

Eton College

Honouring Tradition, Inspiring Change



THE PROJECT

We were called in by Eton College after some personnel changes caused their HRIS project to stall.

There had been some progress; some configuration had been made for the system and some data had been uploaded but it was clear that there were issues to be resolved before the project could continue.

We took an immediate snapshot of what had been done so far, and set about learning what was needed by the team. Once necessary changes were agreed and actioned, we were able to continue with the process of uploading data to get a complete data set and continuing to develop the system configuration for core HR.

Once core HR was complete and verified, we moved on to working on other modules and developments. One key achievement was being able to agree that CiphR was the “source of truth” for people-related data. This in turn led to us being able to feed other systems within the College with accurate, live data; HR data was now supplying data to teams including Security, Health & Safety, Learning & Development, Compliance, Safeguarding, College libraries, etc.

Internal manual emails and reports have been reduced, along with errors and time for processing. This has freed up HR and wider teams and led to an improved experience for employees and line managers.

As the College’s needs continue to develop, ReThink HR have been retained by the Eton team to support in further developments with CiphR, projects and system integrations.

AT A GLANCE

The project

Website

www.etoncollege.com


Industry

Education

Employee Count

1,200 employees based at one site in the south-east England

Project stages

 Project Rescue

Challenges

- Personnel changes led to a stall in progress.
- We needed a thorough understanding of past configurations and data uploads before moving forward.
- Ensuring data accuracy and integration with other systems within the College.

System Selected



PROJECT OUTCOMES

- System quickly brought up to date with accurate data and correct configuration
- HR team can start utilising Ciphre as their source of truth, removing the requirement to dual key into the old HR system
- Design of processes and liaison with Payroll to ensure smooth and accurate data transfer for payroll
- Additional modules configured and launched to achieve maximum value from the system.
- Liaison with the internal IT team to build integrations with external platforms and share data within the College.



Without the support of Philippa and Abbey we would not be in the strong position we are in now to keep improving the service we provide to the wider School with the help of the data from our HR system.

**Anna Tomlinson,
HR Director**

TESTIMONIAL

“ReThink HR joined our HRIS project after it had “stalled” and have been working with us to get it back on track and rolled out to our staff.

Since we have been working together the lead consultant, Philippa, has quickly learned a lot about our complex working arrangements and advised us about how to develop and adapt our processes to take advantage of how the system can help support our activities.

Having an expert and dedicated resource has been essential to keep momentum on the project with a HR team that is already working at full capacity. Without the support of Philippa and Abbey we would not be in the strong position we are in now to keep improving the service we provide to the wider School with the help of the data from our HR system.

Working with the ReThink HR team has been a pleasure, I cannot recommend them highly enough.”

Anna Tomlinson, HR Director