



Job Description

JOB TITLE	HR Partner
JOB FAMILY	Thinking Personnel
PHASE	Central
SALARY GRADE	Grade G
HOURS	37
REPORTING TO	Deputy Head of HR
RESPONSIBLE FOR	HR Officer

Job Purpose

- Reporting directly to the Deputy Head of HR, you will be a member of the HR team for the Trust and be responsible for supporting schools within your region.
- You will provide an operationally focused HR service, supporting schools to achieve and exceed their targets.
- Partnering with school senior leadership teams and HR to positively participate in the process of delivering TSAT strategy and key objectives. You will proactively manage and influence key partners, and stakeholders to implement and execute appropriate HR interventions to deliver Trust objectives.

Duties and Responsibilities

- Develop effective working relationships with school leadership teams to enable a first-class HR service to be delivered;
- Provide an expert professional point of contact for school leadership teams on matters relating to people policies, practices and principles, offering advice, guidance, support and information as required;
- Providing appropriate coaching and challenge to the school senior leadership teams to ensure their decisions balance the TSAT, compliance and people needs;
- Delivery of HR school KPIs and HR Service Level agreements;
- Lead on complex employee relations cases for your area, including disciplinary, grievance, absence management, performance, conduct and capability;
- Deploy talent and performance management practices at school level whilst providing the necessary support, guidance and calibration;
- Design and delivery of HR training interventions;
- Supporting the resourcing plan for your areas;
- Identify effective solutions to meet specific TSAT and people-based objectives through the planning and scoping of people-based initiatives, interventions and projects whilst utilising management information to reduce absenteeism and turnover, improve performance management and talent management;



- Lead on key change projects for schools – e.g. restructuring, TUPE, working practices;
- Scope and challenge practices and processes to continuously improve the HR/People service to ensure it adds value;
- Engaging and partnering with the wider HR team to ensure that your area is aligned and continuously adding value to the objectives of TSAT.

Line Management

- Ensure resources are deployed effectively to support Schools as required
- Manage and develop the HR Officer ensuring they are motivated and able to meet standards and targets.
- Actively identify training needs as appropriate to ensure the achievement of individual, team and service goals.
- Encourage the development of individuals including target setting, monitoring performance and conducting appraisals.

Generic Duties relevant to all members of Staff

Working with colleagues and other relevant professionals

- Communicate effectively with other staff members, customer and service users
- Collaborate and work with colleagues and other relevant professionals within and beyond the Trust
- Develop effective professional relationships with colleagues

Professional development

- Help keep their own knowledge and understanding relevant and up-to-date by reflecting on their own practice, liaising with their line manager and identifying relevant professional development to improve personal effectiveness
- Take opportunities to build the appropriate skills, qualifications, and/or experience needed for the role, with support from the Trust
- Take part in the Trusts appraisal and performance management procedures

Personal and professional conduct

- Uphold public trust in the education profession and maintain high standards of ethics and behaviour, within and outside school
- Have proper and professional regard for the ethos, policies and practices of the Trust, and maintain high standards of attendance and punctuality



- Demonstrate positive attitudes, values and behaviours to develop and sustain effective relationships with the Trust community
- Respect individual differences and cultural diversity

The Trust

- The ethos of our Trust is “Transforming Life Chances”. All staff are expected to be committed to this aim in everything they do.
- It is expected that all staff work collaboratively as members of the Trust to share good practice, resources and ideas and realise the Trust’s visions and aims. All staff should act with professional integrity at all times, following the “Code of Conduct”.
- You will be based at our Plymouth Hub . However, you may be asked to work at any of the other Hubs within the Trust and you should expect to travel between sites as required.

Teaching and Learning

- This is our core business and therefore it is an absolute priority. You are expected to support all teaching staff, irrespective of seniority, to ensure they concentrate on the core business. This may mean undertaking tasks outside of your area of responsibility where required.

Customer Service

- At TSAT customer service is paramount to our way of work; All staff will be required to mirror our philosophy and take pride in offering a fantastic customer experience to all stakeholders modelled on our four Customer First Values - Trusted, Solution Focused, Approachable & Timely

ICT

- It is expected that all teaching and support staff follow the ICT Vision of the Trust.
- All staff will be expected to utilise ICT and to improve communication and reduce paper use. Security procedures must be followed when using ICT systems.
- All staff are expected to follow the procedures as laid out in the Trust’s Acceptable Use Policy. Staff are also expected to ensure that they follow Trust policies with regard to professional conduct when using ICT systems or Trust ICT equipment.



Health and Safety

- Employees are required to work in compliance with the Academy's Health & Safety Policies and under the Health and Safety At Work Act 1974 (as amended), ensuring the safety of all parties they come into contact with, such as members of the public, in premises or sites controlled by the Trust.
- In order to ensure compliance, procedures should be observed at all times under the provision of safe systems of work through safe and health environments, including information, training and supervision necessary to accomplish those goals.

Safeguarding

- The Thinking Schools Academy Trust is committed to safeguarding and promoting the welfare of children and young people and all staff must ensure that the highest priority is given to following the guidance and regulations to safeguard children and young people. All staff are to have due regard for safeguarding and promoting the welfare of children and young people and to follow the child protection procedures adopted by the Thinking Schools Academy Trust. Any safeguarding or child protection issues **must** be acted upon immediately by informing the Designated Safeguarding Lead.

Data Protection

- The Thinking Schools Academy Trust takes the responsibility of protecting and securing the data of Pupils, Staff, Parents and all associated individuals very seriously. The Trust requires all staff to complete data protection training and to adhere to its Data protection policies and procedures. All staff must ensure that if they suspect a data breach they must inform the Trust Data Protection officer immediately.

This job description forms part of the contract of employment of the person appointed to the post. The duties, responsibilities and accountabilities highlighted in this job description are indicative and may vary over time at the discretion of the Trust. This job description will be reviewed annually and is an integral part of the Appraisal and line management process.

The duties and responsibilities in this job description are not restrictive and the post-holder may be required to undertake any other duties that may be required from time to time. Any such duties should not however substantially change the general character of the post.

I understand and agree to the job description of a HR Partner:



Name:

Signed:

Date: