

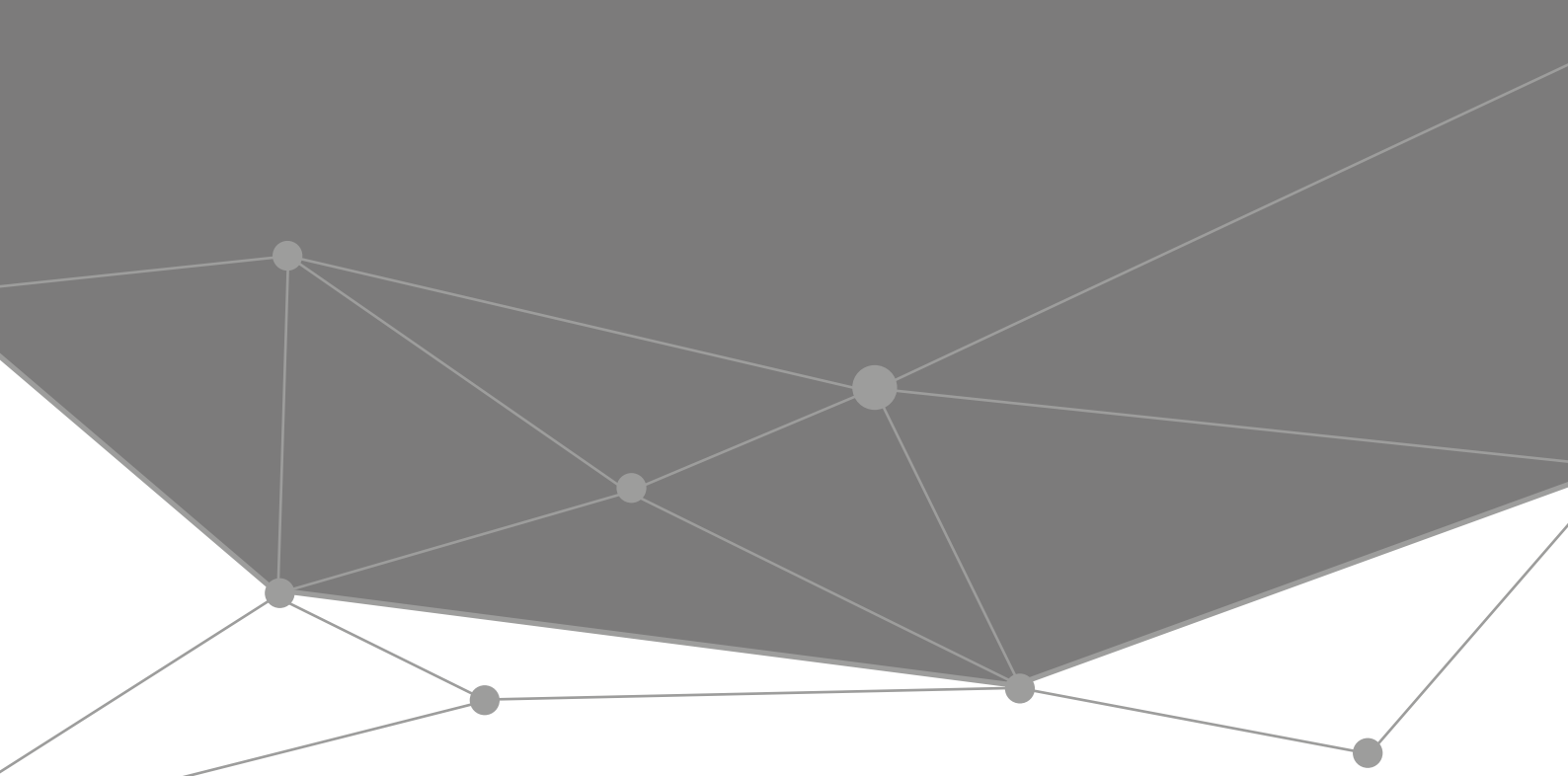
UST

University Schools Trust



Operational Manager - HR

Candidate Information Pack



“ Providing transformational educational opportunities for all children...” ”



Operational Manager - HR

University Schools Trust

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Welcome

Thank you for considering applying for the post of Operational Manager - HR. The University Schools Trust (UST, the Trust) is a unique organisation. Six prominent UK Universities together with an impressive group of other companies and institutions have formed a partnership with the potential to transform thousands of young peoples' lives.

At UST we already have an unrelenting focus on our transformative educational agenda.

We are now welcoming applications for this key role from candidates who share our determination to provide outstanding educational outcomes for our young people without exception or bias.

Arguably there has never been a time within the UK Education system where schools have had more operational freedom.

The opportunity to innovate is boundless whilst the responsibility to ensure that robust processes are in place rests almost entirely with senior officers and Trustees. In looking to fill this post we seek a candidate with a very strong grasp of operational management as well as providing outstanding leadership and vision.

At UST we believe that the most important resource is the human resource. We invest in our people and partnerships and understand the importance of good communication in creating an environment of mutual trust.

