

## NORD ANGLIA EDUCATION PLC

Nord Anglia Education Plc  
Burton-upon-Trent, England  
www.nordanglia.com

### Industry:

Education & Research

### Employees:

4,500

### Oracle Products & Services:

Oracle Human Resources  
Oracle Business Intelligence  
Discoverer  
JD Edwards EnterpriseOne  
Financial Management

### Oracle Partner:



Symatrix Ltd  
www.symatrix.com

**“Oracle’s Accelerate program and Oracle SIMPLY have provided us with a high-functionality, low-cost HR solution that reinforces our commitment to best-practice employee management and automates compliance with existing and future legislation.”**

– Annabel Jones, Group Human Resources Director, Nord Anglia Education Plc

## Nord Anglia Education Standardizes Human Resources Processes to Ensure Compliance and Efficiency

A leading provider of education services within the United Kingdom and overseas, Nord Anglia Education Plc offers quality learning to all age groups.

### Challenges

- Implement consistent, best-practice human resources (HR) management processes for the Company.
- Comply with Criminal Records Bureau (CRB) requirements for all registered and approved childcare providers in the United Kingdom and ensure compliance with National Minimum Wage pay scales
- Add sophisticated HR functionality as required and scale to meet growing staff numbers while reducing overhead

### Solution

- Replaced disparate, paper-based HR systems with Oracle SIMPLY, a pre-configured, out-of-the-box HR solution that is part of Oracle’s Accelerate program for small to medium-sized businesses (SMBs)
- Chose Oracle’s Accelerate offering for its ability to deliver tier-one, industry-specific functionality at a price comparable with tier-two offerings, backed up by the expertise of an Oracle partner
- Went live with Oracle SIMPLY at 50% of the cost and time of a full-scale implementation using Oracle Certified Advantage Partner Symatrix and Oracle Accelerate
- Standardized HR processes at all nurseries and created a single record for each employee
- Leveraged Oracle SIMPLY to create and enforce rigorous, transparent, automated, workflow-routed recruitment processes and incorporate CRB checks to eliminate unsuitable candidates
- Gave HR managers at each nursery Web-based access to up-to-date records of all prospective, existing, and former employees
- Enforced compliance with National Minimum Wage rules
- Benefited from Oracle SIMPLY to demonstrate industry best-practice, structured, auditable HR processes
- Gained the ability to create and share management information reports across the company