



How SAMpeople and Arbor are *improving efficiency* and *enhancing staff recruitment, retention, and wellbeing* across The Consortium Academy Trust

Danny Garton, MIS and Reporting Manager at The Consortium Academy Trust, acknowledges that as their trust grows, centralised and data-driven decision-making is critical to their data journey.

What challenges did you face before choosing SAMpeople?

Prior to using SAMpeople, we didn't have an HR system across the trust. With the formation of the trust and the transition to a central HR structure, the need for a centralised HR system became apparent. Previously, we'd been using emails, files and folders, so it was a very paper-based and manual process.

The main reason for improving our HR processes was to increase efficiency and accuracy. We wanted a single 'pane of glass' view of HR across the organisation.

*“SAMpeople offered **education specialism** and a **user-friendly interface.**”*

How has having both Arbor and SAMpeople impacted people management across your trust?

The ultimate goal is to have a single standardised process for each task, ensuring that everyone follows the same process. There should be no ambiguity about what process is followed for onboarding a new staff member, dealing with a caseload, or absence submissions; everything should have the same process, because then it means that where you've got movement within the trust everybody understands that process and not having to do something different each time. Having just one process is simpler and creates efficiencies.



Arbor MIS

MAT MIS

SAMpeople

Habitude

Number of schools

- Five secondary schools
- One all-through school
- Two primary schools
- One special school

Part of the Arbor Community since

- 2022: Moved to Arbor for their MIS
- 2023: Moved to SAMpeople for their HR system
- 2025: Purchased Habitude for their workflow management



Danny Garton

MIS and Reporting Manager at The Consortium Academy Trust

“My expectation is that it's one process, one rule fits all.”

Not only are our processes now much clearer, but from a trust perspective, we can find and see everyone in one place using SAMpeople, which is much easier than a more manual paper-based alternative.

How does having Arbor and SAMpeople fit in with your long-term MAT strategy?

Using tools such as Arbor and SAMpeople is critical to our data journey moving forward by enabling centralised, data-driven decision-making, improving efficiency, and enhancing staff recruitment, retention, and well-being.

Arbor lets us standardise student data across schools, providing real-time insights into attendance, safeguarding, and performance, while SAMpeople streamlines HR processes, automates absence tracking, and supports professional development.

*“Together, they reduce administrative workload, ensuring leadership can **focus on strategy** rather than manual tasks.”*

We're in the process of building our Data Warehouse to automate data flows, meaning all our data will be in one place, and we can marry up staff performance and student data, allowing us to track performance in a comprehensive way. We're using the data from Arbor and SAMpeople to see the correlation between school performance vs staff performance and how we can use these insights to track trends and reduce our overall cover bill.

By joining up our Arbor and SAMpeople data in Power BI, using the BI Connectors from both SAMpeople and Arbor, we can give Senior Management and Governors a full data profile of their schools, the positives and negatives.

Arbor and SAMpeople have meant we can enhance compliance, safeguarding, and governance across the trust by providing centralised reporting and audit-ready HR data.

As the trust grows, we have confidence that these platforms scale easily, ensuring consistency across all schools and strengthening long-term sustainability.

“We've had two back-to-back Ofsted inspections, and having this data together has meant that if we know Ofsted are coming, we can go straight to one area, and get the whole story of the school, saving hours of pulling data together.”



To find out more about the UK's fastest-growing education HR system get in touch at:
www.sampeople.co.uk