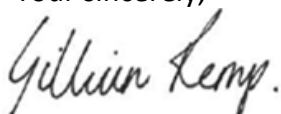
Following a review of the HR Service, this is a new role that has been created to support the Director of HR implement key strategic HR initiatives and to develop a positive employee relations culture with a focus on equality, staff well being and engagement.

Key priorities for this role over the next 12-24 months will include:

- Leading on supporting the school-based HR teams with complex casework issues.
- Leading on the implementation of new HR Onboarding policies, processes and procedures.
- Supporting the implementation of a new integrated HR /Payroll management information system.
- Supporting the implementation of the Trust's trade union consultation and negotiation arrangements .

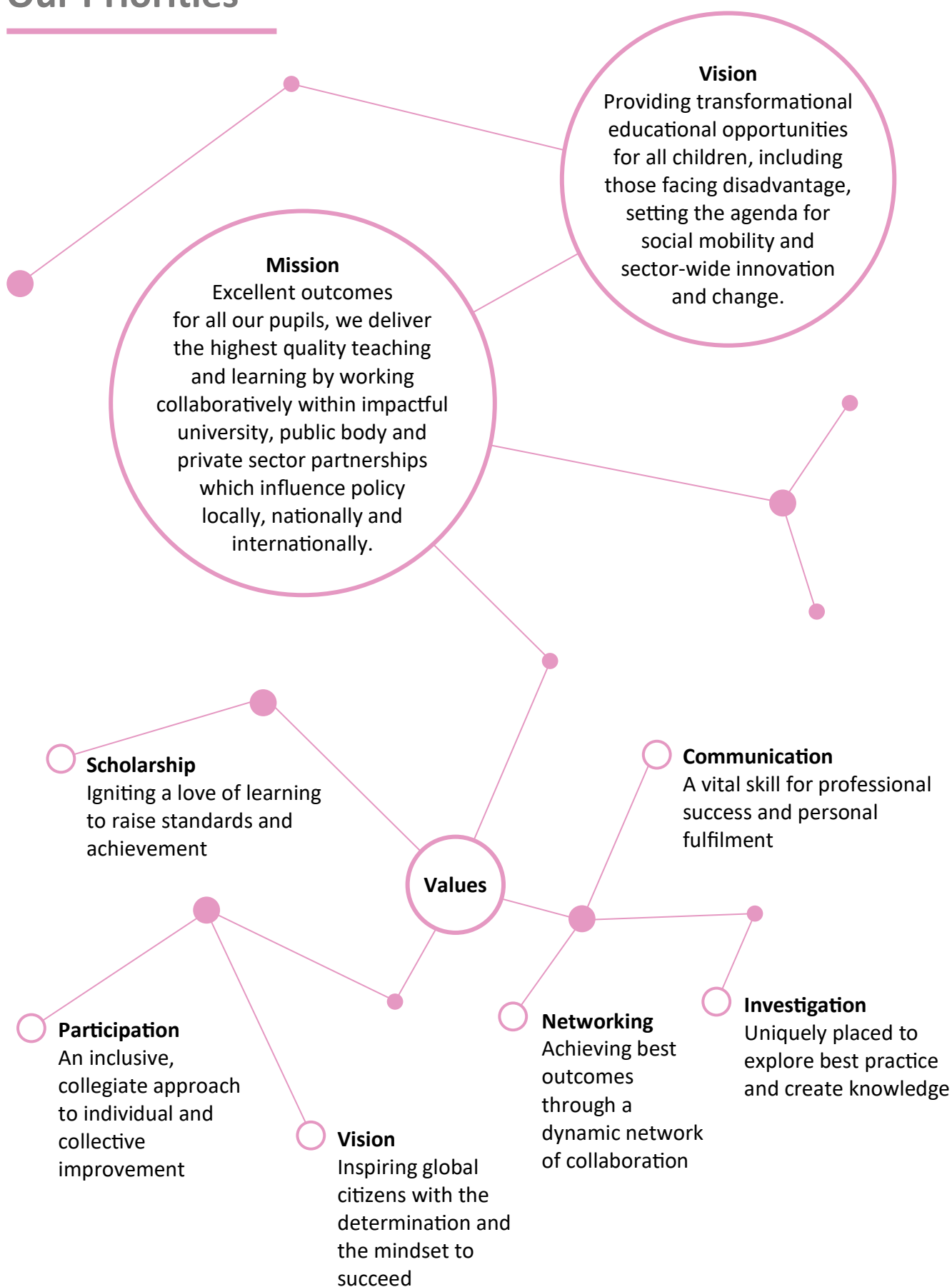
We are looking to fill this post with a suitably skilled and experienced candidate who is excited by and supports the Trust's ethos and aims. If you feel that you meet the requirements of the role and have the drive to support a challenging but exciting HR agenda within a fast paced environment, we would love to hear from you.

Your sincerely,



Gillian Kemp
Trust Leader

Our Priorities





The University Schools Trust

The University Schools Trust (UST) and our schools provide excellent education, derived from exceptional teaching and learning, for thousands of pupils each year.

