

Support your staff with confidence and clarity

SAMpeople is the UK's fastest-growing HR system for schools and MATs



Simplify and connect the whole employee journey

From hiring to payroll to case management – our suite of integrated products and services help you streamline, support and join up every aspect of people management in education.

"The impact has been amazing, we are seeing change and we are seeing each school engaging with the systems. It's helping build an inclusive culture."

Sally Boaden, Chief Finance & Operating Officer, Raleigh Education Trust



We help over 2,600 schools and trusts to:

Finally understand the complete picture of their staff

Our products join up all your staff data, so you can track every interaction. Turn scattered touchpoints into clear insights about absences, recruitment, retention and wellbeing, and know exactly where to focus your attention.

Scale HR without increasing headcount

With a strong HR infrastructure, it's easy to roll out consistent processes and policies and treat everyone the same way. And with our people services team at FusionHR, HR advice, consultancy and strategy is only a phone call away.

Dramatically reduce HR admin for everyone

With self-service tools for employees, and helpful reports, automations, alerts and templates for managers, HR quickly becomes less of a mountain.

We're education people, people

We created SAMpeople because we've been there.

Founded by former school staff and our education HR specialists at FusionHR, we're bringing together decades of HR expertise with the latest in people management technology.

Read our story at sampeople.co.uk/about

SAMpeople

HR software that works the way you do

Designed by our education HR specialists, SAMpeople gives you everything you need to manage, support and develop your staff – with timesaving automation and best practice workflows built in.

Keep everything synced

SAMpeople can seamlessly integrate with all leading MIS, keeping staff data accurate everywhere.



From contracts to case management

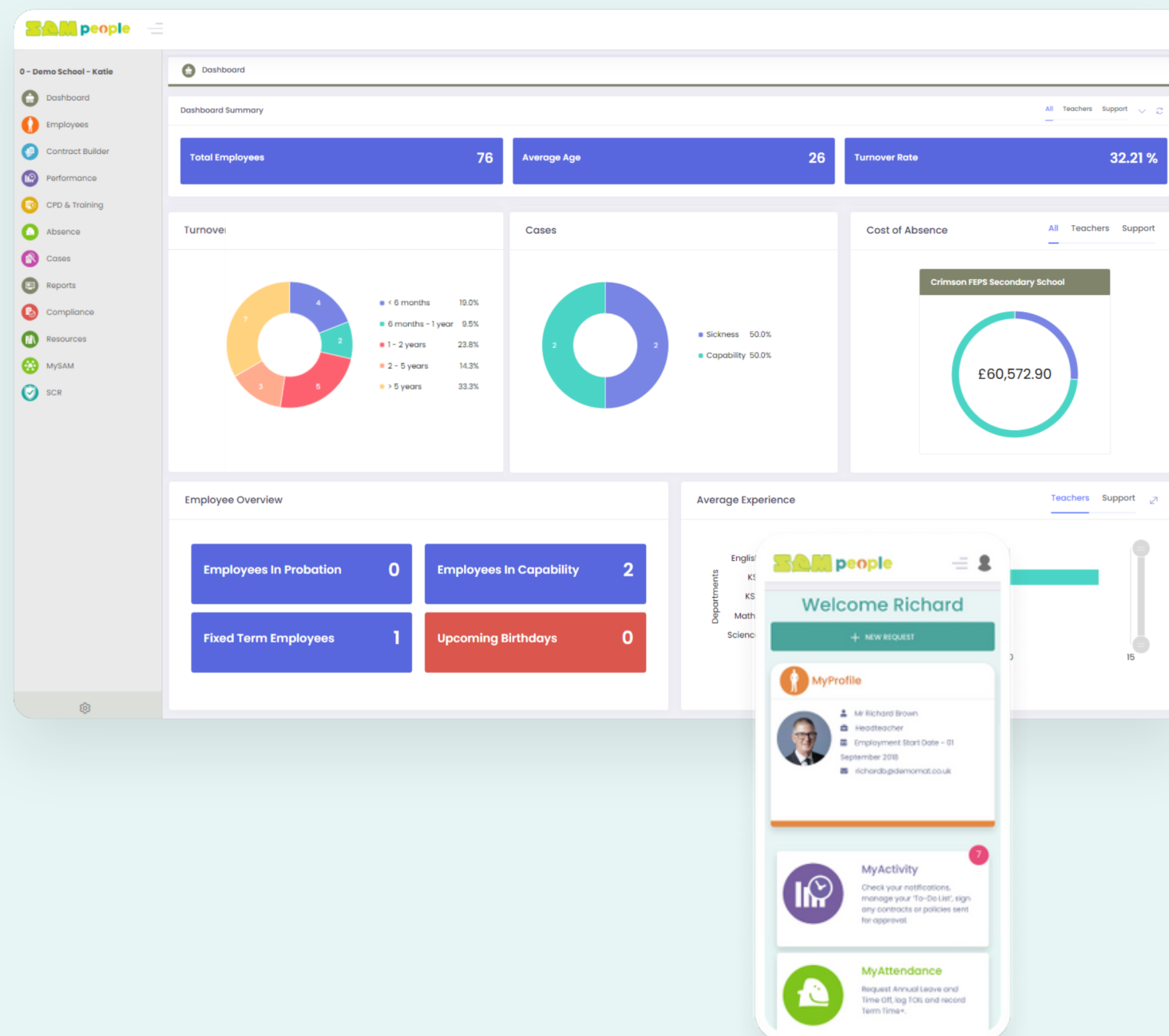
Manage and simplify all core HR processes and tasks like onboarding, documentation, compliance, time off, and more in one intuitive system.

Designed for school life

Including features like term-time only contracts, dual roles, TT+, and best-practice contracts and HR templates ready to go when you need them.

Intuitive reporting

Live dashboards and out-of-the box reports at employee, school or MAT level mean you always have the complete story of your staff.



Always ready for Ofsted

Clear reminders, alerts and expiries make it simple to keep on top of everything you need for the School Workforce Census and your Single Central Record throughout the year.

Help staff self-serve

Book leave, sign documents, track career objectives, and keep on top of personal details with our mobile-friendly employee portal.

Make life easier for HR

Free up time with automated reminders, clear workflows and overviews of all staff absences and activities at a glance.

Features

Employee information	<ul style="list-style-type: none">• Captures all employee details, key dates, vetting checks, contracts, working patterns, training, and historical contract changes
Absence Management	<ul style="list-style-type: none">• Live dashboards track the number, cost and type of absences• Built-in reports at employee, school and Trust level• Create and manage a trigger watchlist and create new cases
HR Case Management	<ul style="list-style-type: none">• Record actions, documents, progress and evidence• Set target dates and workflows• Link and view historical cases for easy oversight• Send messages, documents and reminders via MySAM
Employee portal (MySAM)	<ul style="list-style-type: none">• Access career objectives, contracts and policies, leave entitlement, TOIL and TT+• Submit leave requests and claim additional hours, mileage and expenses
Reporting & Analytics	<ul style="list-style-type: none">• Live dashboards and built-in reports at school or MAT level• Including: employee turnover, absence, DEI, SCR, HR cases, contract types and contractual and pay records• Power BI Integration
Single Central Record	<ul style="list-style-type: none">• Focuses attention on missing information• Customise checks according to the role type• Easily handles non-employees like Governors or Trustees
Contracts	<ul style="list-style-type: none">• Create and share contracts directly in the system• Track who's read and accepted them• Access templates designed by our education HR experts
Performance	<ul style="list-style-type: none">• Set and track performance objectives• Complete interim and annual reviews• Export leadership (SLT) reports for activities and objectives
Training and CPD	<ul style="list-style-type: none">• Track mandatory and non-mandatory training• Monitor progress at employee, line manager and Trust level. Export and print training records
Compliance Tracker	<ul style="list-style-type: none">• Share documents and assign to read, comment or sign.• Set reminders for document expiry dates• Export summaries and missing document reports

“SAMpeople improves communications and is an essential tool to demonstrate how we value staff. The team have been amazing... they get the issues within education so we are already discussing any questions with someone who understands our needs. We are never made to feel like just another customer”

Chris Wiseman
Deputy Chief Executive Officer, E-ACT



SAMpeople Recruit (Formerly FACE-Ed)

More than just a jobs board

Our recruitment software automates manual tasks, creates a seamless candidate journey and streamlines hiring from start to finish. Available standalone, or seamlessly linked up with SAMpeople's HR system

Onboard new hires in one click

When you use our HR and recruitment software together, all your new candidate's details, vetting checks and documents are instantly transferred into our HR system. So everything is ready to go for a great first day

"You don't have to even input the data - the employee creates their own record and that automatically goes into SAMpeople"

