

# “With MHR we felt it was all in the right place.”

iTrent a perfect fit for a multi-academy trust.

**Customer:**

Leigh Academies Trust (LAT)

**Number of employees:**

2500

**Sector:**

Education

**Solution supplied:**

HRM and payroll

MHR



## About Leigh Academies Trust

Founded in 2008 Leigh Academies Trust (LAT) now has 31 academies (educating over 20,000 pupils) stretching across Kent, the Medway towns and South-East London; a mix of primary, secondary and special institutions.

LAT has been an MHR customer since 2018.

## What they were looking for

The system LAT was using was fast becoming obsolete. It wasn't robust enough to deal with the needs of a growing multi-academies trust. They wanted flexibility, agility and scalability:

- To automate key processes
- To run payroll in-house with the option to use MHR's emergency payroll service if needed
- To manage the needs of schools in different local authorities – each with their own, sometimes complex needs and demands

“We wanted a software provider that was flexible and able to deal with lots of different scenarios and situations.”  
– Richard Taylor, People Director, Leigh Academies Trust

Tia & Louis  
positive phot  
Tia & Lou

“iTrent gives you the operational flexibility to be able to manage a skilled workforce efficiently.”

**Richard Taylor**  
People Director  
Leigh Academies Trust

## Results and benefits

- No longer a need to take on a new payroll person every time an academy joined LAT (20% saving in terms of staff – not through losing people, but not needing to hire them as LAT has grown)
- Onboarding process is now more efficient and detailed
- Improved report-generating times and improved reporting capabilities through business objects

“No more fiddling around with Excel spreadsheets – probably saves me two days a month.” – Richard Taylor

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## Challenge

LAT wanted a solution that would:

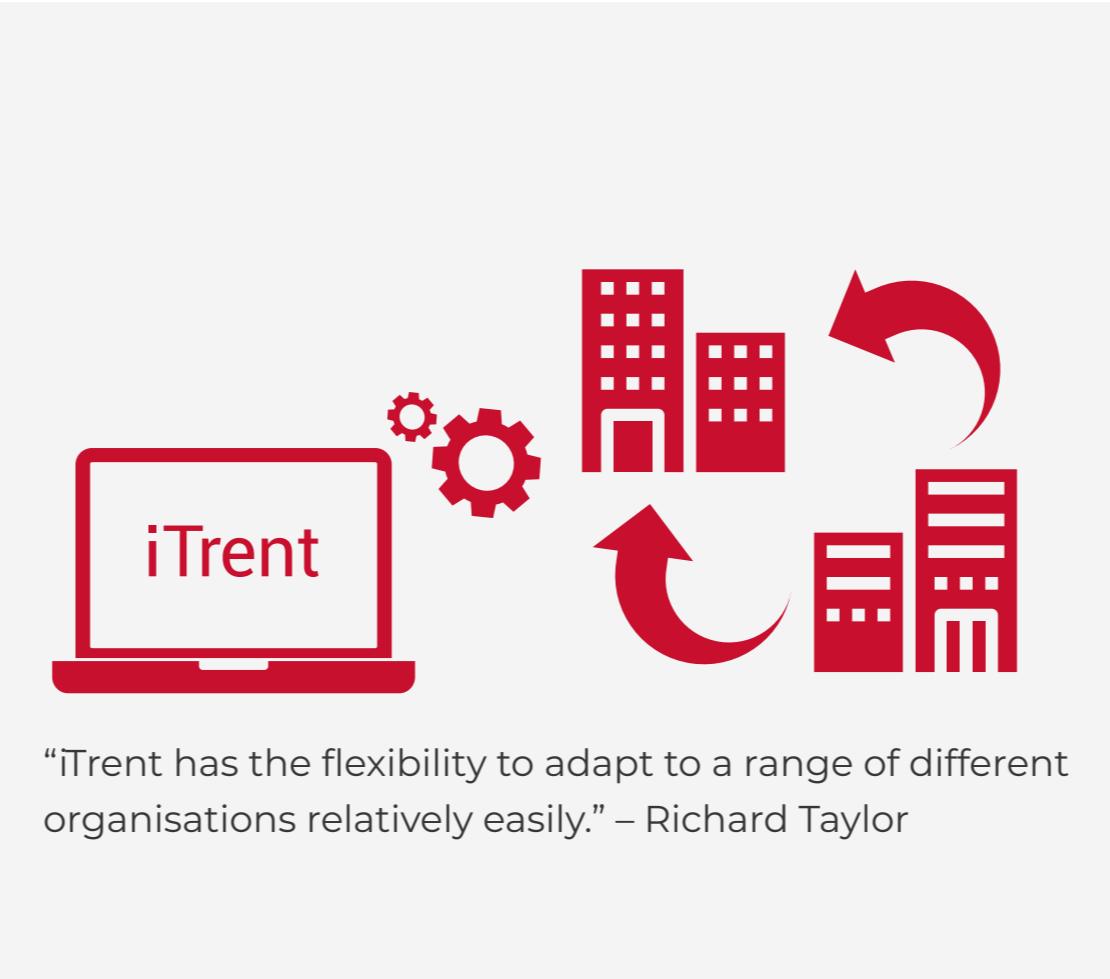
- Improve accuracy while reducing risk
- Cope comfortably with the trust's growth
- Have more automated systems and speed things up – they wanted to move away from manual processes
- Deal with multiple contracts, zero hours contracts, term time working, pro rata salary payments and sector-specific nuances

## Solution

“We wanted a software provider that was flexible and able to deal with lots of different scenarios and situations.”  
– Richard Taylor

Richard Taylor and LAT's payroll manager, Derek Stewart had both used iTrent in previous roles and were very aware of iTrent's capabilities. The widespread take-up in local authorities where there were operational parallels provided added assurance.

“We were confident it was the right solution.” – Richard Taylor



Increased efficiencies in payroll processing.



Improved onboarding process for new hires – approximately 400 in the lead-up to each autumn term.



“Probably the best product of its type in terms of customisation.”  
– Richard Taylor