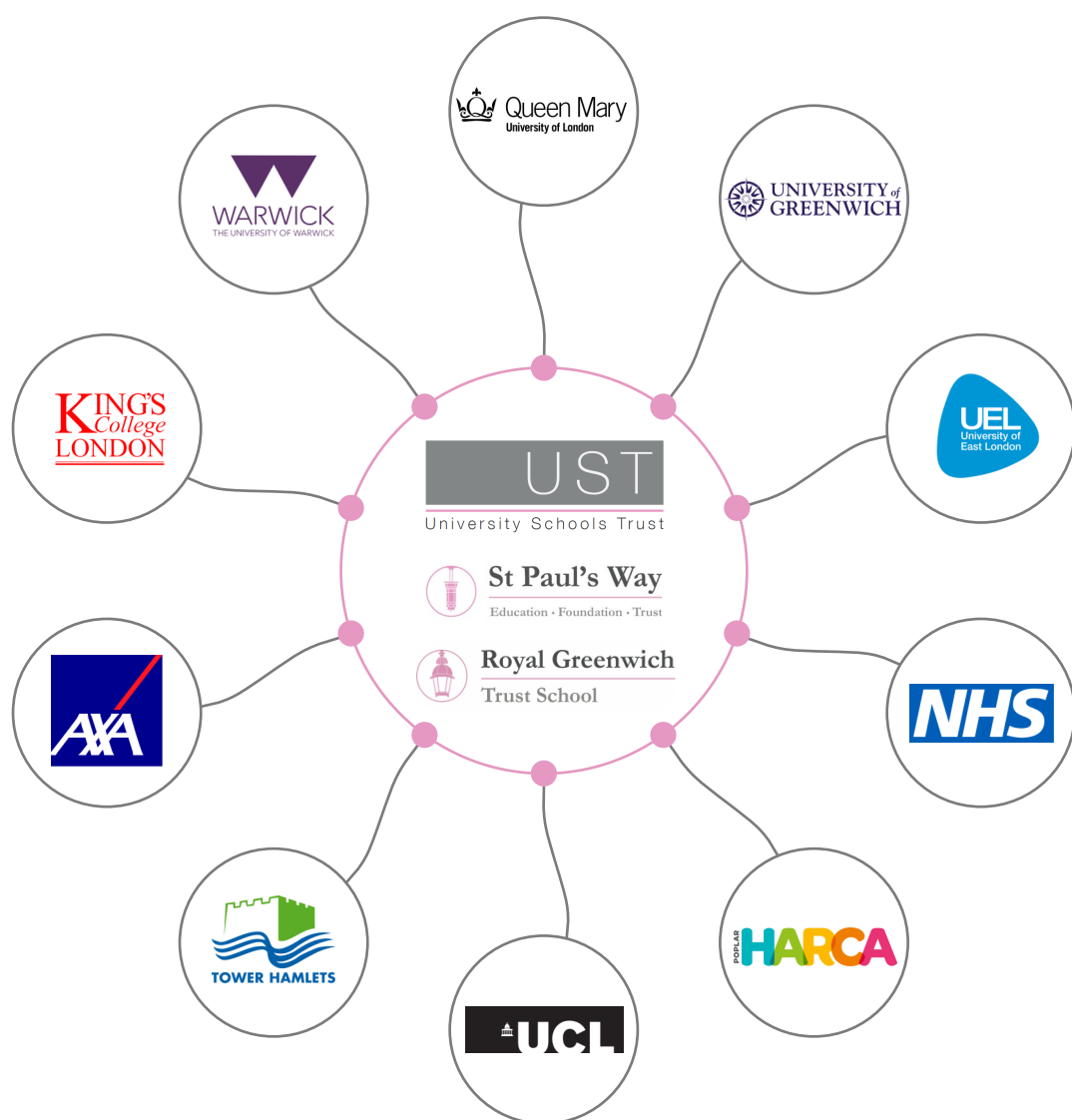
UST is a unique partnership of six world-leading universities and four sector-leading bodies who are working together to deliver a shared vision of inclusive, high quality and transformational education delivered by schools which are deeply rooted in the communities they serve.

We take a rigorous approach – educating from nursery to university and beyond – to all aspects of our work. Our teaching practice is effective, our students are academically challenged and we use our resources efficiently. The inspirational staff at UST are our greatest resource, and they are encouraged to innovate, share and continually raise our standards.

The UST School of Education, our innovative centre of excellence for school improvement, supports all our teaching and learning.

Our university links enable us to co-commission and participate in research to stretch our knowledge of what works and why, and our culture of open collaborative partnership encourages staff to share and learn with other education professionals.

By developing a culture of growth and excellence, the School of Education adds value to our greatest resource – our staff.



