



Revolutionising  
Recruitment in Education



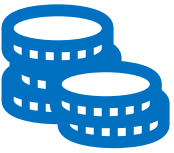
- Why we are Different
- Fair Price Promise – 10% Plus Policy
- Areas of Supply
- Safeguarding Declaration
- Placement Process
- About eXede
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- Contact Details

#### Attachments

- Terms and Conditions
- Example Contract for the Supply of Services

# How we are Different

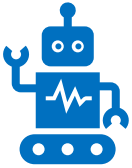
## Pricing



We have learned from our experience to give a pricing structure where everyone is satisfied:

1. Our permanent fees are fair from the outset – no negotiation is required!
2. We have fair temp to perm policies, including no fee after 22 weeks FTE
3. Our candidates are paid fairly too. They are all PAYE – no umbrellas or any costs of payroll are past on to them – and 80% of our charges go to applicant pay.

## Infrastructure



We have invested from day one in cutting edge technology that allows our consultants to be as effective as possible:

1. We use the highest rated recruitment software in the market – simple platforms for client and candidate interaction
2. Award winning candidate sourcing tools
3. Connectivity – our consultants can always access their office phone and emails

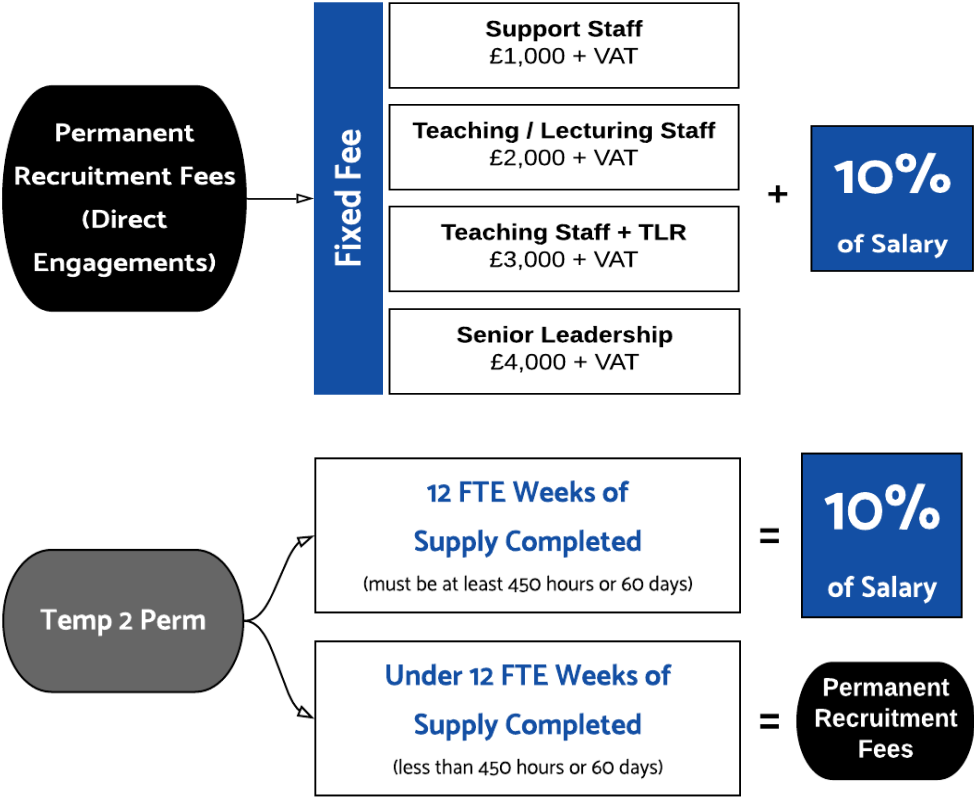
## Approach



We have worked hard to create a culture that embodies the idea that everyone has to win in any recruitment transaction we enable. We train our consultants both to have high level recruitment skills and to apply them in line with our approach – emphasising the importance that all parties need to gain in the process and to seek long term relationships over quick wins.



# 10% + Pricing Policy



## Extended Period of Hire - Free Temp 2 Perm Alternative!

Once a contractor has completed 12 FTE weeks of supply, you can provide us notice that you wish to engage the **extended period of hire** – simply continue the contract on the existing terms for a further **10 weeks FTE** and there will be **no fee** should you take the contractor on directly after this period.





