



# Case Study

## William Parker Sports College

William Parker is a large college in Hastings, with a roll of approximately 1500. As a specialist Sports College it exhibits a high degree of commitment to sport both within and outside the curriculum and enjoys an impressive alumni of sportsmen and women.

### Challenge

- Fill multiple vacancies for a Cover Supervisor role in a relatively short timeframe

### Solution

- Candidate screening and telephone interviews
- Shortlist of suitable candidates met in branch
- Thorough vetting process for shortlisted candidates
- 'Slot' interview process with candidate and client

### Results

- Three out of four shortlisted candidates offered positions.

### Challenge

The requirement arose for William Parker to recruit three Cover Supervisors on a permanent basis. The multiple vacancies for the role were to commence at the same time, ideally within just over two months of the initial enquiry.

This was a challenge in itself as the role of Cover Supervisors was already in large demand and short supply. Additionally, the candidates needed to be appointed from the local area as per the college's requirements.

To allow them to concentrate their resources in the most effective way, the college decided to commission the recruitment of the roles to an outside agency. They were keen to find an agency who could fulfil their specific needs both professionally and efficiently.

### Solution

Following an initial review of agencies, Reed Education was chosen as the preferred supplier. As well as a more attractive pricing structure, Reed Education was able to demonstrate an enhanced registration and vetting process. The branch meanwhile, part of nationwide network of offices, was able to prove that it could source candidates local to the college as per the requirement.

With just over two months to complete the entire process, Reed Education's specialist consultants worked within an efficient recruitment structure, from developing a long list of candidates, of which the most suitable were shortlisted; this shortlist was then telephone interviewed by the consultants in branch and successful candidates were then invited into the branch to be registered.

“ In all our dealings I have never been less than 100% satisfied with Reed Education's professional approach and drive to meet our requirements. ”

**Steve Ackerley**  
Deputy Headteacher, William Parker Sports College

As part of the registration, they were subject to rigorous vetting procedures including: List 99 checks, CRB Enhanced Disclosure, full referencing, original qualifications and documents check (including eligibility to work, identity and health checks) and GTC and IfL membership verification. This ensured that only fully compliant candidates would be introduced to the college.

Candidates successful at this stage were then invited to an interview with the client, organised by Reed Education. William Parker had been previously engaged by the idea of 'slots'. This meant that they were able to specify certain times in their diary a few weeks after the initial meeting to interview candidates that had reached the final stage, allowing both parties to work towards a clear and shared deadline.

“ During our association they have furnished me with timely updates and used their own initiative to provide with me with excellent support in the location of suitable candidates through their local and nationwide offices.

I can confidently recommend Reed Education as a professional, effective recruitment agency and a reliable supplier, of suitable candidates to interview. ”

**Steve Ackerley**

Deputy Headteacher, William Parker Sports College

## Results

As agreed at the initial meeting stage with Reed Education, William Parker saw all of the shortlisted candidates put forward. Reed Education were able to demonstrate an impressive understanding of the client's requirements saving them considerable time and resources and, of the four candidates interviewed by the client, three were offered roles.

The relationship continues to develop from strength to strength; now confident of their ability to understand requirements and deliver results, William Parker has used Reed Education for further day bookings and have stated that they will offer any opportunities to support future permanent roles as well.

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