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University
Trust Partners

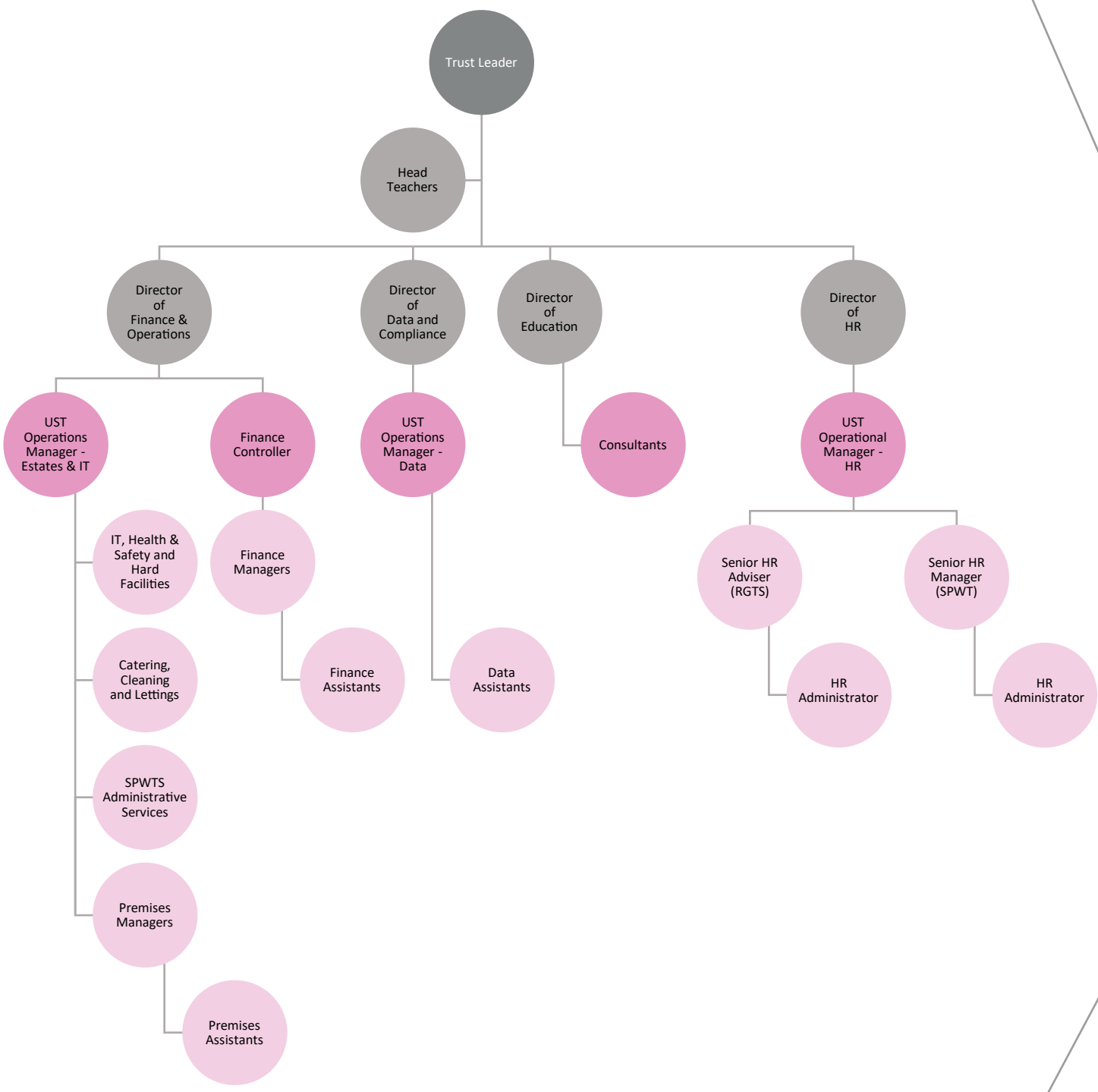
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Trust Partners

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Schools

Organisation Chart





Our People Strategy: Continual Professional Learning & Networking Opportunities

The UST prioritises the support and development of its staff. Our people are our most important resource, however, our approach is tailored given our expertise in developing talent.

The School of Education is positioned within the UST, its remit is to develop and support all our staff. The School of Education offers training courses and bespoke support so staff can fully develop their knowledge and skills continually.

