



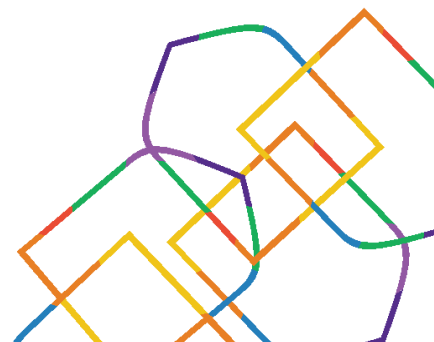
# Recruitment Pack

## HR Manager

Permanent, Full Time, All Year Round

Salary: Grade 13 (points 40 to 44)  
£48,474 to £52,668 per annum

Start Date: as soon as possible







Archway Learning Trust is a vibrant learning community where students are cared for, receive a high quality education and experience every opportunity to be successful.

School years are amongst the most important in our lives, helping us to develop the knowledge, skills and characteristics we need to succeed. At Archway Learning Trust, we are committed to giving every child the very best start that we can. We offer excellent teaching and learning and exceptional personal support in an inclusive, faith based environment.



I became a teacher because I believe in equal opportunities for everyone. I also believe that every child has the right to a great education. Learning is at the heart of any good society and the opportunity to learn from teachers who are committed, enthusiastic and innovative is a right that all children should have.

Our aim is to help children to understand and believe in themselves, respect and care for others and to develop a wide understanding of faith, the world around them and their place within it. The determination of our youngsters to succeed, and the passion of our teachers to make a difference, makes me proud to be Chief Executive Officer of this diverse and dynamic Trust.

**Sian Hampton, CEO**



## Our Story



The Trust comprises of Bluecoat Aspley Academy, Bluecoat Sixth Form, Bluecoat Wollaton Academy, Bluecoat Beechdale Academy, Bluecoat Primary Academy, Bluecoat Bentinck Primary School, The Nottingham Emmanuel School and Sixth Form, The Long Eaton School, Lees Brook Academy, Alvaston Moor Academy, Bluecoat Trent Academy and the Bluecoat SCITT Alliance (School Centred Initial Teacher Training).

Our aim as a Trust is to shine a spotlight nationally and internationally on our inclusive ethos so that more schools and academies can be encouraged to take up our approach to inclusive, enriching, knowledge based teaching, preparing young people for lifelong learning based firmly on our Christian principles.

We are in a period of growth which is a truly exciting time for prospective candidates who are looking to further their careers in a dynamic learning community that has opportunity at every point to share and learn from each other in order to become the best that we can be.

We are proud of our diverse student population and passionate about creating a staff team reflective of this diversity. We actively welcome applications from all backgrounds and you can be assured of a warm welcome at Archway.



## Working Together. Transforming Lives.

In 1706 St Mary's Church on High Pavement opened its doors to the poor children of Nottingham. Under the archway of the porch the 'principal design of the school was to train poor children in the knowledge of God and religion, as taught in the Church of England'. This was the start of Church of England education in Nottingham and that education has been carried on with the setting up of the Bluecoat and Emmanuel schools at secondary level, and the many primary schools within and around the City of Nottingham and Nottinghamshire.

Greycoat School, as it was initially known, and then latterly Bluecoat School played an important civic role during its growth and development. It moved to many sites and there was even a road named after it near the Victoria Shopping Centre. During the 1970s Bluecoat School moved to its Aspley Lane site.

In 2003 Bluecoat was asked to take over the running of the school that was being closed at Wollaton Park. The Margaret Glenn Bott School shut its doors in the summer of 2003 and was re-opened in the autumn as Bluecoat Wollaton Park site. Within 5 years the first students at Wollaton Park had achieved record examination results and transformed the learning of young people in the area. Bluecoat Wollaton received funding through wave 5 of Building Schools for the Future and a new set of buildings cemented its place as a successful and happy school for 750 students aged 11-16.

In 2012 Bluecoat School became an Academy. In 2014 Bluecoat became a Multi Academy Trust, sponsoring a local school and helping it move from its Ofsted judgment of inadequate to good in February 2017, a transformation that took place in less than 3 years. The sponsorship of Bluecoat Beechdale Academy enabled staff from across the Trust to work together in order to support students across the family of schools.