From approval to offer

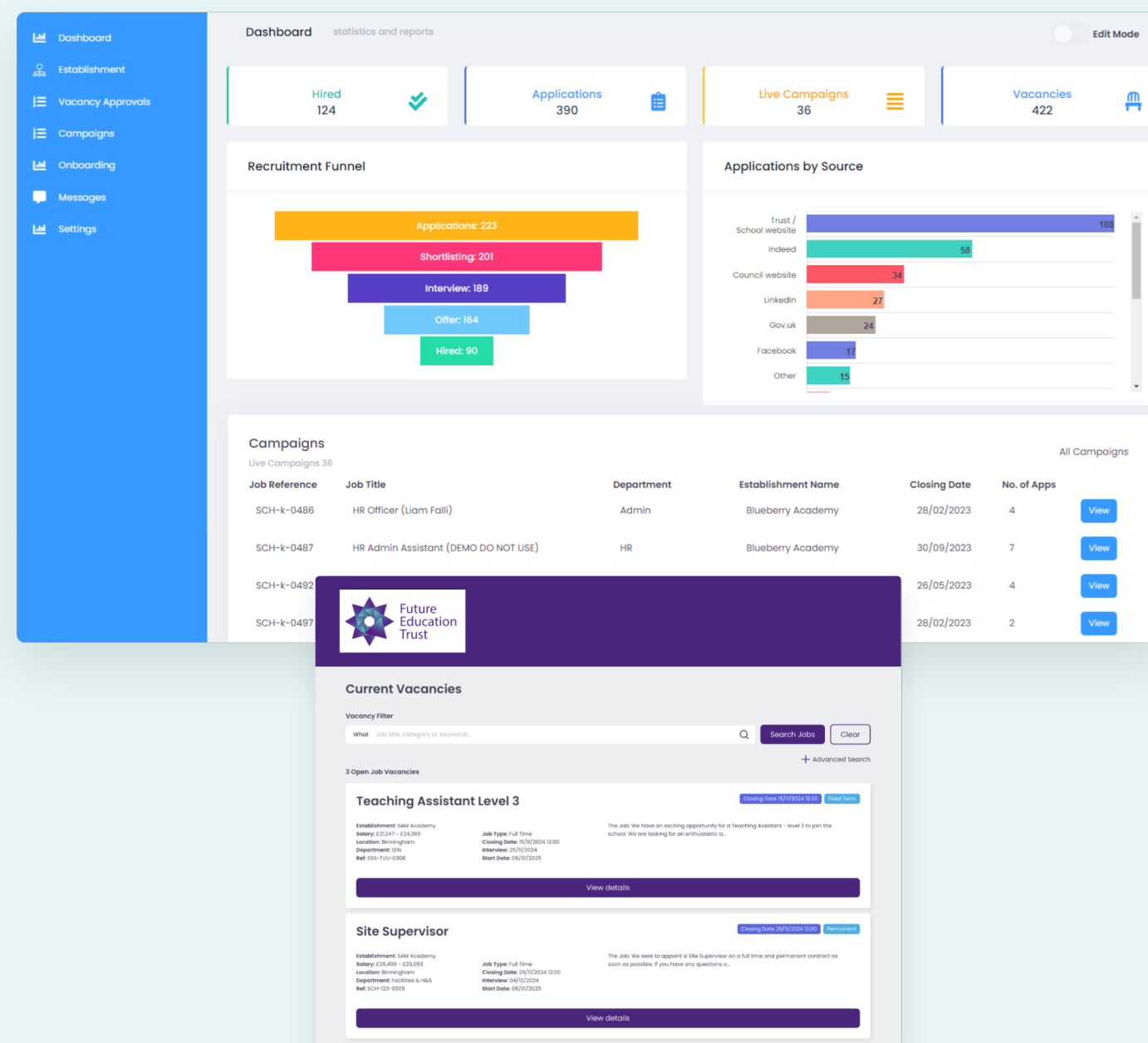
Manage the whole hiring journey in one place. Including organising approvals, posting to jobs boards, vetting candidates, chasing references and onboarding.

Save hours of admin with every hire

Features like automatic reference requests and chasing, built in interview and offer packs, and template libraries dramatically cut down on manual, repetitive hiring jobs.

Best practice built-in

Features like anonymised shortlisting and ready-to-print checklists help you create consistency, avoid unconscious bias and ensure fair process.



Designed by Safer Recruitment experts

Built in Safer Recruitment checks automatically flag any issues, from qualification gaps, to unexplained gaps in employment or missing references.

Advertise to multiple websites

Including the DfE's teaching vacancies, Indeed, Total Jobs, LinkedIn and many more. All applications come into SAMpeople Recruit, so you can manage them all from one place.

Build a strong relationship from the start

Make a great first impression and keep candidates engaged throughout the process with a professional online careers page, and built in messaging.

