



Introducing GDBE elevate HR

Nurturing

Because we care, we look for long term relationship and long term rewards

Partnerships

There for the journey to develop trust and understanding

Schools and Academies

Our very specific focus

Flourish

For all your people to achieve



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The new GDBE Elevate offer has provided an opportunity to integrate our HR service more closely with the **GDBE Core offer**.

We know that at times, school leaders appreciate the opportunity to discuss ideas, talk through a “what if” with a strategic HR partner, who will listen, use coaching questions to help you explore a people strategy or new idea.

The core offer provides you with this opportunity and our excellent online newsletter ‘People Matters’.

The bundles available to schools then build on that. If you just want to access our portal and benefit from employment policies designed for Church Schools or access a set of model letter to help you manage a complex situation or access other advice, guidance or our “how to” videos – then the **HR Online Resources bundle** is for you.

You might want a comprehensive HR service with access to an experienced HR consultant providing you with advice, guidance and support, plus access to HR resources and the assurance that your HR Consultant can support your or your governors in hearings and appeals or join you for a difficult conversation. This takes you to the **HR Consultant Advice and Guidance bundle**.

You might need to re-organise one of your teams or departments or due to budget difficulties you need to reduce staffing. Your HR consultant will support you through this process and will advise and assist you with your business case and subsequent consultation process. Our experienced HR consultants have not only advised on but led complex HR projects when in the role of HR Director and it is this experience that they bring to you.

We know that recruiting the right people for your school is essential for the delivery of high-quality teaching and learning and for supporting pupils and the operation of the school. Your recruitment needs may be regular and for that you will want to buy an unlimited recruitment package using the **Eteach recruitment platforms, social media, and applicant management system**. Or you may have very occasional needs, in which case our pay as you go offer might suit you better. Whatever your recruitment need we offer access to great recruitment bundles.

Then comes the time when your Governors need support to recruit an executive leader or headteacher. Our **Strategic Leadership Recruitment bundle** provides the option for support from the DDE or the DDE with a strategic HR Partner. What we are committed to is supporting your Governors to manage a great recruitment process and make the best decision possible for the school.

From time-to-time governors and heads face complex challenges and projects. In these circumstances, they may seek more specialised and targeted support over a sustained period of time. The **Strategic HR Partner bundle** is for just such a time. We will meet with you discuss your need and put forward a proposal for strategic support. Once we are agreed on the proposal, the project, the timeline and the work has been commissioned, we will start work – partnering with you to completion.