



How The BRIT School's People Team are meeting their HR goals with SAMpeople

The BRIT School is a renowned performing and creative arts institution in the UK, known for its inspiring and inclusive approach to creative education. We spoke with Lisa from the People Team on how switching to SAMpeople has transformed their recruitment, onboarding, and people management processes.

The BRIT School's unique teaching structure, with full-time teachers and part-time industry specialists, made managing a diverse team challenging. With separate systems for recruitment and HR, manually transferring data between platforms became a time-consuming process that led to errors and extra admin work.

Their previous HR platform wasn't designed with education in mind, making it difficult to handle key workflows like tracking term-specific contracts and managing staff with multiple roles. Lisa found it increasingly challenging to maintain accurate records.

When Lisa and the People Team's previous HR platform contract came up for renewal, they saw an opportunity to find a solution tailored to education. Lisa needed a system that could integrate recruitment and HR processes, simplify workflows, and deliver insights to support better decision-making.

Lisa Hills,
HR Officer at The Brit School

Number of staff
170

Using
SAMpeople
SAMpeople Recruit

“ We were looking for something designed with education in mind —easy to use for a small team but still offering the reporting and tools we rely on. ”

Lisa Hills, HR Officer at The Brit School

Hiring that meets education standards

SAMpeople and SAMpeople Recruit are designed to meet the specific needs of education. SAMpeople Recruit has given Lisa and the People Team confidence that their recruitment and candidate screening process follows the Keeping Children Safe in Education (KCSIE) standards.

Lisa explained, **"I like that it's education-based. It understands term times, teachers, and support staff and integrates the SCR — it's the whole education package I was looking for."**

The move to SAMpeople, with SAMpeople Recruit, has made it easier to record, update, and maintain the Single Central Record (SCR) of all pre-employment checks. This has reduced human errors and streamlined hiring. It has also ensured compliance, giving the team greater confidence in their processes.



Saving time on admin with automation

Lisa and the People Team needed a new platform to manage the school's HR processes. Their new HR system needed to work the way they do, which could also be tailored to their day-to-day workflow needs.

SAMpeople was designed with the school's HR process in mind. This means it fits naturally into the People Team's existing workflows. With SAMpeople, tasks like tracking work patterns, managing leave requests, and generating reports have become automated for Lisa, reducing the repetitive administrative load in her every day.

Automated data flows have also had a positive impact on their data analysis needs, **"the reporting features are exactly what we need. Our old system had more options than we ever used, but SAMpeople provides the specific reports we actually rely on."**

The seamless data flowing into SAMpeople gives the People Team a quick overview of turnover, performance, compliance, and overall employee well-being.

Lisa Hills, HR Officer at The Brit School

" The data flowing from SAMpeople Recruit into SAMpeople is seamless. Whereas before, there was manual inputting from the previous recruitment system into the other HR system, sometimes leading to errors and issues. This has had a much better integration. **"**

Streamlining HR with real-time insights

SAMpeople isn't just an HR platform—it's a vital tool that helps schools and trusts streamline and perfect their education focused HR processes. The People Team are currently using the data to promote employee equality by empowering staff to update their own records. This change will simplify managing, monitoring, and reporting on equality.

Lisa explains that **"having staff update their own information through the MySAM portal saves me hours of manual updates. Already, 60% of our 170 staff members have done so."**

Before SAMpeople, Lisa found manually managing the recruitment and HR processes time-consuming and prone to errors. Now, SAMpeople and SAMpeople Recruit deliver real-time insights and seamless data flow, which improves decision-making and team communication. SAMpeople helps them manage SCR, absences, HR cases, and staff development while tracking key employee details.

SAMpeople Recruit simplifies the hiring journey with a hiring dashboard and recruitment reporting.



Together with SAMpeople, it creates a smooth, integrated flow from recruitment to onboarding, with candidate details, vetting checks, and documents transferred into SAMpeople in one click.

Lisa and the People Team can focus on what matters most: empowering and supporting their staff and driving positive outcomes for their school.

Discover how SAMpeople can help your school or trust work smarter and focus on what matters most.

Get in touch at sampeople.co.uk/book-a-demo

"Using SAMpeople has streamlined our HR Function and made it more effective. "

Lisa Hills, HR Officer at The Brit School