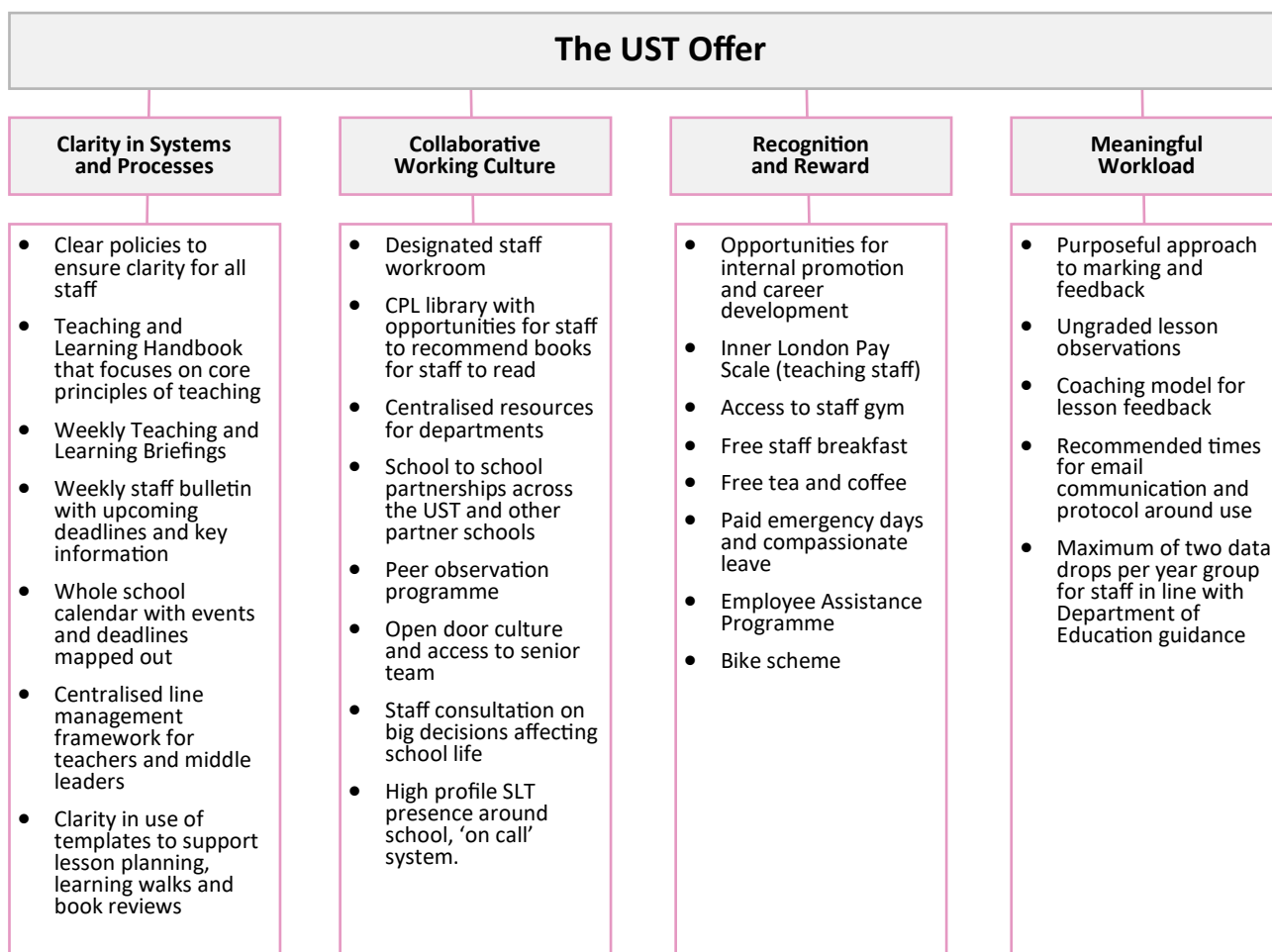
The work of the School of Education is primarily focussed on developing the skills of our teaching staff, but essential training (for example on safeguarding, health and safety, information technology, etc) is available for all our staff.

The UST is committed to ensuring that all teachers and support staff across our schools are given opportunities to develop their practice in order to excel as professionals. Through a programme of internal and external training across a wide network of training providers across London, our staff have access to the highest quality of training available.

All teachers at UST have access to regular opportunities for training and development, both as individuals and as part of their wider faculty teams. This includes:

- Weekly teaching and learning briefings where colleagues share best practice
- Masterclasses for specific areas of pedagogical development
- Twilight sessions for extended faculty-based training
- Learning labs that allow teachers to conduct peer to peer observations
- Coaching from a team of external coaches.

Staff Benefits and Well-Being



UST is committed to ensuring that staff are supported and that their well-being is considered at school. To that end, these strategies are grouped into four broad areas:

- **Clarity in Systems and Processes -**
Staff are given clear direction to enable their time to be managed effectively.
- **Collaborative Working Culture -**
Staff are able to access peer to peer support and work together to minimise personal workload.
- **Recognition and Reward -**
Staff feel valued for their contributions to the school and that staff are encouraged to go the extra mile.
- **Meaningful Workload -**
Decisions made are mindful of staff workload and efficient working practice.

Job Description

Job title:	Operational Manager - HR	Full/ Part time:	Full time
Location:	UST House	Grade:	PO6
Responsible to:	Director of HR	Responsible for:	School based - HR Manager x 1.00 FTE and Senior HR Adviser x 1.00 FTE

Job description:

INTRODUCTION

The University Schools Trust (UST) is a unique partnership of six world-leading universities and four sector-leading bodies who are working together to deliver a shared vision of inclusive, high quality and transformational education delivered by schools which are deeply rooted in the communities they serve.

We take a rigorous approach – educating from nursery to university and beyond – to all aspects of our work. Our teaching practice is effective, our students are challenged to achieve their best and we use our resources efficiently. Our values of communication, investigation, participation, networking, scholarship and vision are core to all our work.

As a small, growing and dynamic trust, we are small enough to know and care about the professional development of every single employee, and through our influential trust partners we have increased the scope of our work and the opportunities available to students and our staff.

OUR VISION

To provide transformational educational opportunities for children across London, setting the agenda for social mobility and sector-wide change.