In 2015 Bluecoat Academy opened its own 420 place Primary school, representing further growth for the Trust and creating a learning experience based upon Christian faith and values for children aged 4-11 in the City of Nottingham.

In January 2018 The Nottingham Emmanuel School became the newest academy to join the Trust as we renamed to Archway Learning Trust in recognition of the larger family we had become.

In March 2021 we welcomed three new academies to Archway Learning Trust. Based in Derby, Lees Brook Academy, The Long Eaton Academy and Alvaston Moor Academy became the newest member of the Archway family. Bluecoat Trent Academy opened its doors in September 2021 and our most recent addition to the Archway family is Bluecoat Bentinck Primary Academy that joined us in September 2023.

The overriding vision of the Trust is to support young people who are struggling to be successful, and to ensure they have the best possible education opportunities. The Trust is committed to 'the transformational power of education' coupled with collaborative school to school support.

## OUR MISSION

We are fully inclusive family of learners, providing nurture and an outstanding education experience for all to grow and flourish.

## OUR VISION

To transform the lives of all through the power of working together.

## OUR VALUES

### EXCELLENCE

We have unrelenting ambition for all. We are committed to the hard work and care that will deliver success, ensuring that no one is left behind.

### COLLABORATION

We work together to achieve our common purpose of transforming lives. We achieve more together than we do alone.

### INCLUSION

We embrace and value difference. Our varied backgrounds and experiences help to enrich us all. We champion the needs of all our young people.

## OUR HISTORY

In 1706, beneath the Archway of St Mary's Church, our founders committed to educate the city's poorest children and lift them out of poverty.

## OUR CHILDREN

We keep our children at the heart of every action and decision, embracing and celebrating their unique talents and needs.

## OUR FAITH

We are proud to be a Church of England Trust, serving those of all Faiths and none with equal passion, care and devotion.

## OUR CORNERSTONES: HOW WE LIVE OUR VALUES

### EDUCATIONAL EXCELLENCE

We have exceptionally high expectations for all our pupils. Our knowledge-rich curriculum and Inspirational teaching prepares pupils to believe in their abilities, achieve excellent outcomes, maximise their potential and excel in the future.

### INVEST IN OUR PEOPLE

We recruit and grow the best people. Through collaboration we lead, develop, challenge and support them to have the greatest positive impact on our children's education. We people to uphold our values and deliver on the mission of our Trust.

### COURAGEOUSLY INCLUSIVE

Inclusion is at the heart of everything we do and every decision is made in the best interests of all. We relentlessly pursue equity of opportunity for all. Our children flourish regardless of background, learning need or starting point.

### STRONG TRUST

We are financially and environmentally sustainable. Resilient and efficient infrastructure drives our educational excellence. Effective governance ensures our Trust is strong and drives school improvement.

Continuous Professional Learning (CPL)

Archway Learning Trust has a proud tradition of providing exemplary CPL for teaching colleagues and is becoming more inclusive in the training and development of colleagues in all education roles within the Trust, such as Pastoral, SEND and Safeguarding teams.

The diagram right aims to show the interconnectedness of the various elements of our CPL Programme for Education Colleagues for the year ahead. Each element will be explained further in the coming pages, but we hope it is clear that the elements work together to develop the skill and expertise of colleagues for their role and provides them with opportunities to develop and grow within their career at Archway.



Our Apprenticeship Levy

SPECIALIST SERVICES	
Training Programme	Level
Digital Marketer	3
Content Creator	3
IT Solutions Technician (Hardware/Software)	3
Laboratory Technician	3
Information Communications Technician	3
BUSINESS & PROFESSIONAL	
Training Programme	Level
Business Administrator	3
Team Leader or Supervisor	3
HR Support	3
Library, Information & Archive Services Assistant (LIAS)	3
School Business Professional	4
Operations or Departmental Manager	5
TEACHING, EARLY YEARS & SPORTS	
Training Programme	Level
Teaching Assistant	3
Teaching Assistant SEND Pathway	3
Sports Teaching Assistant	3
Early Years Educator	3
School Staff & Community Wellbeing Champion	3
Sports Coach	4
Higher Level Teaching Assistant	4
Higher Level Teaching Assistant SEND Pathway	4
Early Years Lead Practitioner	5
Children, Young People & Families Manager	5

Archway Learning Trust recognises that apprenticeships are an excellent way for individuals to further their learning and gain recognised qualifications whilst gaining employment experience. At the Trust we recognise that apprenticeship roles play a vital contribution to the running of each academy within our multi academy family.

