



Employment Law & HR case study

Griffin Schools Trust

Griffin Schools Trust was founded more than a decade ago by a group of experienced educationalists who took on a small portfolio of schools needing improvement.

Now headquartered in Bromley, Kent, GST has recently grown to 13 primary and secondary schools across the Midlands and the South East, with most of them graded good or outstanding by Ofsted.

HR services and support was provided by Strictly Education until spring 2025 when the service was transferred to Judicium Education.

The level of support has changed and developed as GST has expanded, says GST CEO Anne Powell. “Our schools have always been spread over a number of different local authorities in different geographic regions, so some standardisation across our schools in HR processes has been important.”

“We’ve always been a head-led trust, but HR was one of the first things that we agreed we needed to align on. It was that need to have shared processes, common practices, and then to move from the reactionary to the developmental.”

When GST was formed all schools had different HR contracts, or no HR contract at all. “It was the same with everything: payroll, finance systems, school operations – every system you might expect to find in a school, we had a different version of it,” says Anne.

That development over the years – GST now has 700 staff – means that while recruitment never stops, GST now sees its HR services as being focused on people strategy, getting the best out of its current staff and ensuring the trust’s people needs can be met in the future.

The focus now is freeing up GST's leaders to focus on providing excellent opportunities to pupils by making HR and other back-office processes simpler and more streamlined. The support provided by the experts at Judicium has been instrumental in this.

"The relationship has gone from calling on our HR consultants when we had an issue or a question to accessing the whole suite of HR resources and services that Judicium offers. Our operations teams are now more likely to be using the HR resources hub and accessing the webinars and training modules."

GST also relies on Judicium for updates on legislation changes. "School leaders are busy and may not have time to read every new HR directive, so we rely on Judicium for that expertise which we may not have as educators."

"Having better systems, processes and support in areas like HR has helped us to become a more mature organisation, with a strong infrastructure, and that has also helped our pupil strategy."

Judicium's support has been particularly helpful during difficult times. Falling rolls at one of the trust's schools led to a restructure, with some roles having to be made redundant. HR support proved invaluable during this stressful process, ensuring all affected were given the support they needed.

When a new school joined the trust in September 2025, Judicium support meant the process went extremely smoothly. Staff were supported through transferring their contracts from the local authority to the trust, and the school is now benefiting from the HR service.

"Judicium Education feels like part of our back-office. The service and support they give us isn't one size fits all; they have taken time to build up a deep understanding of who we are, what we do and where we want to go. That makes it very personal."



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