



Hoople supports Leominster Primary with a range of professional services

Background

Leominster Primary is a large Community school, located close to Leominster town centre, north Herefordshire. With around 600 children (aged 3-11) and nearly 100 members of staff, it is a complex organisation successfully run by Headteacher, Tim Mamak, and his well-established team.

At the heart of everything they do is educating children to the highest possible standard. The school aims to provide a stimulating and nurturing environment and a culture in which diversity and inclusivity are celebrated. Recently awarded a ranking of 'Good' from Ofsted, all at the school take self-evaluation very seriously and are continually looking for improvements.

Relationship with Hoople

In common with schools nationwide, key challenges facing Leominster Primary relate to funding and financial constraints. It is imperative that stretched resources are utilised wisely and that the school obtains value for money when purchasing any goods or services. With this in mind, the school has for many years bought a range of services from Hoople. These include HR advisory, payroll, SIMS (Schools Information Management System), payments management and recruitment.

Tim welcomes the support he has received from Hoople's experts, particularly from the Schools' HR team during times of restructure. They purchase the 'Enhanced HR' package and receive

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— Tim Mamak, Headteacher

regular face-to-face, telephone and email support (as appropriate) from the Hoople team. This has helped both Tim and the school's Business Manager, Sandra Beaumont-Pike, to look at roles and responsibilities and ways in which efficiencies can be achieved. From initial discussion to formal consultation, Hoople has supported the school's leadership team and governors to make the right decisions for the school. This has included help with job descriptions, job grading, legal advice, and a number of useful training courses and seminars. When help is required that is outside of the 'Enhanced HR' package, the school has found it valuable to purchase additional hours of HR consultancy and advice.

"One of the good things about Hoople is that they are able to take a broader perspective," said Tim, "Because of their experience and the networks they're part of, they have an understanding of what's happening in education both locally and nationally. They also have good, established relationships with trades unions and are able to take an independent viewpoint."

The school also purchases the 'Schools Employee Services' SLA, an integrated service that covers

all employment and payroll functions. As a large, complex school, with frequent changes to job roles and responsibilities, it is imperative that salaries and benefits are paid accurately and on time. "The team at Hoople is very efficient and knowledgeable," said Tim, "I can't fault them."

Hoople's SIMS team gets the thumbs up too. Regular meetings are held between Hoople's SIMS application specialists and the Deputy Head, enabling her to set up the reports and find the information she requires. Outside of these times, help is always available at the end of the phone. In the view of the Head, what the Hoople team don't know about SIMS could be written on a postage stamp!

In summary, Tim stated: "As an ambitious school, we have found Hoople to be a key partner in our efforts to self-evaluate and improve our effectiveness. The advice and guidance given is always very flexible and insightful, drawing on Hoople's wider experience and demonstrating a good understanding of the school's needs and make-up. They always work in a professional manner and I would have no hesitation in recommending them to others."



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