



SMARTER HR AND PAY TO HELP MATS SCALE WITH CONFIDENCE

Designed to cut complexity, improve visibility,
and support every school in your trust

CONTENTS

Why Zellis?	04
The full platform	05
Smarter HR for modern trusts	06
Next-generation Pay for your schools	08
Managed HR and Pay Services	09
Solving the challenges that matter most	10
Your implementation journey	11
Book a demo	12



INTRODUCTION

Leading a Multi-Academy Trust (MAT) is about so much more than delivering education services. It's about balancing multiple schools with different needs, navigating safeguarding requirements, Ofsted inspections, diverse contracts, and the constant challenge of supply cover - all while working within strict budgetary limits and staying compliant.

Legacy systems weren't designed for that complexity.

That's why many schools are looking to modern HR and Pay solutions that can handle today's complexity.

With 60+ years of pay expertise and Centres of Excellence in the UK and Ireland, our teams combine award-winning technology with trusted delivery. The result is accuracy, resilience, and scale, giving MAT leaders confidence that pay will always be right, while central teams gain the time and space to focus on people, not processes. And together with next-generation HR capabilities, Zellis helps MATs streamline every aspect of people management, from recruitment and onboarding to performance and wellbeing.



WHY ZELLIS?

By combining always-on pay, anomaly detection, and real-time insights, Zellis reduces admin, prevents errors, and frees central teams to focus on people, not processes.

With our AI and real-time insights platform, you can:

→ **Payroll without the panic**

Whether it's term-time only, split roles, or supply contracts, Zellis gets pay right first time. No more manual workarounds, no more confusion.

→ **Confidence built-in**

Intelligent anomaly detection spots issues before they land – from duplicate payments to National Minimum Wage breaches – helping you act early and stay on track.

→ **Safeguarding made simpler**

Automate employment checks and maintain audit trails to simplify safeguarding, DBS checks, and right-to-work processes with digital record-keeping.

→ **Payslips that explain themselves**

Intelligent payslips explain deductions and changes in plain English, easing financial worries and cutting down queries to HR, payroll, and business managers.

→ **Time back for your teams**

By removing repetitive admin, Zellis frees pay and HR specialists to focus on what matters most – supporting the growth and success of the trust and its people.

→ **Smarter HR for every school**

Centralise onboarding, absence, and contract management across all schools with HR built for MAT structures and compliance requirements.

→ **One simple place for staff**

From payslips to policies and HR updates, colleagues can access everything through a secure mobile app. It's easy, familiar, and designed for the realities of working life in schools.

→ **Fit for your future**

Our technology is scalable, flexible, AI-enabled, and primed to embrace your future, whatever it looks like.

→ **Scalable as you grow**

Built to expand with your trust, Zellis gives leaders confidence that systems can keep pace as more schools join.

THE FULL PLATFORM

The Zellis HR and Pay platform brings together four powerful elements shaped to support the complexities of Multi-Academy Trusts:

Real-time pay

Payroll runs continuously, with errors flagged instantly. Intelligent payslips give staff clarity and confidence.

Financial wellbeing

Tools like earned wage access and savings pots support colleagues through cost-of-living pressures, helping build trust and retention across the workforce.

Zellis intelligence platform

Our data hub keeps everything connected. It automates repetitive HR processes, highlights risks in real time, and reduces manual checks, so your teams spend less time firefighting and more time adding value.

HR and people management

Together, HR and Pay form one intelligent platform, keeping your people and processes perfectly in sync. Absence management, onboarding, performance, and contract tracking, all designed for MATs. With built-in workflows for safeguarding, appraisals, and compliance, you'll stay audit-ready without the administrative burden.



SMARTER HR FOR MODERN TRUSTS

Put people, not paperwork, at the heart of your MAT.

Leading a trust is about building a culture where every colleague, across every school, feels supported, valued, and connected. Zellis gives you the tools to make that possible.

Our next-generation HR platform brings together everything your trust needs to attract, develop, and retain great people, all while keeping compliance and consistency under control.

One system. One source of truth.

With Zellis, you gain a single, secure view of every person across your trust, no matter how many schools, contracts, or working patterns you manage.

Track absences, manage onboarding, handle complex contracts, and maintain complete audit trails for safeguarding and Ofsted inspections, all in one place.

Empower staff at every level

Make life simpler for everyone with self-service that empowers you staff. From payslips and policies to annual leave and performance goals, colleagues can access everything through a mobile-friendly experience that feels personal, intuitive, and joined-up.



SMARTER HR FOR MODERN TRUSTS

Compliance made effortless

Every trust faces growing pressure to prove compliance, safeguard staff and pupils, and keep detailed records.

Zellis automates the heavy lifting, flagging issues before they become risks and keeping your audit trail complete and ready for inspection.

We help your compliance data stays accurate, accessible, and aligned across every school with:

- Right-to-work and DBS checks
- Safer recruitment workflows
- Absence and return-to-work tracking
- Automated reporting for Ofsted and governance

Insight that drives improvement

Turn your people data into meaningful insight.

With real-time dashboards and built-in analytics, Zellis helps leaders see what's really happening across their trust.

Spot trends, manage workforce costs, and make informed decisions quickly with:

- Live visibility of absence and turnover
- Instant access to HR and pay data
- Central dashboards for trust-wide reporting

Ready to grow with your trust

As your MAT expands, your HR platform should expand with it.

Zellis is built on secure, cloud-based technology that scales seamlessly as new schools join your trust, keeping everything consistent and connected.