Archway offer courses from LMP Education. Employees who want to progress their knowledge in their field and develop their career are able to enrol onto the course that LMP offer.

To see a full list of the 2024 courses offered by LMP, please follow this link - [LMP - 2024 Courses](#)





## Explore your benefits



Here at Archway, we offer our employees a variety of benefits. From hundreds of shopping discounts to our cycle to work scheme and our generous pension scheme – we have lots to offer to our employees!









As well as our lifestyle savings, we also offer a wellbeing platform for our employees where employees are able to access expert help and support for life's ups and downs 24/7, 365 days a year!

Within this platform, employees are able to access resources, contact the 24/7 helpline, set fitness goals and take health assessments as well as access counselling services.



Archway also offer a very generous pension scheme with contributions of over 20% into employees pension pots!

					
<b>Fashion Favourites</b> Save 8% with a gift card	<b>Jet2Holidays</b> Save 7% with an e-voucher	<b>Lavish Spa &amp; Beauty - High..</b> Save 10% with an e-voucher	<b>Sky</b> Sky TV and Netflix - for the best TV all in one place - for..	<b>Fitbit</b> Get 20% off the Fitbit product range with Code 'GOFIT'	<b>Spotify</b> Save 5% with an e-voucher
<b>Save 8%</b> Physical gift cards	<b>Save 7%</b> E-vouchers	<b>Save 10%</b> E-vouchers	<b>Save 20%</b> Discount code	<b>Save 20%</b> Discount code	<b>Save 5%</b> E-vouchers

With lots more – Vivup has 350+ benefits to offer!

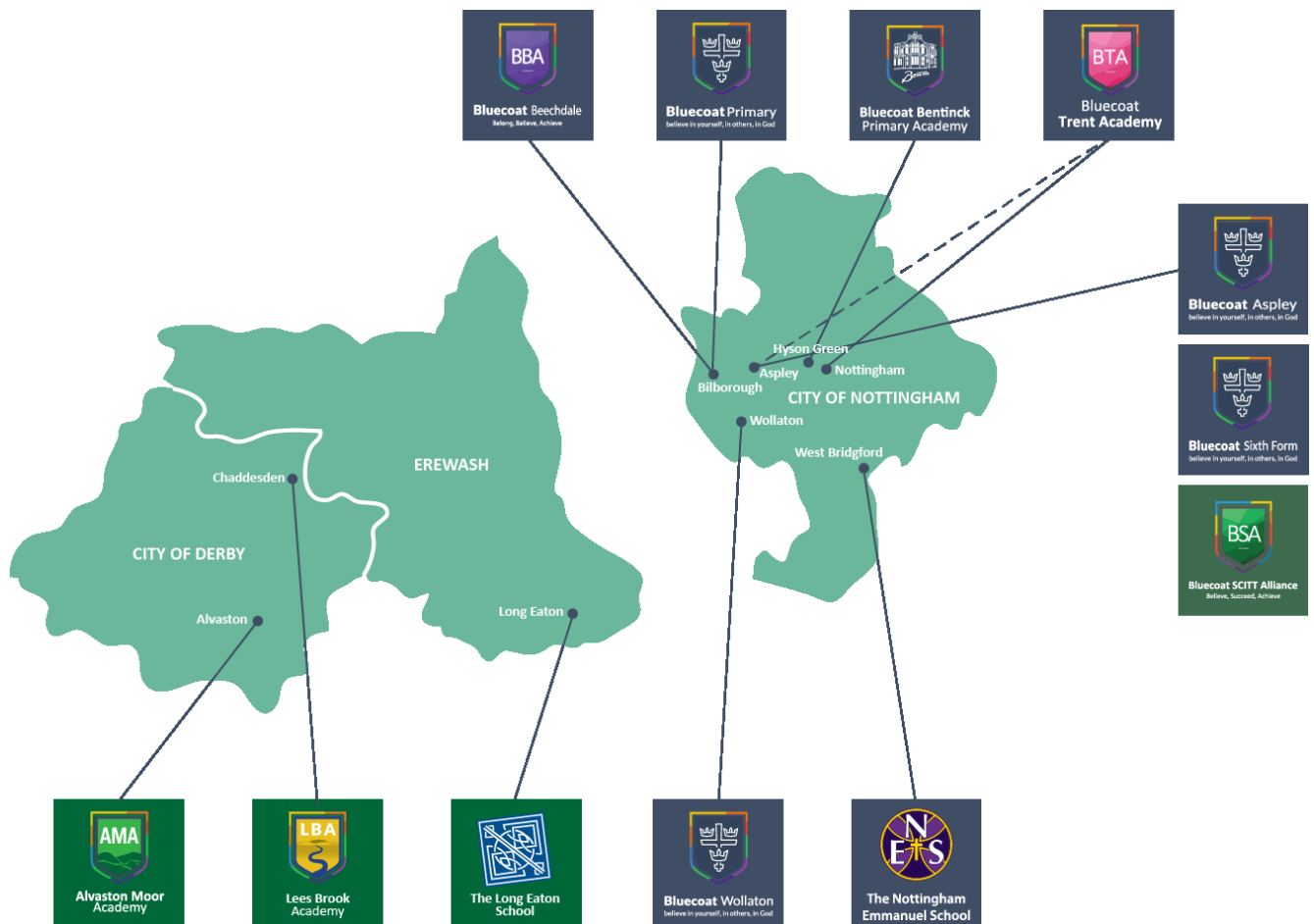
## Other Archway benefits:

