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Tender

PP-10161 Harris Federation Permanent and Contingency Staffing

HARRIS FEDERATION

UK4: Tender notice - Procurement Act 2023 - [view information about notice types](#)

Notice identifier: 2025/S 000-034997

Procurement identifier (OCID): ocds-h6vhtk-0548d4

Published 25 June 2025, 11:25am

Changes to notice

This notice has been edited. The [previous version](#) is still available.

Addition of contract values for individual lots, update to overall description

Scope

Reference

PP-10161

Description

Harris Federation is to establish a permanent and contingent (PerCo) recruitment Open Framework, being procured under the Open procedure, to secure the provision of general and specialist recruitment services by preferred suppliers that support the staffing requirements of all existing, and future, academies within the Federation.

This framework will consist of 12 Lots. The call off options for the Client will be direct award, and mini competition. It is the Client's intention that call offs will take place via a specified platform.

Suppliers that are appointed to the framework will be required to pay a Framework Levy in respect of the successful award of each call off contract under the Framework. The total Framework Levy for each call off contract is calculated as a percentage of the total mark-up price of the call off, (prior to any deductions and exclusive of VAT) at a rate of 0.75%.

The Framework shall be open for use by the following classifications of Contracting Authority throughout all administrative regions of the UK: UK public sector bodies which include schools, academies, multi academy trusts, RBCs, DfE school buying hubs, colleges, universities.

Commercial tool

Establishes an open framework

A series of frameworks with substantially the same terms. Awarded suppliers are carried over and new suppliers can bid.

Total value (estimated)

- £160,000,000 excluding VAT

- £192,000,000 including VAT

Above the relevant threshold

Contract dates (estimated)

- 1 January 2026 to 31 December 2026
- 1 year

Main procurement category

Services

CPV classifications

- 79600000 - Recruitment services
 - 79620000 - Supply services of personnel including temporary staff
-

Lot LOT-0001. Education Leadership

Description

Academy based Senior Leadership Team (SLT)

Central Team Education Executive Leadership

Lot value (estimated)

- £12,000,000 excluding VAT
- £14,400,000 including VAT

Framework lot values may be shared with other lots

Same for all lots

CPV classifications and contract dates are shown in the Scope section, because they are the same for all lots.

Lot LOT-0002. Classroom Teaching (i.e. permanent and FTC)

Description

Qualified Teachers

Unqualified Teachers

SEND Teachers

Vocational Skills / Higher Education

Lot value (estimated)

- £28,000,000 excluding VAT
- £33,600,000 including VAT

Framework lot values may be shared with other lots

Same for all lots

CPV classifications and contract dates are shown in the Scope section, because they are the same for all lots.

Lot LOT-0003. Supply Teaching (short term cover i.e. sickness/absence)

Description

Qualified Teachers

Supply / Cover Teachers

Cover Supervisors

Lot value (estimated)

- £36,000,000 excluding VAT
- £43,200,000 including VAT

Framework lot values may be shared with other lots

Same for all lots

CPV classifications and contract dates are shown in the Scope section, because they are the same for all lots.

Lot LOT-0004. Classroom Support & Pastoral

Description

1:1 Support

SEND

Teaching Assistants

Early Years

Welfare and Safeguarding

Classroom Technicians

Exam Invigilators / Officers

Heads of Year

Lot value (estimated)

- £36,000,000 excluding VAT
- £43,200,000 including VAT

Framework lot values may be shared with other lots

Same for all lots

CPV classifications and contract dates are shown in the Scope section, because they are the same for all lots.

Lot LOT-0005. Administration & Operational

Description

Administrational Office Roles

Operational Roles

Lot value (estimated)

- £12,800,000 excluding VAT
- £15,360,000 including VAT

Framework lot values may be shared with other lots

Same for all lots

CPV classifications and contract dates are shown in the Scope section, because they are the same for all lots.

Lot LOT-0006. Digital, Data and Technology

Description

Data/School MIS

IT Service Delivery

IT Support

Infrastructure

Cyber Security

Lot value (estimated)

- £6,400,000 excluding VAT
- £7,680,000 including VAT

Framework lot values may be shared with other lots

Same for all lots

CPV classifications and contract dates are shown in the Scope section, because they are the same for all lots.

Lot LOT-0007. Corporate

Description

Health & Safety

Procurement

Marketing

Communications

Legal

Commercial

Fundraising

Lot value (estimated)

- £5,600,000 excluding VAT
- £6,720,000 including VAT

Framework lot values may be shared with other lots

Same for all lots

CPV classifications and contract dates are shown in the Scope section, because they are the same for all lots.

Lot LOT-0008. Finance & Audit

Description

Audit

Accounting

Academy finance

Business partnering

Lot value (estimated)

- £7,200,000 excluding VAT
- £8,640,000 including VAT

Framework lot values may be shared with other lots

Same for all lots

CPV classifications and contract dates are shown in the Scope section, because they are the same for all lots.

