

ASSISTANT APPRENTICESHIP MANAGER

£35,000 - £40,000

Harris Federation

How To Apply

Please visit www.harriscareers.org.uk to apply online and submit your application. We only accept applications submitted before the closing date via our careers website. Please refer to the last page of this candidate pack and our website for guidance on applying to opportunities within the Federation.

Safeguarding Notice

The Harris Federation and all our academies are committed to ensuring the highest levels of safeguarding and promoting the welfare of children and young people, and we expect all our staff and volunteers to share this commitment. All offers of employment are subject to an enhanced Disclosure and Barring Service (DBS) check, references, an online search, and where applicable, a prohibition from teaching check will be completed. Before applying, please review our [**Policy Statement on the Recruitment of Ex-Offenders.**](#)

About the Harris Federation

The founder and sponsor of the Harris Federation, Lord Harris of Peckham, opened our first school in 1990. We have, over the past thirty years, implemented ideas and initiatives that have transformed the opportunities of pupils from working class and disadvantaged backgrounds. Harris academies are widely recognised as a force for social mobility. We are immensely proud of the role that our alumni are now beginning to play in the world and of what we believe our current generation of pupils will go on to achieve.

The Harris Federation has a track record of accomplishment in achieving success through rapid school improvement and has built an unrivalled reputation for running outstanding academies. We now have over 50 schools educating more than 40,000 young people across London and Essex and employ over 5,000 staff across our academies and head office. With the majority of our academies located in areas of high socioeconomic disadvantage, a high-quality education is key to the futures of the pupils we serve.

Our Vision

We are a pioneering education charity, and one of the leading multi-academy trusts in the country. We have built a reputation for transformative change, taking on some of the most challenging schools in London and turning them into places where every young person can access a high-quality education and have opportunities to succeed.

Our vision, from the start, has been to provide the structure and services needed for our schools to amount to more than the sum of their parts, and to free-up our teachers and leaders to focus on one thing and one thing only: the outstanding education of all their pupils. Our young people and communities are at the heart of everything we do. Our core mission has always been to close the educational gap between young people from disadvantaged backgrounds and their peers. Our ambition is one where every child in London, no matter their background, has equal access to high quality education, giving them the same opportunities and potential to succeed.

Our Values

We have exceptional teachers, support staff, and leaders that come from a wide range of backgrounds. They bring many different skills, but they all share a strong commitment to delivering an outstanding education and creating an inspiring and happy school environment. We know there are many challenges facing our young people and the communities we serve, and that's why we need determined people like you to help us tackle those inequalities.

Whilst each of our academies has their own unique cultures and values; as a whole Federation, we have four core values which are central to successfully achieving our vision: **Excellence, Collaboration, Support, and Innovation**. We are proud of our values because they guide us in how we work allowing us to achieve the best possible outcomes for our young people, communities, and colleagues. No matter what your role is, where you're based, or what your career goals are, our values act as a guide to empower you to do your best work.

What Sets Harris Apart

We are a Federation rather than a chain, and the autonomy of our Principals, and their individual academies is a key element of our success. In addition, the support structure from our central team provides a range of efficient and time-saving services to our academies, but Principals have ownership of running their schools to determine the best curriculum and other local policies to suit the context of their school, staff, and students.

Our head office based in Croydon, provides expertise and guidance across Commercial, Governance, IT and Data, Finance, Estates, Procurement, HR and Recruitment, Sixth Form and Marketing. Harris academies are funded on the same basis as other state schools in England, but by negotiating shared contracts and services, and delivering other economies of scale, our academies save over £5m per year, all of which goes back into the education of our students.

As part of the central team we have more than 70 consultants, each a subject specialist and highly-skilled teachers who are available to our academies as a resource to use as they need. Their job is to create curriculum excellence in every subject. Our schools are able to access their full support to ensure the most effective curriculum intent, implementation, and impact.

From Our CEO

We see Harris as a system disrupter – whose purpose is to make life fairer for children in and around London. Our focus is to take on the most challenging schools and turn them into exceptional places of learning where everyone – staff and students – thrives.

We strive to deliver an excellent education to our young people so they can progress into top careers and the very best universities and apprenticeships, giving them the chance to fulfil their potential, no matter their background.

The secret of our success is that every Harris academy is different; every school has its own culture and ethos nurtured by its leadership team to suit the local community and context. However, all Harris academies are united by a determination to constantly improve and to quickly identify and share what works to ensure that every pupil is successful regardless of background.

As we grow, we are delighted to welcome new and experienced teachers, leaders, and support staff into the Federation, all of whom are crucial to our ongoing success. We encourage staff in their learning and development, our CPD is regularly described as 'outstanding', and all of us are committed to growing our expertise and sharing it with each other.