- ✓ Opportunities to develop new skills and progress your career.
- ✓ Access to discounted travel schemes
- ✓ Comprehensive training and support
- ✓ Employee Assistant Programme (EAP)
- ✓ Self help books
- ✓ Eye care voucher scheme
- ✓ Free flu vaccine
- ✓ Access to e-learning and development

Archway Learning Trust is committed to safeguarding and promoting the welfare of children and young people. All staff and volunteers are therefore expected to behave in such a way that supports this commitment. Appointment to this post will be subject to the following satisfactory pre-employment checks:

- Health
- Identity
- Relevant work qualifications
- Right to work in the UK
- Barred List Check (previously List 99)
- Disclosure & Barring Service Check (for all staff and volunteers)
- References
- Childcare Disqualification Declaration Check (relevant Primary School posts only)
- Online Searches

## Our School Locations







## **Stuart Anderson - Deputy CEO (DCEO)**

Stuart joined Archway in 2015 and has worked in a number of senior roles for the Trust including Principal, Executive Headteacher and Regional Director prior to becoming DCEO. He has direct responsibility for a number of schools in the Trust but also in the strategic leadership of standards, quality enhancement and delivering the Trust's strategic vision. As Principal, Stuart led Bluecoat Wollaton to attain exceptionally highly. The school secured an 'Outstanding' Ofsted grade in 2018 in its first inspection, officially became a 'World Class' School in 2020 and was recognised as 'Excellent' in its SIAMS Church Inspection in 2021.



## **Michelle Walshe – Chief Corporate Services Officer (CCSO)**

Michelle is our Chief Corporate Services Officer with responsibility for all aspects of our Governance and corporate compliance. She also oversees marketing and communications, academy services and is the Trust's DPO. Michelle has over 20 years' experience in the education sector and has previously led and managed the admissions and appeals activity across the Trust as well as deliver process improvement and effective people management of large teams.



## **Nathan Jeremiah – Chief Operations Officer (COO)**

Nathan has over thirteen years' experience in the education sector, having worked in a variety of management and leadership roles and brings significant sector experience to the Trust drawn from his work with the Department for Education and consultancy support with trusts nationally. Nathan's leadership of operational matters at Archway focusses on efficient and effective IT, Estates, Health & Safety, Cleaning, Catering PFI, Capital Development and Major Projects services across our family of academies.



## **Kirsty Woolls – Chief People Officer (CPO)**

Kirsty joined our Trust in January 2022 and previously worked as HR Director in a large Multi-Academy Trust with 21 schools located across 10 local authorities. Kirsty has worked in Human Resources in the Education sector for almost 20 years.

She holds a CIPD L7 Postgraduate qualification in Human Resource Management and brings to our Trust a wealth of experience in implementing people related strategies, change management projects, employment legislation, recruitment and retention and many other areas of HR practice and expertise.



