

“I WOULD ABSOLUTELY RECOMMEND iTRENT”

MHR SOLUTION A BIG HIT WITH INDEPENDENT SCHOOLS FOUNDATION



Customer:
The Mill Hill School Foundation



Number of employees:
650



Sector:
Education



Solution supplied:
iTrent HR & Payroll

MHR



ABOUT THE MILL HILL SCHOOL FOUNDATION

The Mill Hill School Foundation in North London was originally founded in 1807. The foundation now includes seven schools – preparatory schools, an international school and senior school – in London and Kent. They have a mix of boarders and day pupils.

The foundation became an iTrent customer in 2021.

WHAT THEY WERE LOOKING FOR

Prior to implementing iTrent, the foundation included four schools – all of which, apart from a Single Central Record (SCR) tracker, were operating totally paper-based HR processes. Everything people-related was monitored using spreadsheets.

Newly appointed HR Manager, Wayne Coomey, had implemented HR systems at various organisations during his career and recognised the need for The Mill Hill School Foundation to move everything to a professional HR system.

The Mill Hill School Foundation had a payroll system, but it was “starting to break at the seams”. It was clear they needed to look at payroll as well as HR.

The foundation considered several potential providers but were most impressed by the functionality and support MHR offered. Coomey put together a proposal for the foundation’s governing body.



“iTRENT, TO ME, IS INCREDIBLY GOOD VALUE FOR MONEY.”

WAYNE COOMEY
HR MANAGER
THE MILL HILL SCHOOL FOUNDATION

SOLUTION

Unlike many other customers The Mill Hill School Foundation went live with HR before payroll as there was a more pressing need in that area. They then went live with payroll in April 2022 – which went very smoothly after only one parallel pay run with their previous system.

With HR firmly bedded-in and payroll up-and-running, the foundation is looking at additional iTrent modules to support and drive HR and operations.

The foundation’s appraisal process isn’t consistent, so in using the Performance Management module they plan to design and implement new processes – one for teachers and one for support staff.

The foundation typically recruits for around 100-120 positions each year so a more effective onboarding process will save considerable amounts of time. Onboarding will be implemented during September to November 2022 – a quieter recruiting period, enabling more training time and getting used to this part of the system. Further ahead they are looking at implementing Business Objects.

The foundation was very pleased with MHR’s flexible approach to training their team.

“IT HELPS ANY SCHOOL OR ANY INDEPENDENT FOUNDATION LIKE US TO BE INNOVATIVE AND FORWARD THINKING”

WAYNE COOMEY

RESULTS AND BENEFITS

Just a year or so since iTrent HR was implemented, The Mill Hill School Foundation has seen significant changes and improvements:

- One ‘core’ system
- All paper-based HR processes replaced
- Payslips now accessed through employee self-service
- Accurate people data provided
- Easier to monitor starters and leavers’ numbers
- A central data hub that can be built upon
- One portal for all people processes



Intuitive for users



Simple report running has replaced big manual tasks



Time savings of approximately one day a week