

1. Does your organisation outsource any HR functions*? If yes, please provide the name of the supplier/organisation and the service/function they provide?

Service/Function <i>e.g. Payroll, Recruitment, Training, Absence Management</i>	Supplier/Organisation
Payroll	Capita
Transactional Human Resources	Capita

2. Which HR Technology provider does your organisation use? For example, Zellis, MHR, Oracle, Workday etc. **CoreHR**

3. What system does your organisation use to analyse and report on HR data?

System	Y/N	Supplier/Organisation
Spreadsheets	Y	Excel
Reports available in HR system	Y	CoreHR
Business Intelligence (BI) Tool** <i>e.g. Power BI, Tableau, Qlik</i>	Y	PowerBI
People analytics solution <i>e.g. Visier</i>		
Other	Y	Gapsquare
None		

4. Could you please provide the name and job title of the person who is responsible for the management of Human Resources? **Jon Bell, Assistant Director of Human Resources & Organisational Development**
5. Could you please provide the name and job title of the person who is responsible for the management of Recruitment/Talent Acquisition? **Matthew Richards, Head of Recruitment.**

* HR functions include recruitment, training, payroll, benefits management, employment law, absence management, performance management, transactional HR, etc.

** Business intelligence software is a type of application software designed to retrieve, analyse, transform, and report data

*** People analytics is the collection and application of talent data to improve critical talent and business outcomes