



# Staff Management Subscription: Premium

Take a holistic approach to recruiting, training and retaining your staff to ensure your school community flourishes.



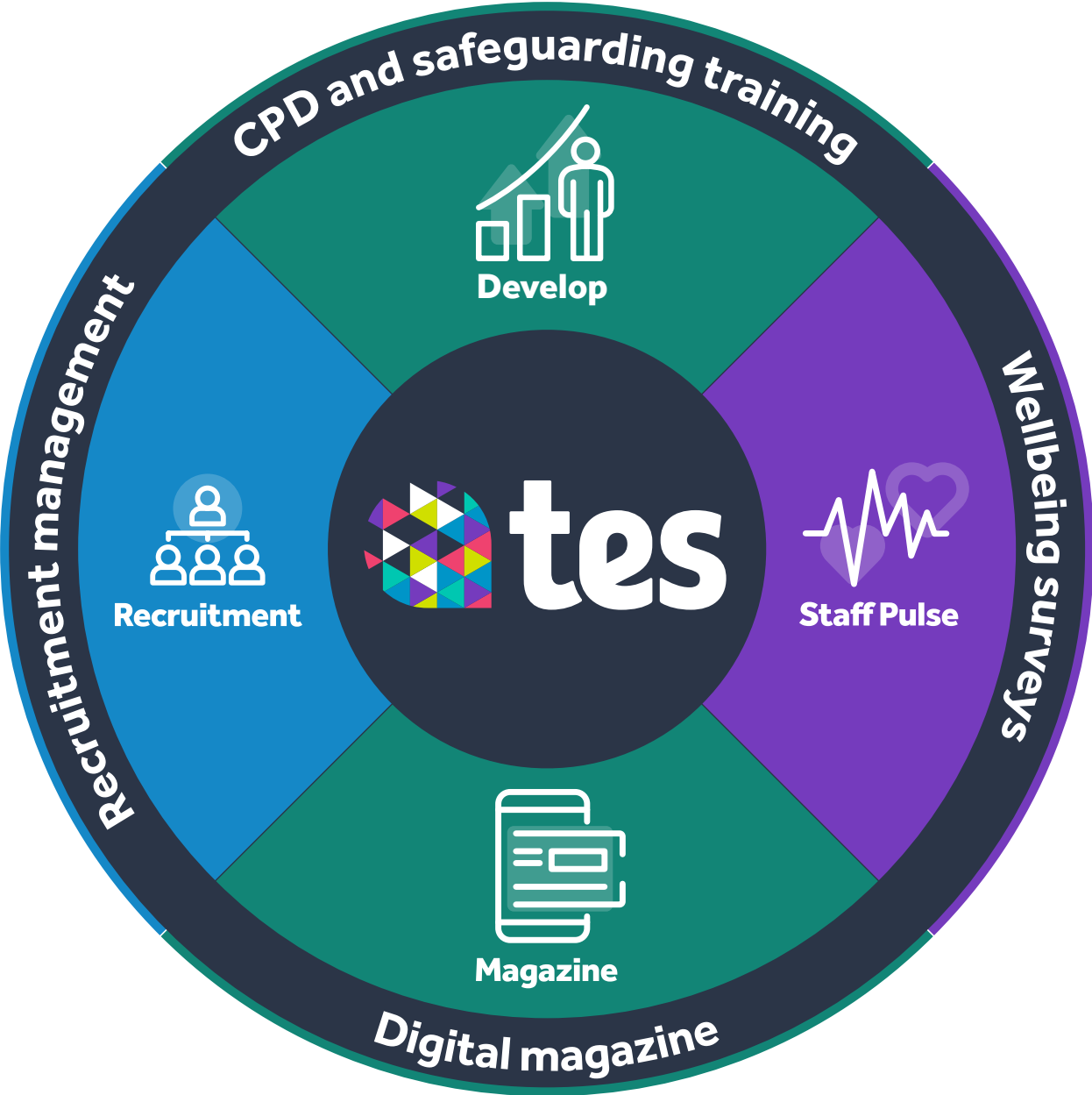
# One subscription to help your whole school thrive

For your school to succeed you need happy and engaged staff who feel supported in every aspect of their career - and a Staff Management Subscription can help you to achieve that.

It can provide you with everything you need to recruit, train and retain your staff - all in one subscription, for one annual price.

Stand out as a school that prioritises your staffs' needs by inspiring and investing in your staff with a **strategic approach to recruitment, safeguarding and CPD training**, and **wellbeing** that supports everyone to be the best they can be.

[tes.com/staff-management](https://tes.com/staff-management)



# Manage recruitment efficiently and effectively

Get the support and tools you need to find the right staff for your school.

With our recruitment services you can advertise to the **world's largest network of teachers** and manage the entire recruitment process in one place through our Applicant Tracking System (ATS). Our new job search algorithm uses multiple data points to ensure that candidates are shown the job adverts that are most relevant to their search, helping you to receive more applications from suitable candidates.

- Make sure the right potential candidates see your job adverts with our **new job search algorithm** – and with a Premium subscription you'll enjoy a high advert relative ranking level
- Promote your school's vacancies, culture and ethos through a **school career site** – a page dedicated to your school in our on-site school directory
- Get support at every stage of the recruitment process with our **Applicant Tracking System (ATS)**:
  - Quickly and easily **create and share your job adverts**
  - Speed up the application process with our **customisable online application form**
  - **Email candidates directly** within the ATS and easily **keep track of all communications in one place**
  - **Manage reference requests** with automatic reminders and validated forms
  - **Collaborate with your team** within the ATS and use our **interview scorecard** to ensure a fair and documented interview and recruitment process
  - **See how your adverts are performing** with our built-in insights dashboard, which can track your adverts and compare them to other schools in your area\*\*
  - Maintain high levels of **security and transparency** and ensure that your application process complies with current data protection legislation
- Get help from our expert consultants to find the best candidates for your school with personalised and tailored managed recruitment. We'll talk to you to learn about your school's ethos and culture, then we'll match your candidate specification to our database of high-quality and experienced global teachers and leaders who've signed up to be contacted about opportunities that match their skills and interests

**290,000+**  
**average**  
weekly visitors  
to Tes Jobs\*

**910,000+**  
**applications**  
submitted on Tes  
Jobs in the past 12  
months\*

**540,000+**  
**teachers**  
**and leaders**  
open to being  
contacted  
about roles\*



\*Tes internal statistics, correct August 2021.

\*\* Benchmarking data only available to English secondary schools.

# Train your staff with Develop

**Demonstrate your ongoing commitment to staff continuing professional development with unlimited access to flexible online CPD.**

With our online training platform Develop, you can provide your staff with the flexible personalised training they need to grow and progress with anytime, anywhere access to **over 180 expert-written courses** in **safeguarding and duty of care, professional studies and subject knowledge**.

- Easily **assign and monitor learning**, run reports and **evidence training**
- Enable staff to **search for training** that suits their needs and interests
- **Raise teaching standards** and ensure that staff are up to date and compliant with **mandatory safeguarding training**
- **Align professional development standards** across your school or group of schools
- Gain peace of mind that you're **keeping all your students safe**

## Safeguarding and duty of care

Over 80 courses for your whole school community covering the latest safeguarding and duty of care training, powered by EduCare.

## Professional studies

Over 50 courses covering everything your staff need to improve their classroom practice and develop critical thinking skills.

## Subject knowledge

Over 50 courses covering literacy for primary and secondary, the core secondary subject areas and subject specific pedagogy.

**1,733,274** courses

were taken in 2020 –  
that's an average  
of 4,749 courses per day.\*

**400+** learning hours

have been curated by leading experts in  
teacher training, safeguarding and duty  
of care.\*\*



\* Tes Safeguarding: 1.7 million courses taken in 2020, May 2021.

\*\* Tes Develop, May 2020.

# Provide staff with the latest education intelligence with Tes Magazine

Ensure all staff have access to the latest education news, analysis, and teaching and learning knowledge with Tes Magazine.

With **unlimited access to our extensive online content**, you can make sure all your staff know what's happening in education and how it will impact them and your school. **Support your staff to hone their pedagogy and pastoral skills** with the latest best practice and research – and our online archive of more than 100 years of articles about all aspects of school life that will be coming soon.

- Get **news** as it happens, **anytime, anywhere – all in one place**
- Read **in-depth analysis** of the matters that impact school life, provided by our panel of renowned experts
- Access expert education journalism that delves deep into the research and best practice around pedagogy and pastoral matters and **use articles for staff CPD**
- Get essential **policy summaries** and guides covering leadership, compliance and safeguarding to save teachers' time

Supporting schools and teachers  
for over 100 years.



# Improve wellbeing with Staff Pulse

Show staff that you care about their opinions and wellbeing with regular short surveys and action plans.

With our anonymous survey tool you can **give your school community a voice**, gain an in-depth insight into how they're feeling, **identify issues, track improvements** and bring your staff wellbeing strategy to life.

- Choose from our bank of **custom-created questions tailored to education** and developed by a psychologist – covering 21 different categories
- **Add customised questions** to meet your specific needs
- Use real-time data to gain insight and easily identify and track areas of improvement and areas to celebrate
- **Create action plans** and **track changes** over time to see if they've had a positive impact
- Respond to individual staff comments to **offer help and support with two-way conversations**

**Over 130,000** staff comments  
and nearly 1 million answers have been submitted via Staff Pulse\*

*I'm extremely pleased with the insight to my staff that Staff Pulse has given me. By gathering weekly snapshots, I'm able to build a picture of how my staff are feeling, where the strengths are and, more importantly, where people feel enhancements could be made.*

**Rob Campbell**

Headteacher, ClareMont Primary and Nursery School, UK



# Staff Management Subscription: Premium

Our Premium subscription package will provide you with:

Recruitment	
Unlimited job adverts on tes.com	Candidate communication – individual/bulk emails
Advert relative ranking level – High	Candidate CV download
Managed recruitment*	Choice of application method
Unlimited spotlight adverts	– Tes online application form with standard bank of questions (quick apply)
School career site listed in the school directory	– CV application
Reference checking tool	– School's own application form
Insights – job advert dashboard**	– Redirect to alternative website
Equal opportunity matrix	– Custom questions
Post to Twitter	– IFrame
Centralised document storage	Email alerts
Filtering options	smartMatch Direct***
Review functionality	Targeted adverts
Interview scorecard	Account manager
Upload and share interview notes	

Develop
Safeguarding and duty of care training
Professional studies training
Subject knowledge training
Magazine
Online access for all staff
Staff Pulse
Schedule a survey
Dashboard results
Download CSV
Custom questions
Conversations
Group dashboard
Staff segments
Insights
Action plans
Supporting content

\*This service is available for a maximum of five teaching job vacancies being managed by Tes per school during any 6-month period.

\*\* UK secondary schools only.

\*\*\* International schools only.

# Together, we build trusted education solutions



See how we can help you to recruit, train and retain  
the staff you need to ensure your school flourishes.

For more information visit: [tes.com/staff-management](https://tes.com/staff-management)