## **Stuart Bird – Chief Finance Officer (CFO)**

Stuart joined our Trust in October 2022 and has spent the last ten years in senior finance director positions across the NHS where he says the challenges are "remarkably similar" to education. Stuart has also worked in finance and operational directorship roles for a number of successful businesses in the private sector, including financial services, nursing and residential care. He is a Chartered Accountant and is well versed in building and delivering a strong finance team that provides an excellent service to the organisation it supports.



## **Dave Taylor – Director of Teaching & Learning**

As Director of Education, Dave is responsible for the Quality of Education, Continuous Professional Learning (CPL) and the Quality Assurance of Teaching and Learning. Dave leads the Central Education Team and the Implementation Group, which comprises local VPs and APs for Teaching and Learning. Dave's main educational passion is to ensure children improve their reading and he is the main architect of the Trust's driving improvement priority 'Every child in an Archway school will become a fluent reader'.

We are excited to be recruiting to the post of Human Resources Manager. Join a warm and welcoming HR team of professionals supporting approximately 1300 employees across ten schools in Nottingham and Derby. You will be an integral part of a supportive team with a shared desire to make a tangible contribution to student outcomes by supporting and developing our middle and senior leaders and by ensuring that we recruit, develop and retain the best people; whilst valuing and supporting all of our employees in an inclusive and equitable culture.

Candidates should pay attention to the job description/person specification and explain within their application how they meet the criteria, whilst also describing what they will bring to the post from their own knowledge and experience.

The post holder will be based in the HR office currently at Bluecoat Beechdale Academy in Nottingham but will move location in September 2024 to our Central Trust Office at Bluecoat Aspley Academy in Nottingham. You will be required to travel to the other sites within Archway Learning Trust.



## Applications



For more information about Archway Learning Trust and the vacancy, please visit <https://www.archwaytrust.co.uk/vacancies/>. To apply for the role click apply which will take you to the application form for the post. We would encourage you to refer to the job description and person specification, demonstrating your suitability for the role. We reserve the right to close applications earlier than the advertised date.

**Closing Date: 9am Tuesday 7<sup>th</sup> May 2024**

**Interview Date: TBC**

If you have any queries, wish to discuss the role informally or undertake a visit to the Trust, please do not hesitate to contact us via email [recruitment@archwaytrust.co.uk](mailto:recruitment@archwaytrust.co.uk) or telephone 0115 929 7445.

Due to the number of applications we receive, it is with regret that we cannot respond to every application, if you do not hear from the HR Department within two weeks of the deadline, please assume that on this occasion your application has unfortunately not been successful.

POST TITLE:	HR Manager
GRADE:	13
RESPONSIBLE TO:	Chief People Officer

## Introduction

You will lead on the provision of a forward thinking, responsive and professional HR service; ensuring the Trust remains compliant with employment law, health and safety, conditions of service, policies/procedures and best practice.

You will proactively lead the full range of HR areas including employee relations, pay & reward, learning & development, change and organisational development, equalities and compliance with a focus on student outcomes and contributing to the Trust vision and development plan.

## General Responsibilities

1. Support the overall Christian ethos of the Trust.
2. Be aware of and comply with Trust policies and procedures including but not exhaustive of:
  - Acceptable Use of IT Policy
  - Code of Conduct
  - Extremism & Radicalisation Policy
  - Keeping Children Safe in Education (Part 1) Guidance
  - Safeguarding Policy and Training Slides
  - Whistleblowing Policy
  - IT Pack including Acceptable Use Statement
1. Be aware of and support difference and ensure equal opportunities for all.
2. Contribute to the overall aims of the Trust and Academy Improvement Plans
3. Develop and implement own professional development and skills
4. Behave in a manner that is professional, friendly, fair with students and colleagues demonstrating and role modelling politeness and respectfulness
5. Demonstrate an excellent record of attendance and punctuality.
6. Work cooperatively as part of the Trust wide staff team
7. Undertaking any other duties which may reasonably be regarded as within the nature of the duties and responsibilities/grade of the post as defined.



## Specific Responsibilities

### ***Employee Relations (ER) advice and support***

- To lead a team providing responsive telephone, email and face to face advice and support to all academies within the Trust on routine and complex capability, disciplinary, grievance, redundancy, restructure, safeguarding, dignity at work, diversity, equality, sickness and other absence cases.
- Partner the Principals to ensure that the People Strategy contributes to school improvement.
- To attend on site visits to individual academies relating to formal and complex disciplinary, capability, grievance, sickness absence cases, hearings or appeals to advise the Principal, ELT and/or panel.
- To lead the HR Adviser and influence the HR Operations Team in delivering a responsive service to all academies and central services within the Trust, ensuring compliance with employment law and consistent advice in a solution focused manner.
- To ensure the Trust has a proactive approach to absence management, providing advice, guidance and training to managers and ensuring the HR team provide timely sickness, authorised or unauthorised absence information/data to the Trust's executive team and leaders at individual academies.
- To resolve ER casework including, where appropriate negotiating and drafting Settlement Agreements in consultation with the Chief People Officer.
- To liaise with the Trust's employment law advisors and insurers as necessary regarding risk management, ACAS conciliation, indemnity provision, settlement agreements and employment tribunals.

### ***HR Training and Development***

- To develop and facilitate a HR training and development programme for senior and middle leaders including delivering workshops on line management, managing absence, performance management, capability and disciplinary.
- To support and coach academy based staff to ensure that they carry out their roles effectively and in line with best practice and employment law.

### ***HR Policies, Procedures and Management Toolkits***

- To support the Chief People Officer in updating, consulting and maintaining a suite of HR policies, procedures and management toolkits, including a range of template letters and flow charts for use across all the academies within the Trust.
- To ensure updated HR policies, procedures and management toolkits are available for the Trust in line with the review cycle and changes in employment law.
- To ensure HR policies and procedures are clearly communicated and available to all members of staff as part of their induction and at staff or Trust training events.

### ***Compliance***

- To monitor any relevant legal, regulatory, ethical and social requirements and manage the effect they have on the Trust and staff.
- To support the submission of the statutory annual return to the Department for Education (DfE) and other Government Agencies, e.g. workforce census.
- To ensure the Trust complies with its statutory responsibilities for reporting on HR and employment matters, e.g. gender pay gap reporting, equality impact assessments, academies handbook and competency framework, teacher misconduct case referral to the relevant bodies
- To ensure accurate employee records are securely maintained on the HR system and are held in accordance with General Data Protection Regulations (GDPR).
- To provide support to the Trust and to each individual academy to enable the maintenance of the single central record and to ensure the safeguarding of children. Quality assure the SCRs to ensure compliance.
- To be responsible for management and monitoring of any HR budget allocated to you.
- To ensure the availability of reliable and informative workforce data (succession planning, staff turnover, absence, gender, ER cases) for the Chief People Officer, Executive Leadership Team and Trustees.

## ***Diversity***

- Actively seek to ascertain the diversity profile of employees and take appropriate action to align the workforce to the profile of students we serve.
- Develop strategies in order to engage and develop employees from minority groups in order to raise aspirations and support retention and career development.
- Design and deliver training to all staff to ensure a culture where diversity is promoted and celebrated and any form of discrimination is not tolerated.

## ***Induction, Talent/Performance Management and Wellbeing***

- Work with senior leaders to ensure new members of staff receive appropriate induction to their role, their team and the wider academy/Trust community.
- Develop and implement with the Chief People Officer a talent management programme including career pathways ensuring teaching and support staff have access to high-quality training and continued professional development opportunities.
- Develop staff wellbeing and engagement programmes, such as staff survey, workshops, regular HR updates to ensure staff feel valued, motivated and supported to provide outstanding educational standards.
- Develop, embed and monitor a consistent performance management framework across all academies within the Trust including support staff as well as teachers.

## ***Recruitment and Retention***

- Support with interview and selection processes for the recruitment of new Principals and key central roles.
- Support academies and central teams within the Trust with the design and evaluation of new job roles and grading; ensuring consistency and minimise legal risk.
- Assist in the retention of teaching and associate staff through the use of innovative strategies and a consistent exit process across the Trust.

## Staff Conduct

- All employees are expected to familiarise themselves and follow the Trust vision and ethos during their working lives with Archway Learning Trust.
- We are professional people and expect professional conduct (behaviour and language) based on mutual respect, good manners, politeness and common courtesies for all members of our community. We expect that at all times employees behave in a manner that role models positive behaviours for our students to follow.
- Physical violence, verbal abuse and swearing are unacceptable and not tolerated.
- Employees are expected to maintain a professional relationship with students.
- Staff will be fully supported by the Trust at all times in carrying out the behaviour policy.

