

regaining control of agency spend.

moving your multi-academy trust
from transactional staffing to
strategic workforce management

As your Trust has grown, so has the complexity of your temporary staffing.

You operate with the complexity of a large corporation but may lack the procurement infrastructure to manage it.



the challenge

the challenge for modern MATs.

are you experiencing these common challenges?

cost

Financial pressure remains the primary obstacle for educational institutions. By transitioning to a Managed Service Provider (MSP), schools can achieve operational efficiencies that could generate enough direct savings to fund two additional teaching positions.

lack of visibility

Difficulty tracking total spend, fill rates, and reasons for booking across all of your academies.

compliance risks

Varying vetting standards across different suppliers can expose your Trust and your Single Central Record (SCR) to safeguarding risks.

continued professional development

Need for Continuous Professional Development for a changing classroom.

fragmentation

Managing multiple agencies leads to inconsistent quality and processes.

administrative burden

Business Managers waste hours manually chasing agencies and processing hundreds of individual weekly invoices.

tracking attrition

Difficult to track sickness and attendance, and to mitigate future workforce planning.

increased complexity

Schools face difficulties due to the rising number of students needing support. This necessitates providing SEN support and fostering inclusive teaching, as required by policy.



our solution.

our solution – the master vendor (MSP) model.

one point of contact
total fulfilment

Randstad's Managed Service Provider (MSP) model acts as your single strategic partner. We manage all your agency requirements, fill roles directly, and manage a "2nd Tier" of your preferred local agencies when needed.

single gateway

Randstad acts as the sole point of contact for all vacancies (temporary, long-term, and permanent).

100% fulfilment

We fill the majority of roles directly. For the rest, we manage a vetted panel of 2nd-tier agencies to ensure your classrooms are always covered.

consolidated invoicing

We replace hundreds of agency bills with one weekly or monthly invoice for the whole Trust, significantly reducing finance admin.

temp-to-perm conversions

To reduce the Trust's long-term reliance on expensive daily agency rates, Randstad focuses on transitioning temporary workers into permanent staff.

permanent partnerships

Randstad will work proactively with the Trust to manage their recruitment of permanent teachers and long term staff. With a dedicated Account Manager, the Trust will have access to a pool of "permanent" workforce who are matched to the school's ethos. Trusts will also benefit from preferential rates, specific lead response times, and priority access. We also provide proactive marketing and sourcing of talent matched to your previous recruitment drives, ensuring a truly consultative partnership.



data-driven workforce insights

Randstad provides real-time reporting, delivering actionable data on tenure tracking, reasons for booking (e.g., maternity vs. unplanned sickness), and subject/phase demand trends. This helps Trustees accurately forecast future hiring needs and allocate budgets for the upcoming academic year.

talent pipelines & CPD

Randstad proactively builds future talent pipelines by partnering with local universities. They also provide extensive Continuous Professional Development (CPD) for candidates—such as Team Teach, Trauma-Informed Practice, and SEND training—ensuring the workforce is highly skilled and ready to meet evolving classroom.

randstad vendor management system

This is the client-facing “Control Tower” for the Trust. Headteachers use it for fast requisition and booking, while finance teams use it for consolidated invoicing. Crucially, Randstad’s VMS features a “Technology Lock” that physically prevents a candidate from being booked if their compliance and safeguarding documents are expired or missing.

randstad app

A worker-facing mobile app that automates shift distribution. It pushes local vacancies instantly to pre-vetted candidates via a “fastest finger first” approach, allowing workers to accept shifts in as little as 20 seconds, massively reducing the time to fill morning emergency cover.

talentradar

A reporting dashboard that gives executive and finance teams real-time visibility into total spend, fulfilment rates, time-to-hire, and compliance metrics across every school in the Trust.





the three pillars of value.

the three pillars of value.



the three pillars of value.

1. strategic value & cost savings.

