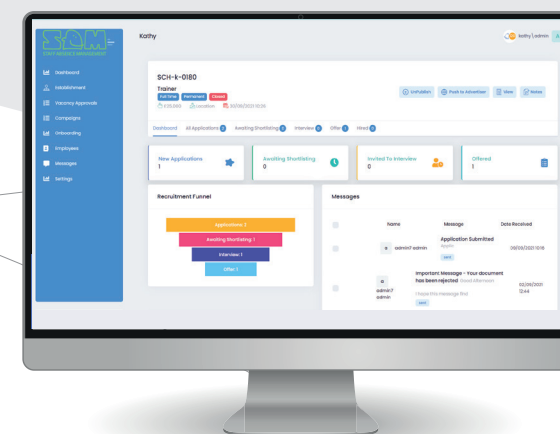
FACE-Ed Education Recruitment Software automating your whole recruitment and onboarding process.

FACE-Ed is an online applicant tracking system that can be purchased alongside SAMpeople or as a separate system.

Developed specifically for Education, FACE-Ed is recruitment software that provides you with the ability to manage recruitment forms, applications, shortlisting, references, DBS checks and Right to Work confirmations, all safely and securely online in one place. From here you can issue letters of employment, contracts and fully manage staff onboarding against Safer Recruitment protocols, ensuring a great fit.

Case Study – Pontefract Academies Trust

"FACE-Ed saves time with general recruitment administration, helping us keep all of our vacancies in one place. Combining this with SAMpeople will allow us to automate most of our HR procedures and provide an efficient service to our employees. The team at Fusion are great to work alongside, and the support they provide is fantastic."

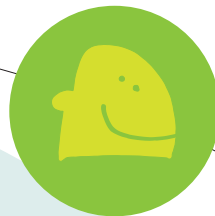


Taking the next step with FACE-Ed

- Build job adverts and campaigns consistently
- Screen and validate applications against Safer Recruitment processes
- Track progress, send for references and manage onboarding
- Automatic posting to Indeed, your website and social channels
- Easily prepare shortlisting and interview packs and flag compliance issues
- If linked with SAMpeople recruitment documents can go straight into the employee's personnel file

Benefits

- Relieves extensive administration
- Reduces the risk of unsuitable recruitment
- Safer Recruitment process compliant
- Removes the pain of shortlisting and preparing interview packs
- Flags gaps in information to complete SCR



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