Features

Hiring dashboard and reporting

- See at-a-glance progress on all campaigns at a school or MAT level
- Analyse time to hire, sources of applications and DEI information

Approval Management

- Customisable multi-level vacancy approval workflows at school or MAT level

Job distribution

- Post roles to the DfE, your website and social media, with options to post to Indeed, Monster, Total Jobs and others
- Manage vacancies and applications from all sources within the system

Campaign templates

- Upload and edit documents stored in your template library, including, job adverts, job descriptions, person specifications and recruitment packs

Campaign management

- View all applications and move them through the process, from shortlisting to interview and offer
- Built-in checks quickly rule out applicants who don't meet your criteria or safer recruitment standards
- Keep candidates informed and engaged with built-in messaging and auto-replies

Candidate portal

- Create a branded, online careers portal for your website
- Customise application questions and declarations to meet your requirements and safer recruitment standards

Interviews and screening

- Automatically requests and chases references
- Quickly print or share built-in interview and offer packs
- Applicants can upload copies of required documentation prior to interview to save time on the day

Onboarding

- Create and store a custom onboarding pack, including letters, forms and policies
- Keep on top of all Single Central Register onboarding requirements with a clear overview that flags what's missing
- Store and track all references DBS, and right to work qualifications in one secure system

"I can't tell you how much easier SAMpeople and SAMpeople Recruit have made my life. It is a dream come true. I am now able to manage my time more effectively and this has made a huge difference to my role. I can honestly say that having these systems have been life changing!

Sam Andrews
Head of HR at Dovecote School



Take payroll off your plate

Make sure everything is accurate and everyone is paid on time with SAMpeople and our payroll bureau for education together.

Your payroll and pension professionals

With our managed service, you'll be fully supported by our friendly, specialist payrollers with deep expertise in all education employment, payroll and pension scheme rules.

It works hand-in-hand with SAMpeople's HR system, so staff data is quickly and securely fed through to our team without needing double entry. All you need to do is approve pre-payroll reports, and leave the rest to us.

No matter how many pay scales, pensions, and working patterns you deal with, you'll always be fully compliant, pay your people correctly and on time, and ease the payroll and HR admin burden for your teams.

- ✓ Dedicated payroll officer
- ✓ All statutory reporting and returns
- ✓ Project-managed implementation



Works seamlessly with SAMpeople

All your salaries, new starters, additional hours, leavers and contract changes are quickly and securely fed through to our expert payroll services team through our payroll export.

Payroll

Export payroll

0.32MB

Payroll Update Export

Run Date	Status
03/10/2024 11:36 Crimson FEPS Secondary School	Pending
02/10/2024 10:04 Crimson FEPS Secondary School	Finalised

- ✓ Self-service access to Payslips and P60s
- ✓ Quickly and easily add new schools or staff
- ✓ Detailed pre-payroll verification report
- ✓ Emergency payments delivered in three days

“The seamless integration of SAMpeople into our HR processes, coupled with your prompt and effective support, has been a game-changer. It has streamlined our operations, reduced manual errors and saved us valuable time. You are making a significant impact on our organisation, and it does not go unnoticed.”

Lisa-Marie Flynn
Chief HR Officer at The Sovereign Trust

FusionHR

An extension of your team

Lean into our people services team at FusionHR for hands-on education HR support, strategy and advice

Over 20 years supporting schools and trusts

From interpreting and managing employee relations matters, to navigating people strategy, wellbeing or academy conversion — it helps to have experts to call on.

Our HR specialists have decades of experience across the full width and breadth of people matters in education, and can support you with personalised solutions that work for a range of budgets and resources.

✓ Investigations

✓ Occupational health

✓ HR policies

✓ HR case work

✓ Change management

✓ HR administration

✓ People strategy

✓ HR audits and compliance

✓ Restructures

✓ Wellbeing reviews

✓ HR training and development

"The wide range of support from FusionHR, supporting attendance management, recruitment to more complex staffing needs is handled with sensitivity and speed. The consistent and knowledgeable relationship manager enables us to develop and share an understanding of the school's needs, whilst knowing we are compliant with statutory and legal duties. We have no hesitation in recommending FusionHR"

Link Learning Trust



Ways you can work with us

HR and Legal Advisory

Providing ongoing support with flexible SLAs, from second opinion to full HR and legal service

Consultancy days

For an injection of expertise where and when needed across projects or activities

Tailored packages

One-size rarely fits all. We're happy to discuss options and put together something that suits.

Book a demo or find out more at

 **sampeople.co.uk**

 **01924 907319**