MHR | Shaw Education Trust

> **"People First made me feel comfortable that we are in the right hands for the digital future we're embarking on."**

Stephen Watson,
Chief People Officer at Shaw Education Trust

Customer
Shaw Education Trust

Sector
Education

Number of employees
3000

Products supplied
MHR solutions

About Shaw Education

Established in 2014, the Shaw Education Trust is a rapidly growing multi academy trust. The trust oversees 32 schools, including 11 special schools, 9 secondary schools, and 12 primary schools, serving around 15,000 students and employing 3,000 employees.

A digital transformation journey

Historically, the education sector has been slow to engage with digital transformation. Stephen Watson, Chief People Officer at Shaw Education Trust recognised the importance of evolving with the times, providing a great education for its students while also ensuring a good employee experience for its workforce.

"Before this some of our practices were quite outdated," said Stephen. "For example, four years ago, we were asking people to download application forms, fill them in and re-upload them. In the digital age, people don't want to do that!"

After attending a People First showcase where he was shown how the system could work, Stephen was blown away. "I could see how it would really work within our organisation and transform our journey," he said. The result? He felt confident choosing the People First system for its simplicity, ease of use, and cloud-based functionality.

"I think one of the things that really stood out to us was the People First system wasn't this big, clunky, hard to navigate kind of system. It was a cloud-based system that had all this amazing software that actually was really simple," Stephen said.

Embracing transformation

People First will allow employees to manage their own data, reducing administrative burdens. The system is intuitive with Stephen noting it reminds him of the software he uses on a daily basis, such as banking apps. This is great for the Trust, as it means each employee can engage with the platform regardless of tech savviness, and without requiring training.

The Trust hires a hugely diverse range of employees, from professors and CEOs to playground monitors. Therefore, there's a huge variance in tech literacy. People First bridges those gaps and ensures everyone gets a consistent experience across every school.

"One thing I really took away from the People First demonstration was the ease of use," Stephen noted, "while also remembering that it does what it says on the tin."

People First will also enable the Trust to replace outdated, clunky systems with a more efficient cloud-based system, streamlining data handling while enhancing security and reliability. This makes it a lot easier to report to various regulatory bodies, including Ofsted.

When asked what advice he'd offer to other educators looking to take the next step into digital transformation, Stephen had this to say: "Find a partner like MHR, that you believe in that gets you as an organisation and one that you know you're going to rely on."

Key benefits

- The simplicity of People First resembles the same tech employees use at home, making it easier for them to engage in the system without training

- Cloud-based functionality ensures extra data security and certainty

- Reliable, accessible data makes for quicker decision making and reporting to regulatory bodies such as the DfE or Ofsted

- Manual data handling will be phased out, improving accuracy and speed without compromise

" Find a partner that you believe in that gets you as an organisation and one that you know you're going to rely on. "

Stephen Watson,
Chief People Officer at Shaw Education Trust

**The science behind
a new world of work**