Lot LOT-0009. Human Resources

Description

HR

Payroll

Operations

Talent Acquisition

L&D

Lot value (estimated)

- £5,200,000 excluding VAT

- £6,240,000 including VAT

Framework lot values may be shared with other lots

Same for all lots

CPV classifications and contract dates are shown in the Scope section, because they are the same for all lots.

Lot LOT-0010. Estates

Description

Facilities and Premises

Estates management

Project management

Lot value (estimated)

- £6,800,000 excluding VAT
- £8,160,000 including VAT

Framework lot values may be shared with other lots

Same for all lots

CPV classifications and contract dates are shown in the Scope section, because they are the same for all lots.

Lot LOT-0011. Executive Search

Description

Senior management

Directors

Executive leadership (central team)

Principal

Technical & specialist

Lot value (estimated)

- £2,400,000 excluding VAT
- £2,880,000 including VAT

Framework lot values may be shared with other lots

Same for all lots

CPV classifications and contract dates are shown in the Scope section, because they are the same for all lots.

Lot LOT-0012. Managed Service

Description

Off payroll contingent workers

Lot value (estimated)

- £1,600,000 excluding VAT
- £1,920,000 including VAT

Framework lot values may be shared with other lots

Same for all lots

CPV classifications and contract dates are shown in the Scope section, because they are the same for all lots.

Framework

Open framework scheme end date (estimated)

1 January 2034

Maximum number of suppliers

Unlimited

Maximum percentage fee charged to suppliers

0.75%

Further information about fees

Suppliers that are appointed to the framework will be required to pay a Framework Levy for all call-off contracts they are successfully awarded under the framework, at a rate of 0.75% (excluding VAT) of the total value of the call off contract in question

Framework operation description

This framework contract will be accessed by two means, Direct Award and Mini Competition. Both Direct Awards and Mini Competitions may be utilised against any available Lot. This Open Framework will act as a scheme of frameworks that provides for the award of successive frameworks on substantially the same terms, with a successive framework being awarded annually with the final framework expiring at the end of the period of eight years beginning with the day on which the first framework under the scheme is awarded.

Award method when using the framework

With competition

Contracting authorities that may use the framework

Establishing party only

Participation

Particular suitability

Lot LOT-0001. Education Leadership

Lot LOT-0002. Classroom Teaching (i.e. permanent and FTC)

Lot LOT-0003. Supply Teaching (short term cover i.e. sickness/absence)

Lot LOT-0004. Classroom Support & Pastoral

Lot LOT-0005. Administration & Operational

Lot LOT-0006. Digital, Data and Technology

Lot LOT-0007. Corporate

Lot LOT-0008. Finance & Audit

Lot LOT-0009. Human Resources

Lot LOT-0010. Estates

Lot LOT-0011. Executive Search

Lot LOT-0012. Managed Service

Small and medium-sized enterprises (SME)

Submission

Enquiry deadline

21 July 2025, 5:00pm

Tender submission deadline

30 July 2025, 1:00pm

Submission address and any special instructions

Price: A series of pass / fail financial capacity question, primarily headed with the need for a bidder to agree not the charge above the maximum mark up % per Lot.

Quality: 100% weighting - primarily focusing on experience and evidence of recruitment avenues.

Submission address: <https://in-tendhost.co.uk/placegroup.aspx/Home>

Tenders may be submitted electronically

Yes

Languages that may be used for submission

English

Award decision date (estimated)

30 September 2025

Award criteria

Name	Description	Type
Simple description	<p>a. Price Assessment: Pass / Price Fail i. Prior to assessment of Suppliers against the Award Criteria for quality as set out in this ITT, the Client shall assess each Supplier first against whether they have passed the Price Assessment. If the Supplier fails, their response will be deemed non-compliant, and the quality assessment will not take place. b. Quality Assessment: 100% of overall score</p>	

Weighting description

a. Price Assessment: Pass / Fail

i. Prior to assessment of Suppliers against the Award Criteria for quality as set out in this ITT, the Client shall assess each Supplier first against whether they have passed the Price Assessment. If the Supplier fails, their response will be deemed non-compliant, and the quality assessment will not take place.

b. Quality Assessment: 100% of overall score

Other information

Conflicts assessment prepared/revised

Yes

Procedure

Procedure type

Open procedure

Contracting authority

HARRIS FEDERATION

- Companies House: 06228587

4th Floor Norfolk House

Croydon

CR0 1LH

United Kingdom

Email: procurement@harrisfederation.org.uk

Region: UKI62 - Croydon

Organisation type: Public authority - sub-central government

Other organisation

These organisations are carrying out the procurement, or part of it, on behalf of the contracting authorities.

Place Group Ltd

Summary of their role in this procurement: Procurement Agent on behalf of client

- Companies House: 04395705

The Regent, Chapel Street

Penzance

TR18 4AE

United Kingdom

Contact name: Irene Celis

Telephone: +448452577050

Email: Irene.Celis@place-group.com

Website: <https://in-tendhost.co.uk/placegroup.aspx/Home>

Region: UKK30 - Cornwall and Isles of Scilly

Contact organisation

Contact [Place Group Ltd](#) for any enquiries.