



NYHR

Intensive Intervention Packages

Introduction

When intensive support is required by schools or other organisations within the wider education sector, NYHR can offer a package suitable for your needs.

We work with individual settings, multi academy trusts, teaching school alliances, clusters, and collaborations. Our packages leave you free to focus on your core business of improving educational outcomes for children. Whatever the circumstances, when you need extra HR support we can help.

Service benefits

Bringing in our intensive expert support leaves you free to focus on your core business of improving educational outcomes for children. All of our flexible packages will be tailored in line with the specific needs of your school.

Included in all our packages is a joint action plan – giving you the confidence that your HR challenges will be resolved in a timely manner.

Why our HR service?

- Years of experience within the education sector
- Excellent customer care and value for money
- Expertise in child protection allegations against staff
- Tailored and flexible approach
- Working with partners i.e. Legal, Employment Support Services and Payroll, Local Authority Designated Officers (LADOs)
- Mitigation against litigation risks
- Our customer retention rates demonstrate the trust and high regard for our service.

Expert help on demand

Key features

Priority One

- One day a week Senior HR Advisor support for 12 weeks
- Comprehensive HR Health-Check and Action Plan
- Monthly Visit from Principal HR Advisor (three months)
- Regular intelligent data sharing
- Training package for Senior Leadership Team (SLT) which may include Holding People to Account (line managers), Developing Performance and Capability, Building Resilient teams
- Additional packages for Staff Resilience and Challenging Conversations available at additional cost

Most suitable for schools who are Inadequate or where there are serious concerns in relation to staffing issues.

Priority 2

- Six HR Advisor days over a 12 week period
- Comprehensive HR Health Check and Action Plan
- Regular oversight from a Senior HR Advisor
- One visit from Principal HR Advisor
- Regular intelligent data sharing
- Training package for SLT on Building Resilience and Holding People to Account

Ideal for a Requires Improvement (RI) school or those who may be facing significant HR challenges. If there are specific projects around recruitment or attendance, this is an ideal package.

Priority 3

- Four HR Advisor days over an eight week period
- HR Health Check and Action Plan
- Two visits from a Senior HR Advisor
- Intelligent data sharing
- Schools may also book bespoke training according to need, or this may be delivered within the Advisor days

Perfect for schools who are facing a specific issue for example around attendance management or where Ofsted have highlighted a specific concern.

“The services provided have been exemplary in all aspects”.

Wensleydale School & Sixth Form

“Comprehensive clear advice has been given on a number of issues”

and in relation to the individual Advisor;

“real positive attitude, always willing to help and responds very quickly with clear advice.”

Swainby & Potto Primary School

“I have to compliment the HR Advisory Service for the outstanding professional advice I have had as a Headteacher in respect of staff under performance and absence procedures.”

The Forest School

Contact us

To find out more about any of the services we offer and how we can support you please contact the North Yorkshire Education Services team:

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