*Sir Dan Moynihan
Chief Executive*

Our Benefits

We know our success is a direct result of the hard work and dedication of our teams. No matter what your role, by joining the Harris Federation, you will be making a difference to young people across London and in recognition of this, you will be able to enjoy the tangible and intangible benefits of working at Harris.

Harris has a strong culture of collaboration and best practice, with professional development and career planning at its centre. We invest in our staff with support, coaching, mentoring, and a wide range of top-quality training programmes delivered at every level.

You will also have access to a variety of benefits, support programmes and initiatives. [Visit our website](#) to discover more.

Diversity and Inclusion

We are committed to encouraging and sustaining a positive and supportive working environment for our staff, and an excellent teaching and learning experience for our young people. As a provider of employment and education, we value the diversity of our staff and students, and all our staff are equally valued and respected. We are committed to providing a fair, equitable and mutually supportive learning and working environment for our students and staff.

Our work will impact many generations to come, and our staff come from all backgrounds and walks of life, coming together to inspire young minds. We promote an inclusive culture that embraces the valuable and enriching contribution that all of our community make. We continue to be proactive in uplifting and supporting all voices at Harris.

Main Areas of Responsibility

Reporting to the Apprenticeship Manager you will be responsible for:

Apprenticeship Programme Management

- Act as the first point of contact for apprenticeship queries, training providers, and internal stakeholders.
- Help promote apprenticeship opportunities internally and support recruitment and upskilling initiatives across the Harris Federation.
- Provide support to manage the Harris Federation apprenticeship levy, tracking costs, progress, and compliance with apprenticeship funding requirements.
- Organising and promoting any Apprenticeship events and information sessions across the Federation and at academy sites, supporting senior leaders in promoting apprenticeships among students and recruiting into future apprentice roles.
- Support with internal and external marketing for apprenticeship activities as part of wider employer branding and promote engagement events to help increase awareness and improve knowledge and understanding of apprenticeships.
- Facilitate an apprenticeship network and support development opportunities such as award nominations.
- Maintain and advise on safeguarding compliance inclusive of neuro-inclusion in alignment with the Ofsted framework, especially for under-18 apprentices.
- Support the Apprenticeship team in projects focused on implementation, procurement, quality assurance and evaluation of the apprenticeships offer to expand the use of the Federation levy or levy transfer from external organisations.
- Working with the marketing team to create marketing materials, update the Apprenticeship SharePoint, create event leaflets and share internal communications to promote Apprenticeship programmes.

Training Provider (Harris Institute) Management

EOSONE - Learning Management System (LMS)

- Act as the super administrator for LMS, ensuring any software releases are fully tested, managing the UAT and process of adaptation and delivering training to other admin users.
- Data analysis and preparing regular reports on performance of various Apprenticeship programmes achievement against agreed KPIs and programme objectives ensuring the overall positive QAR of the organisation is maintained.
- Manage and supporting the admin team on user accounts (e.g. creation, role assignments, completion), training assignments, apprenticeship enrolments, and reporting.
- Ensure that users (learners, employees, managers, trainers, coaches and assessors) are fully supported to access and complete required learning and tasks for apprenticeship programs.
- Provide responsive, effective, and timely technical support to users experiencing issues with the EOSONE LMS, such as login problems, course access issues, and content-related challenges.

- Provide first line support to users for technical issues with EOSONE and manage support tickets in order to resolve system errors within agreed timescales.
- Ensure that all training materials, inclusive of curriculum build are correctly formatted and accessible to end-users.
- Provide oversight and support to ensure accurate apprenticeship training records, certifications, and documentation on EOSONE.
- Supporting the apprenticeship delivery team with DfE audit preparation, conducting mock audits and tracking compliance documentation to ensure the Federation is audit ready.

Management of Information & Reporting

- Responsible for maintaining apprenticeship records, including the Apprenticeship Tracking system, producing reports to monitor enrolment, completion rates, and the usage of the apprenticeship Levy as part of ILR reporting
- Proactively managing and regularly updating EOSONE learning platform to ensure all learner portfolios are accurate and met the apprenticeships eligibility inclusive of the off the job learning.
- Supporting the Harris Institute, main training provider, with onboarding of learners and completion of relevant enrolment documentation, procedures, and guidance ensuring ILR data accuracy.
- Analyzing ILR data with the use of PDSAT reports to give clear and accurate management information and support with the updating or amending of the data where necessary.
- Maintaining curriculum content of all courses inclusive of the compliance requirements of the apprenticeship programmes e.g. off the job hours maximum hours are met.
- Maintaining responsibility for monitoring and updating records on the Digital Apprenticeship Service (DAS) system and other data system trackers, reviewing the apprenticeship journey, from onboarding and progress monitoring, maintaining provider quality and overseeing the regular contacts.

Compliance Support

- Advising the Harris Institute, main training provider, with queries in relation to programme requirements, apprenticeship eligibility and funding rules clarification
- Supporting with the mandatory documentation review, editing and additions of any changes within the sector and keeping up to date with changes with the funding rules.
- Sharing with the Governance board any changes within the FE sector, the impact on apprenticeship provision and implementation of the same.
- Provision of IQA (internal quality assurance) on the programmes delivered under the main provider status and supporting with guidance to implement any changes required
- Identifying new and upcoming programmes to increase the Federation offer on apprenticeships ensuring value for money for the employers

Federation Ethos

- To undertake such other duties as may be required, commensurate with the level of responsibility of the post
- To engage actively in the performance review process, addressing appraisal targets set in conjunction with the line manager each autumn term
- To participate in training and other professional development learning activities
- To promote equal opportunities and celebrate diversity in all aspects of the Federation
- To play a full part in the life of the Federation community, to support its distinctive aim and ethos and to encourage staff and students to follow this example
- To support and attend Federation events
- To promote actively the Federation's corporate policies
- To adhere to the Federation's Dress Code
- To comply with the Federation's Health and Safety policy and undertake risk assessments as appropriate
- To be familiar with and promote safeguarding requirements, demonstrating adherence to the DfE Guidance 'Keeping Children Safe in Education and the academy's Safeguarding/Child Protection policies
- To be aware of and comply with all academy and Federation policies and procedures, in particular those relating to conduct, child protection (as above), health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description. Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.

The academy will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition (as defined in the Equality Act 2010).

Following consultation with you this job description may be changed by management to reflect or anticipate changes in the job which are commensurate with the salary and job title.

Person Specification

Area	Essential	Desirable
Personal Qualities & Skills	<ul style="list-style-type: none"> • The ability to establish a new role in the Harris Federation and work collaboratively with key stakeholders to deliver successful apprenticeship programmes • Strong project management skills with experience of complex projects with multiple stakeholders • Experience of working across a large organisation, developing and delivering initiatives and maintaining stakeholder relationships • Ability to travel to Federation Academies as required • Experience of managing LMS within the FE sector and working with the third-party service provider to ensure the platforms are user friendly and up to date • Supporting with tracking of tickets within the learning management system and working together with the third-party service provider to resolve any issues and ensuring the platform is fit for purpose • ILR monthly declaration and the use of various MIS platforms to analyse the same 	<ul style="list-style-type: none"> • Strong assessor and IQA expertise with relevant qualifications. • Knowledge of maintaining LMS • Relevant experience in managing stakeholder relations • Confidence working with data and systems use e.g PDSAT
Federation Ethos	<ul style="list-style-type: none"> • Enthusiasm for and commitment to the achievement of the Federation's overall vision for success at all levels • Motivation to work with children and young people • Ability to build & sustain professional standards, relationships & personal boundaries with young people • Emotional maturity & resilience in dealing with challenging behaviours • Ability to contribute towards creating a safe & protective environment • Empathy with the aims and objectives of Harris Federation • Willingness to continue professional development • Commitment to maintaining high standards & expectations • Commitment to contributing to academy life as a whole • Commitment to equality of opportunity, valuing diversity and the safeguarding and welfare of all students 	<ul style="list-style-type: none"> • Use of canva or other editing tools

We will consider any reasonable adjustments under the terms of the Equality Act (2010) to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post. The job-holder will ensure that academy policies are reflected in all aspect of his/her work, in particular those relating to:

1. Equal Opportunities
2. Health and Safety
3. General Data Protection Regulations (2018) and Data Protection Act (2018)
4. Safeguarding children

Applying For The Position

We encourage you to apply as soon as possible as we may interview and offer to a candidate before the closing date. Please note that we only accept applications submitted before the closing date via our careers website.

Thank you for your interest in the Harris Federation. We look forward to receiving your application.

Before You Start Your Application

Please remember to check your junk mail folders for our email communications and add us to your safe senders list to ensure all future email communication is received. This is important to ensure you are kept up to date on the status of your application and to avoid delays in the recruitment process.

To submit an application, you'll need to have ready:

- Personal information about you
- Details of your education and employment history
- Details of any qualifications and training gained
- A CV and/or supporting statement to upload

Help and Support

For our Help and Support completing your application, visit www.harriscareers.org.uk

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