MISSION STATEMENT

Our mission at UST is to improve the outcomes of all our pupils by ensuring we train, recruit and retain the highest calibre of staff across our workforce. Our teaching practice will be research led in partnership with our academic Trust sponsors and the evidence collated will influence local, national and international policy. We will share our best practice with others, extending our success and influence. A critical mass of schools will enable a flexible, school-to-school support structure which will ensure a platform to develop school leaders. Leaders at all levels will provide a systematic succession plan for our schools.

JOB PURPOSE

The Operational Manager-HR will have a Trust wide role across a number of key specialisms whilst also directly supporting the schools with the delivery of effective outcomes in relation to employee relations casework.

Possessing a strong customer focus and working directly with the HR Director, the remit of the role will be to:

- Directly manage and support the schools' based HR teams.
- Develop, implement and manage an effective employee relations service to all schools.
- Develop, implement and manage an effective on-boarding and lifecycle service to all schools.
- Support all negotiations and consultations with the staff and trade unions to support the successful management of change and the development of the Trust and HR Service.
- Support the successful implementation of a new integrated HR and Payroll system across the Trust.
- Deputise for the HR Director as required.

SPECIFIC RESPONSIBILITIES

Performance Management

- Undertake the direct and full performance management of the school-based HR Manager and Senior HR Adviser, including responsibility for their annual performance appraisal and continuous professional development.

Employee Relations

- Provide expert advice and support to the HR Advisers, Headteachers, Governors and Trustees on the resolution of complex individual, group and whole school casework matters including:
 - Disciplinary and Grievances
 - Sickness Absence Management
 - Capability and Performance Management
 - Organisational Change, including TUPE
- Provide expert advice at hearings, appeals and meetings as required.
- Liaise with Legal Services and Trade Unions and all other stakeholders as required.
- Liaise with ad hoc external HR Consultants and Investigators as required.
- Enable and in some cases deliver briefing, training/coaching and consultation sessions for the Trust Executive, Headteachers, Senior Leadership Teams (SLTs), Governing bodies and Trustees on employee relations matters taking account of good practice and current legislative requirements.
- Develop, implement and review systems to support the monitoring and review of casework and associated systems.
- Develop, review and implement relevant HR policies, procedures and guidance.

Employee Onboarding/Life Cycle

- Provide expert advice and guidance on all aspects of the employee life-cycle process to ensure the delivery of an effective and efficient service, i.e. recruitment, safer recruitment, pay and conditions, induction and contracts of employment, including termination of contracts.
- Enable and in some cases, deliver briefing, training/coaching and consultation sessions for the Trust Executive, Headteachers, SLTs, Governing bodies and Trustees relating to on boarding and life cycle matters.
- Develop, implement, monitor and review all on-boarding and leaver services, systems and processes.
- Directly lead and manage both Trust wide and school based recruitment campaigns as required.
- Directly support the induction of all new staff across both the Trust and schools as required.
- Develop, implement and review of relevant policies, procedures, handbooks, recruitment packs and guidance.
- Support the implementation and review of a new HR and Payroll system and specifically, but not exclusively, lead on the development and implementation of the recruitment and on-boarding modules.
- Liaise with, quality assure and review relevant partnership contracts and SLAs, e.g. Times Educational Supplement (TES), Payroll, Jobs Go Public (JGP), Online Single Central Record (OSCR) Occupational Health and Legal Services.
- Support the HR Director with the negotiation and implementation of new partnership contracts and services as required.

Trade Union Consultation and Negotiations

- Support the HR Director in consultations and negotiations relating to Trust wide and School based changes to pay, terms and conditions of employment and working practices, including the harmonization and implementation of new policies and procedures.
- Attend the Trust's Joint Consultation and Negotiating Committee (JCNC) and deputise for the HR Director as required.

Workforce Information/Systems

- Support the HR Director to (and in some cases take the Lead) review and implement the Trust's workforce information systems and requirements including:
 - Identifying Trust and school workforce information needs.
 - Researching, implementing and reviewing HR/Workforce information systems.
 - Ensuring the timely production of Trust wide and statutory workforce information requirements and reports.

Project Work

- Lead on and support a range of ad hoc HR Development projects as required.

COMMON ROLES OF ALL TRUST MEMBERS

Leadership: Vision and Values

- Lead by example, providing inspiration and motivation, and embody for the students, staff, governors, parents and wider community the vision, purpose and leadership of the Trust.
- To ensure equal opportunities for all.
- To be committed to safeguarding and to promoting the welfare of all young people.
- To assist in the development of a culture and environment in which young people thrive and to drive forward innovation.
- To drive educational standards, promote life-long learning and continually improve outcomes for all.
- Lead and contribute to an ethos in the Trust where well being and respect are at the heart of the Trust and each student is valued and nurtured to develop personally and educationally.

Leading and Managing Others and Self

- Take responsibility for the day-to-day management of designated staff.
- Develop and maintain a culture of high expectations for self and others.
- Regularly review own practice, set personal targets and take responsibility for own development.
- Actively engage in the performance review process.
- Work within the Trust's Health and Safety policy to ensure a safe working environment for staff, students and visitors.
- Maintain high professional standards of attendance, punctuality, appearance, conduct and positive, courteous relations with students, parents, colleagues and visitors.
- Adhere to Trust policies and procedures.