(fit for funding) hard savings (direct financial impact)



1.
strategic value
& cost savings

These are measurable reductions in expenditure that directly affect the bottom line and “free up” budget for educational resources.

consolidated procurement (15-25%)

By leveraging the collective buying power of the entire Trust rather than individual schools, an MSP can negotiate volume discounts.

reduced agency fees (30-40%)

In recruitment MSPs, standardising “rate cards” across all schools eliminates the varying agency margins. This typically saves 30-40% on the contingent workforce spend.

soft savings (operational & productivity gains)

Soft savings are indirect; they improve capacity and reduce “cost avoidance” by preventing future expensive issues.

risk mitigation & compliance

MSPs provide enterprise-grade cybersecurity and GDPR compliance. A single data breach or ransomware attack in 2026 can cost a MAT hundreds of thousands in recovery fees and legal penalties; an MSP acts as an insurance policy against these “catastrophic” costs.

recruitment & training efficiency

Centralising the onboarding process through an MSP reduces the administrative burden on CFOs, allowing them to focus on strategic financial planning rather than processing invoices or vetting individual contractors.

strategic scalability

When a MAT acquires a new school, an MSP can “onboard” that school into the existing infrastructure almost instantly. This avoids the massive “growth lag” and bespoke project costs usually associated with expansion.

the three pillars of value.

2. compliance & safeguarding.

(fit for the classroom)

the “gold standard” of safety

We adhere strictly to Keeping Children Safe in Education (KCSIE) guidelines.

the technology lock

Our system physically prevents a candidate from being booked if their compliance documents are expired or missing.

audit ready

We assume the heavy lifting of vetting, providing a single, consolidated safeguarding report to ensure your Single Central Record (SCR) is always Ofsted-ready.



2.
compliance &
safeguarding



the three pillars of value.

3. quality & retention.

(fit for the future)



3.

quality & retention

CPD & training

As members of the CPD Accreditation Service, Randstad provides access to over 10 CPD-certified modules delivered through a flexible blend of face-to-face workshops, interactive webinars, and on-demand e-learning platforms.

mandatory compliance & safeguarding

All temporary staff are required to complete Level 2 Safeguarding Training (refreshed annually), alongside training on the Prevent Duty, online safety, and the role of the Local Authority Designated Officer (LADO).

special educational needs and disabilities (SEND)

In partnership with the National Association for Special Educational Needs (NASEN), Randstad provides expert guidance and specialised webinars for supporting learners with autism, ADHD, and other SEND requirements.

trauma-informed practice & mental health

Randstad provides comprehensive training series on Trauma-Informed Practice, helping educators support students with trauma-related barriers to learning. They also provide targeted mental health awareness training to foster student resilience.

behaviour management

Candidates can access Team Teach training, which provides BILD and ICM-accredited strategies for safely managing challenging classroom behaviour.

general pedagogy & future skills

The CPD programme includes modules on cognitive load theory, growth mindset, and diversity and inclusion. For the 2025/2026 academic year, Randstad has introduced new modules focused on classroom technology and inclusive teaching methods.



3. quality & retention

retaining the talent pool

Engagement and Development Randstad focuses on transforming transactional placements into long-term careers, ensuring high retention and candidate satisfaction:

comprehensive CPD

Candidates are retained through heavy investment in free and subsidised training, including specialised modules on SEND (partnered with NASEN), Trauma-Informed Practice (partnered with TICS), Team Teach behaviour management, and cognitive load theory.

empowering technology

The Randstad app allows workers to easily view shift details, manage their availability, and accept jobs instantly, giving them transparency and control over their schedules. Additionally, a 24/7 Talent Chatbot provides immediate support and guidance to applicants.

bespoke onboarding

Before starting an assignment, supply staff receive school-specific onboarding webinars (including virtual school tours and policy reviews) so they feel prepared, safe, and aligned with the specific school's culture.

personal connection

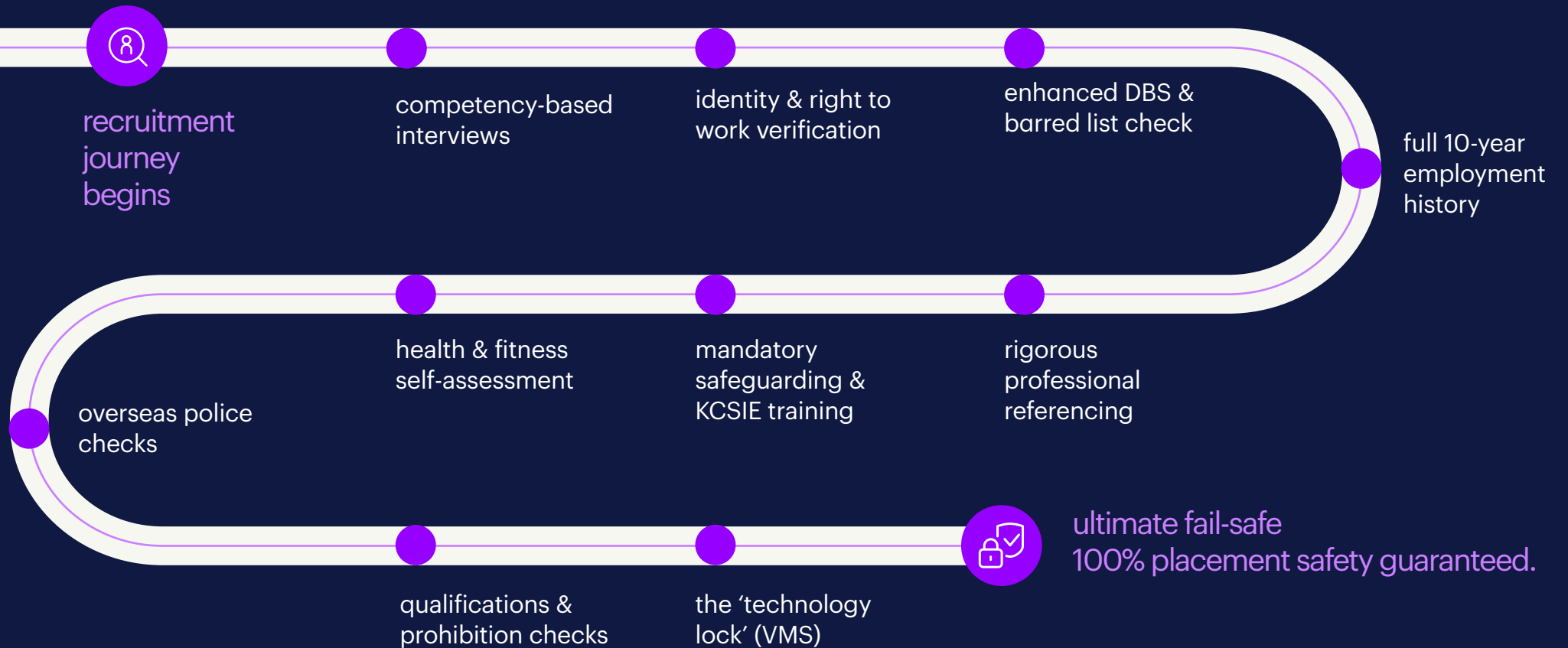
Randstad provides dedicated consultants for candidates and conducts increased personal check-in calls to ensure tutors and teachers feel valued, listened to, and supported.

temp-to-perm pathways

Randstad actively helps schools transition temporary staff into permanent roles (often utilizing a "12 weeks free temp-to-perm" model), offering candidates a clear route to career stability.

the gold standard of safeguarding.

randstad education's 10 step safer recruiter process





competency-based interviews

Candidates undergo in-depth face-to-face or live video interviews featuring outcome- and impact-based questions to assess their teaching style and classroom management.

identity & right to work verification

Randstad utilizes TrustID, a leading digital platform, to verify original identity documents and confirm legal eligibility to work in the UK.

enhanced dbs & barred list check

A mandatory Enhanced Child Workforce DBS check is conducted (and validated via the Update Service) alongside a Child ISA barred list check.

full 10-year employment history

Recruiters scrutinise a full 10-year chronological work history, investigating and documenting all gaps in employment to ensure transparency.

rigorous professional referencing

A minimum of two professional references are obtained, including one from the most recent employer and any previous child-related employment.

qualifications & prohibition checks

Academic certifications (QTS/NCTL) are verified via official registers, including Section 128 checks for those in leadership positions.

overseas police checks

Candidates who have lived or worked abroad for 6 months or more in the last five years must provide an international police check or certificate of good conduct.

health & fitness self-assessment

Candidates complete a medical questionnaire to ensure they possess health and physical capacity for teaching, per the Education Regulations 2004.

mandatory safeguarding & kcsie training

All staff must complete Level 2 Safeguarding Training annually and confirm receipt and understanding of the latest 'Keeping Children Safe in Education (KCSIE) guidance.

the 'technology lock' (VMS)

The system physically prevents any candidate from being booked if a single compliance document is missing or expired, ensuring 100% placement safety.



technology that works for you.

efficiency through innovation

randstad portal

Your central portal to book staff, approve timesheets, and view compliance documents instantly.

randstad app

Our worker app pushes shifts to local, pre-vetted candidates instantly (“fastest finger first”), ensuring rapid fill rates for emergency morning cover.

talentradar

A reporting dashboard giving your executive team real-time data on spend, time-to-fill, and fulfilment rates across every school in the Trust.

proven success.

trusted by leading MATs



scale

We support over

4,500

schools

and

50+

MATs nationwide.