## Dress Code

- The Trust expect staff to wear professional business dress mirroring our high expectations of our student dress code.
- Some functions within the Trust are required to wear uniform that will be supplied by the Trust.

	<u>Essential</u>	<u>Desirable</u>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Educated to A-level standard or demonstrable equivalent work experience</li> <li>• CIPD level 5 as a minimum and chartered member of CIPD</li> <li>• Evidence of commitment to continuing professional and personal development of self and others</li> <li>• GCSE English and Maths at a minimum grade C or 4</li> </ul>	<ul style="list-style-type: none"> <li>• Management training or post graduate qualification</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Experience of working in a senior HR role with a strong track record of employee relations case management, such as discipline, capability, absence, grievance and redundancy.</li> <li>• Experience of coaching managers to assist them to develop their people management skills</li> <li>• Experience of drafting letters, reports and correspondence to a high standard and you must be able to demonstrate an eye for detail</li> <li>• Experience in a fast paced HR team delivering a high quality service to managers and employees</li> <li>• Well-developed IT skills including the use of a HR Information System for maintenance and reporting, MS Word and Excel, mail merge and email</li> <li>• Experience of contributing to the development and implementation of HR policies and guidance in line with employment law and HR best practice</li> <li>• Track record in delivering a proactive HR service in a fast paced environment with demonstrable impact</li> <li>• Experience of successfully leading a team and line managing staff</li> <li>• Experience of resolving complex cases with trade unions to benefit the organisation</li> </ul>	<ul style="list-style-type: none"> <li>• Previous experience of working/providing support in a HR management function in an educational setting</li> <li>• Experience of implementing talent management, wellbeing and diversity programmes</li> </ul>
<b>Knowledge and Understanding</b>	<ul style="list-style-type: none"> <li>• An understanding of the basis on which HR policies are designed and operated</li> <li>• An understanding of contracts of employment</li> <li>• Knowledge and understanding of the education sector</li> <li>• Knowledge and experience of a broad range of employee relations issues</li> <li>• Understanding of current HR issues facing the education sector</li> <li>• Knowledge of latest employment law changes and the impact</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of the role of trade unions in the education sector</li> <li>• Knowledge of Ofsted, DfE, academy legislation and School Teachers Pay &amp; Conditions document</li> <li>• Knowledge of national and local conditions of service within an education setting</li> </ul>



	<u>Essential</u>	<u>Desirable</u>
<b>Skills and Abilities</b>	<ul style="list-style-type: none"> <li>• In depth knowledge of current employment law</li> <li>• Ability to develop and facilitate innovative and engaging HR training workshops</li> <li>• Ability to manage a varied and complex workload as well as delivering to timescale</li> <li>• Excellent planning, organisation and negotiation skills</li> <li>• Strong ICT skills including the ability to use and report from a HR Information System</li> <li>• Demonstrably well-developed communication skills with the ability to inspire confidence in others</li> <li>• Knowledge of performance management systems and pay/grading frameworks in education</li> </ul>	
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Confident, enthusiastic, motivated and committed with a passion for HR and using this to benefit outcomes for young people</li> <li>• Ability to work as part of a team understanding Trust roles and responsibilities and your own position within these</li> <li>• Commitment to Equal Opportunities and valuing diversity</li> <li>• Willingness to work within the Christian ethos of the Trust</li> <li>• Demonstrable commitment to delivering outstanding service</li> <li>• Ability to command credibility and respect</li> <li>• Flexible and organised approach to work</li> <li>• High levels of resilience and emotional maturity</li> <li>• Inquisitive nature with sound problem solving skills, judgement and initiative</li> <li>• Strong relationship building skills</li> <li>• Can-do attitude and solution focused approach with an ability to manage expectations and not over promise</li> <li>• Able to adapt to changing circumstances and new ideas</li> <li>• High level of integrity with an ability to self-evaluate and reflect</li> <li>• Genuine respect for others and desire for equality of opportunity and diversity</li> </ul> <p><b>Suitability to work with children</b></p> <ul style="list-style-type: none"> <li>• Commitment to safeguarding and a satisfactory Enhanced DBS Check</li> </ul>	

