

This is a published notice on the Find a Tender service: <https://www.find-tender.service.gov.uk/Notice/034997-2025>

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 | 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 | Price |

### 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](mailto: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](mailto: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.