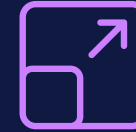
case study

(Empower Learning
Academy Trust)

We fulfilled over

3,400

assignments and delivered
significant cost reductions
through streamlined processes.



zero-disruption implementation

Our rapid 4 to 6-week rollout
ensures your schools keep
working while we change the
engine, including an “amnesty”
that keeps your current
temporary workers in place.

take the first step.



the spend & efficiency audit

we don't expect you to change your model without data.

Contact us today for a complimentary Spend & Efficiency Audit. Provide us with a confidential ledger export of your agency spend, and we will return a diagnostic report highlighting exactly where your budget is leaking through margin variance and off-contract spend.

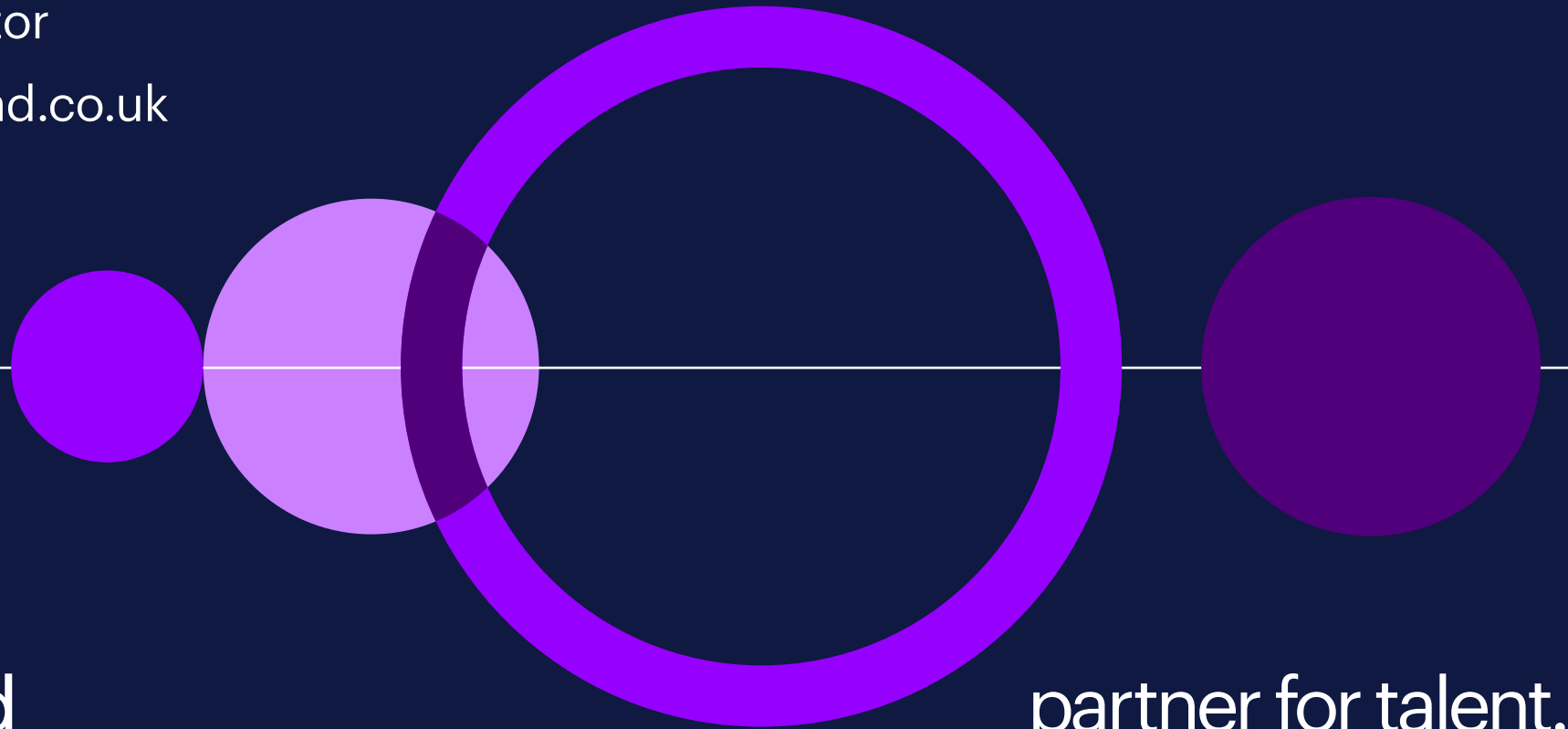
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partner for talent.