

<b>Title:</b>	Head of HR
<b>Salary:</b>	Grade E to Grade F, Points 41 to 56 (Actual Salary £49,498 - £66,756)
<b>Hours:</b>	37 Hours Per Week (Part Time considered)
<b>Contract Type:</b>	Permanent
<b>Location:</b>	2a Vickery Way, Chilwell, Nottingham, NG9 6RY
<b>Application Deadline:</b>	9:00am Thursday, 26 September 2024
<b>Interview Date:</b>	Wednesday, 02 October 2024
<b>Start Date:</b>	As soon as possible.

**Are you an inspirational leader?**

**Are you passionate about education and committed to making every day count for children across Flying High?**

**Are you a skilled and experienced HR leader with an ambitious vision that will impact staff and schools across our partnership?**

**Are you looking to take on a significant strategic role as part of a nationally recognised Multi-academy trust?**

Flying High Partnership is excited to be appointing a Head of HR to lead our HR team. We are looking for a significant leader, who will work alongside the Deputy CEO to deliver genuine transformation across our organisation. This role will be key to driving our newly defined vision, mission, and staff cultural expectations. Through your experience, skills and leadership you will develop a progressive vision and strategy for HR, that positions Flying High as an employer of choice in line with our people principles and cultural expectations. You will balance the long-term strategy with a deep relationship with our schools, supporting schools to mitigate risk and bring about transformational impact.

Flying High Partnership is a Multi Academy Trust of 33 primary schools across Nottinghamshire and Derbyshire, with ambitions for further growth. Flying High Partnership has a significant track record of success recognised nationally as one of the highest performing primary Multi Academy Trusts. Collectively we aim to impact social change, by making every day count for every child and every community. At the heart of our success is a commitment to working together to deliver the very best for our children and to enable each member of staff to maximise their potential.

**Excellence, Innovation, Working together.**

As Head of HR, you will lead our HR team consisting of HR Business Partner, HR Advisor, HR Resourcing and Administration Manager and HR Assistants. Through your leadership we will grow and develop the practice, process, and policy of our HR team, increasing its impact and influence across the partnership.

Through your visionary leadership and strategic acumen, you will play an integral role in shaping the future of Flying High and delivering transformational impact for our schools.

Learn more about Flying High through our Trust prospectus- [click here](#)

**We can offer you:**

- A dynamic and forward-thinking central team who are outward facing and determined to create the best opportunities for our children and staff.
- A developing package which includes an employee assistance programme, cycle to work, car leasing, financial advice, BHN Extras and discounted access at local facilities - [click here](#).
- Generous holiday entitlement of 28 days, plus Christmas closure days and bank holidays.

- A commitment to support your development and future career progression. This is delivered through a staff entitlement to CPL including internal and external opportunities. See our Trust CPL brochure as an example of the opportunities provided to our employees. [click here](#).
- The opportunity to work across departments, influencing strategy and providing joined-up support to all schools.
- A partnership of schools with relationships at its heart ensures a friendly atmosphere encompassing a supportive ethos.
- Access to the Inspiring Leaders MAT partnership, including HR leaders PLLC.

**We are looking for someone who:**

- Extensive experience and skills in HR management.
- Has a passion for education and is committed to impacting the lives of children.
- Embodies our vision, values and cultural expectations.
- Leads with humility while empowering others to succeed.
- Demonstrates a curious and receptive attitude towards learning.
- Approaches challenges with a solution-focused mindset.
- Exhibits resilience and determination.
- Will build strong and productive relationships across our central team and schools.

**Your core duties will be:**

- Providing clear, consistent and inspirational leadership to our HR team.
- Overseeing the delivery of a responsive, and consistently excellent HR service, ensuring that every interaction reflects our commitment to excellence.

- Providing comprehensive, best-practice-driven advice and support, ensuring that all HR practices and decisions are in full compliance with relevant legislation and reflect the highest standards of integrity and professionalism.
- Develop deep relationships with schools and school leaders, working in partnership to drive rapid improvements and manage risk.
- Develop and implement an ambitious HR strategy that drives the vision, mission, culture and character of Flying High.
- Leading the development and execution of strategic initiatives aimed at improving recruitment, retention, engagement, and performance across the partnership.

We welcome applications from both internal and external candidates. If you wish to apply for this vacancy, please visit <https://www.flyinghighpartnership.co.uk/careers/> where you will be able to submit your application online.

If you want to know more or wish to discuss anything in more detail please contact [hr@flyinghightrust.co.uk](mailto:hr@flyinghightrust.co.uk) to arrange a phone call with Paul Goodman- Deputy CEO.

Our organisation is committed to safeguarding and promoting the welfare of children and expects all staff and post-holders to share this commitment. We are committed to equality of opportunity for all staff and applicants. Applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships.