



HR ONE NEWSLETTER

Thinking a**HEAD**

Welcome to the first edition of the HR ONE newsletter dedicated to schools and academies....

Devon County Council's HR service has been providing support to employers for over 35 years. As part of an on-going strategy to streamline and update the services we offer, we have recently rebranded ourselves as '**HR ONE**'. The new branding is a small part of the developments, and we are confident that you will quickly see that our customer service, responsiveness and quality of service will continue to improve and stay aligned to your needs.

We offer a full range of Human Resources services – from recruitment, statutory employment checks and advertising, to payroll and managing HR issues in employment, through to redundancy and restructuring. We also offer a suite of complementary services such as occupational health, psychometric testing, temporary staffing, training and health and safety advice. In every edition we will bring you an insight into one of our services or products as part of our '*Service In Focus*', but more information on each area is available by clicking through to our website on the links on this newsletter.



Academy Forum

Thank you to all of you who came to the 5th Academies Forum hosted by our Payroll team on the 8th February. Twenty-two academies were represented by over 30 delegates, who were updated about the launch of HR ONE, in addition to hearing presentations about Auto-enrolment for Pensions and 'end of year processes'.

Date for your diary

The next Academies Forum meeting will be on the 3rd July and will represent all services within HR ONE. We will also be holding a Schools Forum for maintained schools in the Autumn Term. The Forums will include a presentation about the implications of the School Teachers' Review Body report and changes to the DBS process.

More information about these events will be circulated to you soon, but in the interim, we would welcome any suggestions for topics you would like to hear about.

School Teachers' Review Body

Earlier this year the Government presented to Parliament the School Teachers' Review Body's (STRB) 21st report. The aim of this report is raise the status of the teaching profession and contribute to improving the standard of teaching in schools across England and Wales.

Some of the key recommendations in the STRB's 21st report are:

- Replacement of increments based on length of service by progression through the main pay scale based on performance improvement linked to annual appraisal against standards, objectives and professional development.
- Abolition of mandatory pay points within the pay scales for classroom teachers.
- Retention of a broad national framework, including the higher pay bands for London and fringe areas and an upper pay scale as a career path for experienced teachers who make a wider contribution to the school.
- Replacement of current threshold progression to the upper pay scale. This will enable schools to promote and reward the best teachers more rapidly.
- More discretion for schools in the use of allowances for recruitment and retention and freedom to pay fixed-term responsibility allowances of up to £2500 a year for time-limited projects.

With these changes in mind it is proposed that a simplified School Teachers' Pay and Conditions Document is created to support this. The School Teachers Pay & Conditions Document 2013-14 has been circulated to schools. We will be presenting the key implications for you and your staff at the Academies Forum on 3rd July and Schools Forum in the September term.

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Your partner in business



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'Service in Focus' – In every edition we will be highlighting a specific service or product that may be of interest to you. This time, we wanted to tell you a bit more about our Psychometric Testing service...

This involves using a scientific method of assessment our service helps you recruit and retain the best applicants to your organisation. We offer a wide range of ability tests, personality questionnaire and other assessment tools to give a reliable and unbiased snapshot of key skills. With many parts of the process completed online we can help you to improve the efficiency of a selection process and identify and measure the competencies that are required for success in the role.

By using objective information you can look beyond just hard skills and gauge an individual's potential for the future with an insight into the way in which someone is likely to approach their work. We can also provide for beyond the candidate selection. The outcomes will equip the line manager with information about the candidate's strengths and development needs and assist with the ongoing management of the successful candidate. Candidates will view your organisation in a positive light when they are able to see that they are part of a fair and open recruitment process.

For more information, sample reports, practice tests or an informal discussion please contact us on 01392 385555 or email occtest@devon.gov.uk

Disclosure & Barring Service (DBS) / CRB checks update

The Government announced on 23rd May that some significant changes to DBS checks, notably the 'Update Service' and the 'Applicant only copy' of the Disclosure certificate will take effect on 17th June 2013. We will be presenting the key implications for you and your staff at the Academies Forum on 3rd July and Schools Forum in the Autumn term, and further information will be circulated via the Schools Communication system.

Update Service - initially Devon County Council will not be supporting the 'Update Service', as the effectiveness of this service will be assessed to determine how it will be best utilised. We will be providing support to our customers on the use of this service.

Applicant only copy - Registered Bodies will no longer receive a copy of the DBS Disclosure Certificate and employers will have to contact the applicant to view their copy. Using our online DBS application service will reduce the amount of additional resource time required to chase up and deal with paper applications.

Online DBS checks - As part of our approach to streamline processes, we are now able to offer an online application service to process DBS checks. Further information about the service, can be accessed from the team on 01392 381033 or email disclose@devon.gov.uk

School Group Sizes

Every year, following the annual census, a review is undertaken by Devon County Council into group sizes of maintained schools to ensure that they are correct and up to date. As a result of this year's review a few schools have been written to informing them if they have moved to a higher or lower group size. As a result of any increases or decreases the governing body may need to review the Individual School Range (ISR) for the Headteacher and any staff on the leadership scale under the School Teachers Pay and Conditions Document (STPCD). Governing bodies that have purchased HR support from HR ONE can get advice on these implications by contact HR Helpline on 01392 385555.

We want to hear from you

If there is anything in particular that you would like to hear about in future newsletters, or any feedback you would like to pass on to us about this newsletter, please contact *the HR ONE Editorial Team* Tel: 01392 385555 Email: hron@devon.gov.uk



Events

HR ONE has also attended several schools and academies conferences recently across the South West. This has included the Bristol Association of Primary Head Teachers Conference in Chepstow, the Cornwall branch meeting of the National Association of Head Teachers in Newquay, and the Dorset Primary Head Teachers' Association Conference in Poole.

It has been a busy time for schools and academies who are trying to select their HR provider for the coming year – hopefully our attendance has helped in this process. This will also enable us to benchmark HR practices in schools and academies across the South West and bring any learning back to all of our customers.