### **Everybody Wins**

Our service is about balancing the needs of everyone involved and it won't work if we are self serving or value any party's requirements over another. We make sure that our recruitment solutions are right for everyone involved and our honesty and transparency mean there are no surprises to dampen that winning feeling after a successful hire.

### **Fairness**

Not something you naturally think of when it comes to recruitment but this is exactly what eXede is about. For us, the most important thing is that our **clients** and **candidates** are **treated fairly...** that includes what our clients are charged and what our candidates are paid.

### **Honesty and Transparency**

This is key to our approach. Our consultants are made up of ex teachers, department heads, graduates and compliance specialists so you can trust that you are dealing with people who know what they are doing.

# Subject Areas

## Construction

Bricklaying & Trowel Trades

Carpentry

Plumbing

Electrical Installation

Multi-Trades

Built Environment & Civil Engineering



Lecturers



Assessors



IQAs



Leadership



Support



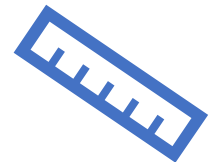
## Engineering

Motor Vehicle & Body Repair

Electrical and Electronic Engineering

Mechanical Engineering

Fabrication & Welding



## Essential Skills

English, Maths & ICT

Learning Support

## Professional & Service Industries

Health & Social Care

Childcare & Early Years

Public Services

Hair and Beauty

Catering & Hospitality

Accountancy

Business and Management

Computing & IT



## A-levels

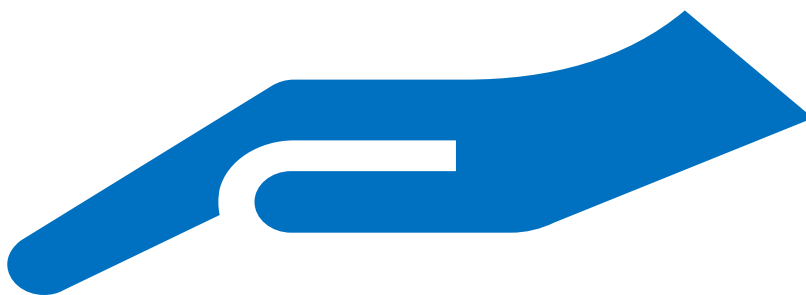
Science, Maths, English

Modern Foreign Languages

Art & Design



Our Infrastructure  
Allows us to seek and attract  
candidates in any subject  
area



We work to the standards set out in **Keeping Children Safe in Education** and the **Conduct of Employment Agencies and Employment Businesses Regulations**.

We take all reasonably practical steps to ensure the staff we introduce are fit to work with children and suitably qualified for your position and communicate this to you every step of the way.

All our staff are trained in safeguarding and we are active **members of the REC** to give you assurance that we carry out our business ethically and compliantly.



