



Prince Henry's Grammar School
COLLABORATIVE LEARNING TRUST



HR OFFICER

INFORMATION FOR APPLICANTS

NJC Grade SO1 Scale Points 23 – 25

Actual Salary £29,545.59 - £31,200.59 Per Annum

Permanent - Term Time Only, Plus 10 Days

37 Hours Per Week

Required September 2025



HR OFFICER

Location: Prince Henry's Grammar School

Contract: Permanent
Term Time Only, Plus 10 Days

Closing Date: Wednesday 3rd September 2025 at noon

Selection Day: W/c 8th September 2025



HR OFFICER

Thank you for your enquiry regarding this post.

Please look on the school's website www.princehenrys.co.uk for more information about the school and for relevant policies e.g. Child Protection etc.

You will find in this booklet:

- Information about the post
- Information from the headteacher
- Job Description
- Person Specification
- Guidance for completing the application form

If you have a disability and require this information in a different format, for example, Braille, larger print or on CD, please contact the HR Administrator at the school:

hrs@princehenrys.co.uk

The closing date for applications is **Wednesday 3rd September 2025**. Please note that it is our policy not to accept late applications. Shortlisting will commence immediately, and it is anticipated that interviews will be held **w/c 8th September 2025**.

Following the closing date, a recruitment panel will review the information provided and consider how well it matches the person specification. Shortlisted candidates will then be invited in for interview and references taken. On the interview day a number of sessions may be organised which may include completing a tour of the school, a classroom teaching observation, a written or data task, meeting with students or, dependent on the role, a combination of the above. The outcomes of these sessions will inform the panel in their decision to take candidates through to a formal interview.

The school is committed to safeguarding and promoting the welfare of our students and expect all staff and volunteers to share this commitment. All appointments will be subject to an Enhanced Disclosure and Barring Service check. Shortlisted candidates are also subject to a basic online search in line with KCSiE policy 2024.

We aim for diversity within our workforce. Applications are welcome from all, irrespective of sex, sexuality, race, religion, marital status, age, disability, pregnancy/maternity, gender identity or gender transition.

All Collaborative Learning Trust schools are non-smoking/vaping sites.

Please note it is the Trust's policy that reimbursement will not be made with regard to candidates' expenses.

INFORMATION ABOUT THE POST

The Human Resources Officer for Prince Henry's Grammar School is an exciting role within a large comprehensive school recently judged to be Outstanding in all areas and as part of a growing multi-academy Trust. The role will be based at Prince Henry's and will be supported by both the Headteacher and the Trust HR Director. There may be occasions when the post holder will need to visit the site of the other schools in the Trust from time to time.

The post includes direct line management for one member of staff at Prince Henry's Grammar School.

The HR Officer will work closely with members of the Senior Leadership Team, relevant administrative staff, and governors, as well as with members of the Trust's central Operational Leadership Team. S/he will also be able to draw upon specialist support from our Trust HR Director and external HR consultancy service.

The HR Officer will work in partnership with senior leaders to ensure that all aspects of the school's HR, Payroll and people practices are well managed, in line with statutory and regulatory requirements, including recruitment, professional development, employee relations and policy development.

The role of HR Officer also provides the opportunity to contribute at a strategic level, to identify HR priorities and recommend how HR solutions can secure progress towards the vision for our school.



INFORMATION ABOUT COLLABORATIVE LEARNING TRUST

Currently the Trust comprises:

1. Prince Henry's Grammar School, Otley, Leeds
2. Bramhope Primary School, Bramhope, Leeds
3. St Mary's Church of England Primary Academy, Hunslet, Leeds
4. Micklefield Church of England Primary Academy, Micklefield, Leeds
5. All Saints Church of England Primary School, Little Horton Green, Bradford
6. Trinity All Saints Church of England Primary School, Bingley
7. Ashfield Primary School, Otley, Leeds

VISION

The Collaborative Learning Trust will be recognised as a highly successful learning community that provides outstanding, sustainable, and inclusive 'nursery to 19' education for young people of all abilities. Students will leave Collaborative Learning Trust schools having enjoyed their education and developed into lifelong independent learners with the creativity, adaptability, resilience and leadership skills to contribute to, and succeed in, our 21st century society.

Our vision is underpinned by the following values:

- **Education for the common good of the whole community** – supporting the development of lifelong independent learners with the creativity, adaptability, resilience and leadership skills to contribute to society
- **Education for dignity and respect** – a focus on equality for all, trust, integrity, respect and an appreciation of diversity
- **Education for wisdom, knowledge and skills** – high quality teaching and learning designed to secure the 'all round' education of young people and engender a passion and enthusiasm for learning
- **Education for hope and aspiration** – a culture of aspiration and success (in students, staff and governance)

This will be achieved through:

- A commitment to a genuinely collaborative approach to ensure sustained school improvement towards the vision
- Strong ethical leadership and behaviour at all levels
- Autonomous ethos and identity for each school, whilst sharing core values and vision across both church and non-church schools
- Effective staff professional development and opportunities for excellent practitioners to develop their career

We as a Trust have signed up to the Yorkshire and Humber climate action pledge, making a commitment to protecting the climate and nature

COLLABORATIVE LEARNING TRUST EMPLOYEE BENEFITS

The Collaborative Learning Trust promotes employee wellbeing across all of our schools. One of the many ways we implement this is through our fantastic employee benefits which include:

Employee Assistance Programme:

A 24/7 confidential advice and counselling helpline available at no cost to all employees.