It's flexible by design, so that you can add new schools, roles, or processes without starting again.

The human side of HR

By removing the manual admin that slows schools down, Zellis gives your teams time back to do what matters most, supporting your people and your pupils.

Smarter HR means stronger schools. Because when your staff feel valued, your schools thrive, and your trust grows stronger.



NEXT-GENERATION PAY FOR YOUR SCHOOLS

Payroll precision for every school in your trust

In MATs, accuracy matters. Every payslip, pension, and allowance must be right the first time, not just for compliance, but for the confidence and wellbeing of your staff.

Zellis delivers payroll built for the complexity of MATs, combining automation, insight, and control in one powerful platform.

Payroll that never stands still

Say goodbye to month-end panic. Zellis keeps payroll running continuously with our real-time calculation engine, so your team can review and resolve issues throughout the month. No more last-minute rushes or manual re-work – just predictable, precise, always-on pay.

Spot and fix errors before they happen

Our intelligent anomaly detection and live Pay Dashboard flag issues the moment they appear, from missing hours to teacher pension variances and duplicate records.

With Zellis, you can act early, prevent costly fixes, and maintain compliance across every school.

Help staff understand their pay

Payslips shouldn't be confusing. Zellis' intelligent payslips explain changes and deductions in plain English, improving financial confidence and reducing queries to HR and finance teams. Employees can see overtime, tax updates, and pay differences instantly through self-service on any device.

Designed for MAT complexity

From term-time only to split roles, Teachers' Pensions to local authority arrangements, Zellis handles the full spectrum of education pay scenarios.

Support the financial wellbeing of your staff

When staff feel financially secure, retention and engagement rise. Zellis includes a suite of tools to promote employee financial health:

- **Earned Wage Access:** Early access to earned pay, easing financial stress.
- **Personalised guidance:** Tailored financial education and resources.
- **Money management tools:** Budgeting, saving, and planning support.
- **Workforce insights:** Analytics to identify and support colleagues who may need help.

Smarter, faster, future-ready pay

Zellis combines AI, automation, and real-time insights to deliver a payroll experience that's transparent, efficient, and built for the future of scaling MATs. It's pay that works as hard as your people do.

MANAGED HR AND PAY SERVICES

From teachers on term-time contracts to support staff, supply cover, and split roles across schools, running pay and HR operations across a Multi-Academy Trust is complex.

With 60+ years of pay expertise and Centres of Excellence in the UK and Ireland, our trusted pay experts will support you through every step of your journey.

Through our secure customer portal, you'll have:

- **Collaboration** – upload data securely and see it verified instantly.
- **Transparency** – track payroll status and checks in real time.
- **Reporting** – access intelligent reports, view a countdown to payroll close, and sign off with confidence.

With Zellis' Managed HR and Pay services, you gain time back for your HR and finance teams, reduce operational risk, and ensure every colleague – from the classroom to the canteen – is paid accurately, on time, every time.



SOLVING THE CHALLENGES THAT MATTER MOST

Zellis is designed to take that weight off your shoulders. It helps you see what's happening across your trust, fix issues before they grow, and give your people the clarity and confidence they need.

Tackling absence & employee wellbeing

Zellis gives you a clear view of absence and wellbeing across every school, automates HR admin, and links directly to payroll so records stay accurate. And with tools like earned wage access and savings pots, you can support staff wellbeing in a way that really makes a difference.

Visibility across your trust

With Zellis real-time dashboards give you a live picture of pay, absence, and compliance across all schools. Your pay team can stay in control of labour costs, HR can align processes quickly, and leaders can bring new schools into the trust without losing sight of the bigger picture.

Integration with school management information systems (MISs)

From the curriculum schedule to pupil attendance, your MIS already keeps school life moving. Zellis plugs in seamlessly, so you no longer have to work with silo, and have all data points connected and in one source of truth.

Supporting ESG Goals

Every trust is measured on its Environmental, Social, and Governance (ESG) commitments. Zellis helps you deliver across all three:

- **Environmental:** Digital payslips and paperless workflows reduce waste and cut your carbon footprint.
- **Social:** Transparent, accurate pay and financial wellbeing tools build fairness, trust, and stronger support for staff.
- **Governance:** Real-time data and clear reporting give leaders and governors the visibility to demonstrate compliance and make confident decisions.



YOUR IMPLEMENTATION JOURNEY

Rolling out new HR and Pay systems in an MAT is more than just digital transformation. It's about giving schools and teams the confidence that everything will work from day one.

Working side-by-side

From HR and Pay to IT and Trust business leaders, you'll see exactly how the system is being shaped and why - no surprises.

Education-ready resources

We bring templates, guides, and onboarding packs designed with MATs in mind. They cut duplication and make the setup smoother for busy central teams and schools alike.

Building lasting confidence

Through workshops, training, and playback sessions, your teams gain the knowledge to take ownership quickly.

Flexible by design

Every trust is different. We adapt the rollout to match your priorities - piloting in one school, phasing in groups, or engaging with unions where needed.



BOOK A DEMO

The Zellis logo, featuring the word "zellis" in a white, lowercase, sans-serif font. Above the letter "i" is a small orange triangle pointing to the right.

Zellis is flexible, scalable, and easy for every part of a trust to use.

Whether you're a MAT business leader or responsible for HR and Pay, experience first-hand how Zellis is helping Multi-Academy Trusts reduce admin, cut errors, and support staff with confidence.

See what the future of HR and Pay looks like for your trust.

BOOK A DEMO TODAY