Additional requirements

- The post holder must demonstrate a flexible approach in the delivery of work. Consequently, the postholder may be required to perform work not specifically identified in the job profile but which is in line with the general level of scope, grade and responsibilities of the post.
- Carry out the work of the job in a way that is consistent with the culture, ethos, Equalities and Inclusion policies of the school and the University Schools Trust.
- The Trust is committed to safeguarding, child protection and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment, recording and reporting all concerns to the appropriate person and disclosures to the relevant professional.
- Undertake all duties with due regard to the provisions of health and safety regulations and legislation, Data Protection/GDPR, the Trust's Equal Opportunities policy and Use of ICT policy.
- Complete any training required to improve performance and take part in the school performance management systems (where relevant).
- Undertake such other duties as are commensurate with the post and which may reasonably be required by the Trust.

JOB DESCRIPTION AGREEMENT

The post holder will be line managed and appraisal managed by: Director of HR

The above job description was agreed on (date). It may be reviewed and/or amended at any time but before this happens you will be given appropriate opportunities to discuss the proposed amendments. It will be reviewed as part of the annual appraisal process.

.....

Signed by (Post holder)

.....

Signed by (Line Manager)

Person Specification

Qualifications	Essential	Desirable
• Hold a professional HR qualification (or equivalent experience).	✓	
• Have current membership of the Chartered Institute of Personnel and Development (ideally at least MCIPD status).	✓	
• Have a minimum of Grade C in English and Maths GCSE level or equivalent.	✓	
• Ideally, hold a first degree.	✓	
Experience & Knowledge	Essential	Desirable
• Demonstrable and successful leadership and management of a team of HR staff.	✓	
• Experience of work in a fast paced school/education environment.	✓	
• Demonstrable and successful experience of leading on and managing complex individual and organization wide case work issues in a multi union environment.	✓	
• Experience in negotiating and consulting with managers, staff and trade union representatives on a range of complex HR matters.	✓	
• Experience of developing and implementing at least three relevant HR policies and procedures as well as experience in the preparation of related written guidance to managers on at least three key HR issues.	✓	
• Good working knowledge of current employment legislation, relevant education regulations and guidance and good practice approaches as they relate to schools.	✓	
• Demonstrable excellent level of knowledge and experience of all safer recruitment requirements in a school setting.	✓	
• Experience of developing managers in HR matters through individual coaching and/or the delivery of group training sessions.	✓	
• Experience of successfully using and implementing (at least aspects of) an integrated HR and Payroll system to streamline and enhance a range of HR processes and procedures.	✓	
• Experience of successfully leading and implementing change within a complex organisation, e.g. reviewing and implementing new processes, procedures and policies, e-enabling systems and processes, monitoring and reviewing agreed changes.	✓	

Continued on next page

Person Specification *continued*

Effective	Essential	Desirable
<ul style="list-style-type: none"> A demonstrable flexible and proactive approach to the delivery of their work. 	✓	
<ul style="list-style-type: none"> Within the remit of the role, the ability to turn strategy into action to support the development of the HR service. 	✓	
<ul style="list-style-type: none"> A strong customer focus to ensure the timely delivery of agreed outcomes. 	✓	
<ul style="list-style-type: none"> Ability to quickly build relationships gain the confidence and communicate effectively with all levels of stakeholders. 	✓	
<ul style="list-style-type: none"> Ability to rise to complex challenges, effectively manage own emotions and demonstrate an appropriate degree of personal resilience. 	✓	
<ul style="list-style-type: none"> Effective presentation and negotiating skills to support the achievement of change at a trust wide level. 	✓	
<ul style="list-style-type: none"> A self starter who can work independently, is well organised with the ability to meet agreed targets and challenging deadlines. 	✓	
<ul style="list-style-type: none"> A strong team worker who can demonstrate an enabling style of leadership. 	✓	
<ul style="list-style-type: none"> Demonstrable skills to effectively use Microsoft Word with at least a good working knowledge and skills in Microsoft Excel. 	✓	
Effective	Essential	Desirable
<ul style="list-style-type: none"> This post requires a satisfactory Enhanced DBS Disclosure. 	✓	
<ul style="list-style-type: none"> Demonstrable commitment to their own continual professional development. 	✓	

Key Benefits and Terms

Pay:

Grade PO6, £46,293 - £49,203 pa (pay award pending) depending on qualifications and experience.

Conditions of Service

Will be in accordance with National Joint Council (NJC) Green Book, London Borough of Tower Hamlets and local UST terms and conditions of employment (as appropriate).

Hours:

35 hours per week (1.00 FTE). There will be occasions, for the proper performance of the post's responsibilities, that a requirement to attend evening meetings will be made and to work additional hours in excess of normal working hours.

Annual Leave:

26 days per annum with an additional 5 days leave after 5 years' of continuous service. In addition, employees will receive leave and payment for 8 Public Holidays and 4 annual /statutory days to be taken in accordance with their contract of employment.