Department  
for Education



Member



# Safeguarding Checks

Identity & Address

Right to Work in the UK

Enhanced DBS - registered to the Update Service

Barred List Check

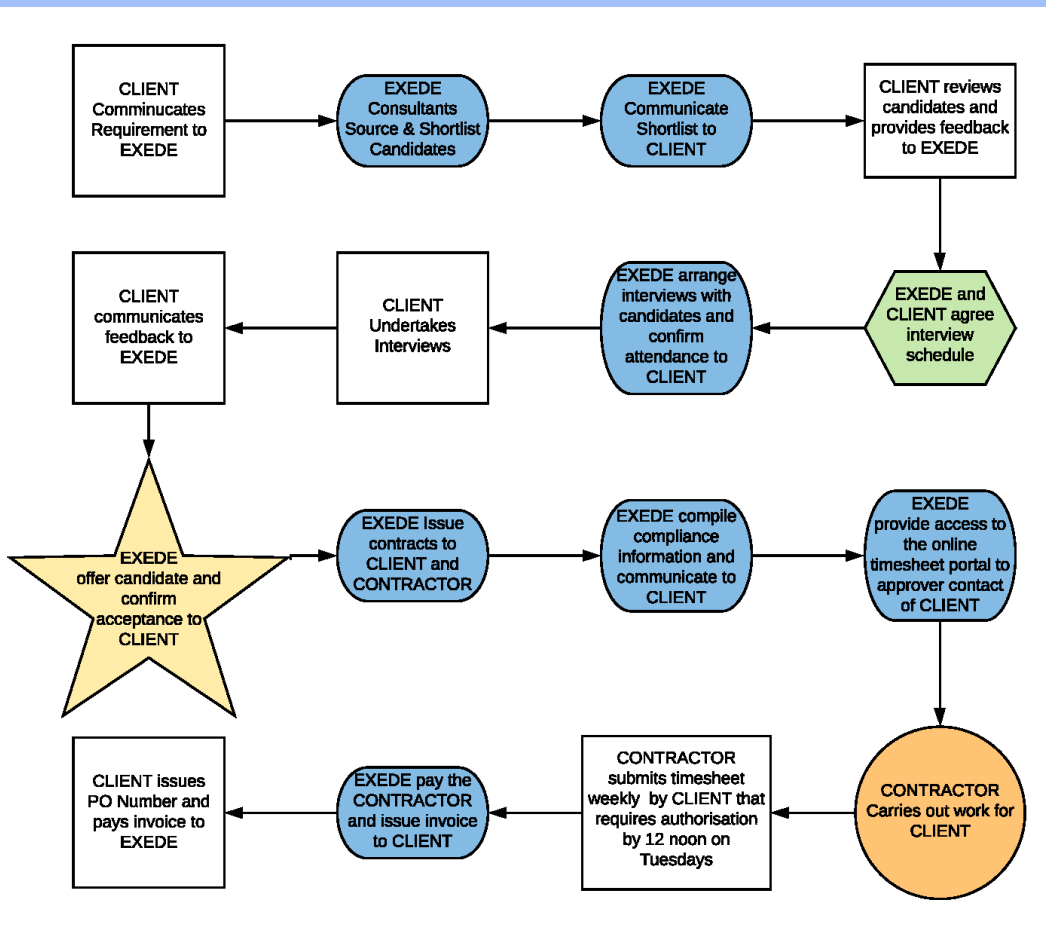
References – including most recent education employer

Qualifications

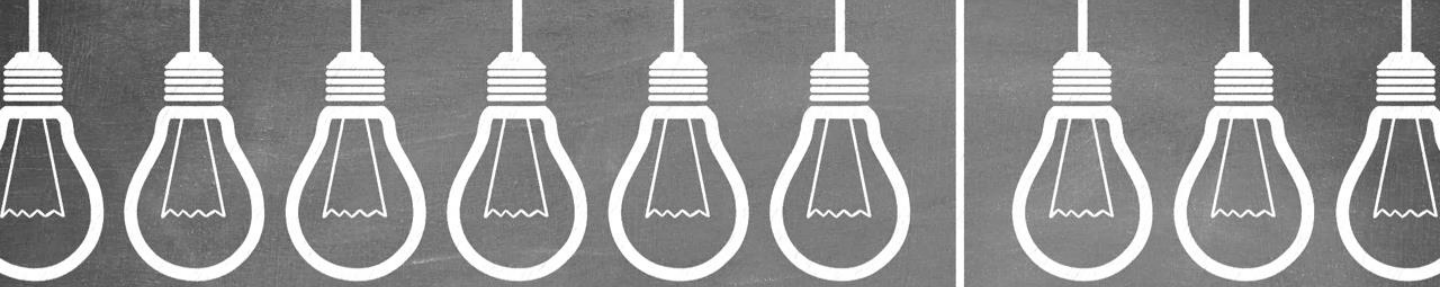
Medical Declaration

Prohibition Order Check (where appropriate)





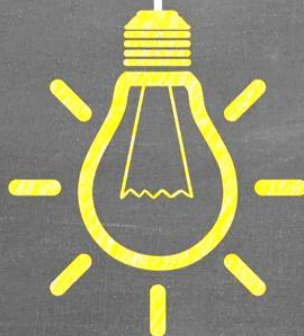
# Placement Process



## About Us

Our directors formed eXede following extensive careers in both education recruitment and in teaching itself. Between Russell, Jon and Chris they have over 30 years experience in recruitment and education.

Recognising that they shared core business values, they realised there was an opportunity to offer a much improved service in the industry and joined forces to create eXede and begin their mission to **revolutionise recruitment in education.**



Russell has worked in Further Education as a Curriculum Leader and in Private Education as a Head of Science. He has also successfully owned and run his own Secondary Supply Agency for the last 5 years.

Jon started his career in education recruitment in 2005. He spent the last 8 years of his career managing the operations at a large education recruitment firm including their contracts and compliance, legal team and support functions.



Chris has been working in recruitment in Further Education since 2006 and has been a top performer in two well known businesses.



## Contact Us



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