Pension scheme:

Local Government Pension Scheme (LGPS).

Notice period:

Two calendar months.

Place of work:

The postholder will be required to work across the three main Trust sites as detailed in the job description.

Training and development:

Access to personal and professional development opportunities on agreement of the Director of HR.

Disclosure and Barring Check:

The successful candidate will be required to undergo an enhanced DBS Check.

Application and Selection Process

All applications will be acknowledged and there is a nominal closing date for this role. Candidates are encouraged to submit their applications as soon as possible as preliminary shortlisting may begin as soon as they are received.

To apply please:

- Visit <https://ats-ust.igp.co.uk/vacancies/> and follow the link to complete your application form.
- Provide a personal statement (no more than 2 sides of A4) which demonstrates your suitability for this role based on your experiences and achievements to date.
- Provide two professional references, one of whom must be your current Headteacher/ employer.

Key dates

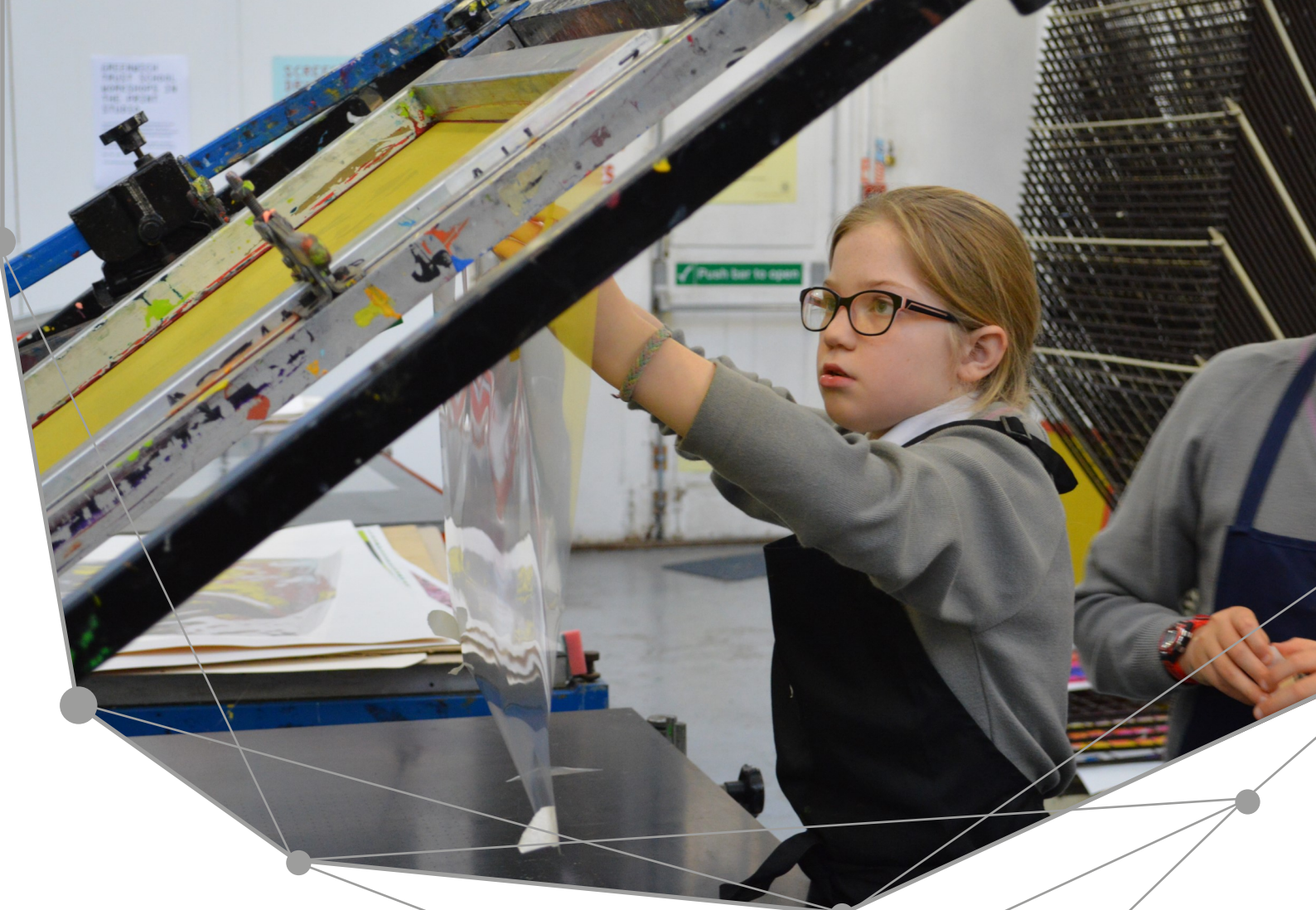
Closing date for applications: 9.00 am, Tuesday 29th September 2020

Interview and assessment date: Tuesday 6th October 2020

Further information

To arrange a confidential and informal discussion about this role and/or visit, please email Louise Howard, Director of HR, at lhoward@ust.london.

You may also visit our Trust website www.ust.london.





UST

University Schools Trust

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