Pension Scheme:

We offer a fantastic teaching and support staff pension scheme.

Cycle to work scheme:

Spread the cost of a new bike over 12 or 24 months through salary sacrifice (terms and conditions apply).

Home and Tech scheme:

Spread the cost of a Curry's or Ikea gift card over 12 months through salary sacrifice (terms and conditions apply).

bYond:

A pre-paid card that lets you earn cashback when shopping at your favourite stores.

Extras discounts:

Save up to 10% on the upfront cost of a wide range of big-brand gift cards.

Tastecard Promotions:

Discount on an annual subscription which allows you to Save up to 50% off at hundreds of participating restaurants.

RAC Membership Cover:

A 12-month salary sacrifice offering different levels of cover options for up to 4 vehicles (terms and conditions apply).

INFORMATION ABOUT PRINCE HENRY'S GRAMMAR SCHOOL

Prince Henry's is an over-subscribed comprehensive school with over 1640 students, including around 350 in the Sixth Form. We are proud of our school, students, staff and community and were delighted to have our recent Ofsted report from November 2024 endorse our strengths in judging us 'Outstanding' in all areas. Regardless of our current success, we strive for the continuous improvement of our educational provision so that our students are fully prepared for 21st century society. We serve the market town of Otley (in the Wharfe Valley) and the surrounding villages including Pool, Bramhope and Adel. The Wharfe Valley is a wonderful region in which to live and work. It is close to areas of outstanding natural beauty, yet also benefits from good transport links to key towns and cities across the country.

Prince Henry's Grammar School has a rich history dating back to its Royal Charter of 1607 and to this day the school remains at the heart of the local community. We work hard to maintain strong links, for example through community use of our sporting facilities and our provision of an extensive Community Education Programme.

High standards, in both the academic and broadest sense of the word, continue as the underlying principles of all that we do. Our behaviour and achievement policy, known as Positive Discipline, is central to this. The system rewards students for what they do well, whilst also providing a framework within which misdemeanors are challenged and sanctioned in a consistent manner. This results in the extremely positive attitudes to learning that exists amongst our students. Prince Henry's is an enjoyable place to work and learn and we aim to appoint colleagues who shares our commitment to high professional standards.

Our focus on equality and diversity has a significant impact on the philosophy and operation of the whole school. An international perspective is evident in all areas of school life and all colleagues are expected to deal with issues of global citizenship and equality through their role in school. Typically, over 500 students take part in one of a dozen or more foreign trips and exchanges each year.

Our commitment to promoting equality and celebrating diversity lies at the heart of our vision, and we have received national acclaim for our work in this respect. The school holds the highest level of the Stephen Lawrence Education Standard and has supported several other schools to develop their own inclusive practices through the RED award developed internally.

Extra-curricular and enrichment provision is rich and varied. There are strong sporting traditions (including rugby, netball, hockey, athletics and swimming) and considerable interest in outdoor pursuits through a successful Duke of Edinburgh Award programme. Music, drama and a variety of other activities also flourish. Governors and trustees are keen to appoint staff who will support the vibrancy of our school.

For further information about Prince Henry's, including details of the current curriculum offer, please see the school website www.princehenrys.co.uk and the school's prospectus documents [here](#).

INFORMATION FROM THE HEADTEACHER

Dear Prospective Applicant,

We would like to thank you for your interest in applying for this post at Prince Henry's Grammar School.

Of particular interest to new members of staff is the emphasis placed on high quality professional development. Prince Henry's is a strategic partner in the Red Kite Teaching School Alliance and as such we work with our partners to develop and deliver high quality CPL to staff in our own school and across the region. This ensures good access to development opportunities for our teaching and associate staff.

A number of services and benefits have been developed including such things as free coffee/tea at break time, parking, annual flu vaccinations, access to Cycle to Work and Computer schemes, corporate gym membership, staff takeaway meal service through Henry's Diner, long service awards and social events organised by the Staff Committee. There is also an opportunity for the children of staff to access the excellent education available at Prince Henry's in line with the Admissions Policy.

Over recent years the already strong educational provision at Prince Henry's has improved even further, and consequently the reputation of the school. As a result, Prince Henry's has grown in size, including significant growth in the sixth form. Despite the school's achievements, governors and school leaders are not complacent, and seek to employ staff with the ambition, knowledge and skills to contribute to further improvement in this larger than average comprehensive school.

This is an exciting time to join a forward-thinking and ambitious school. Having recently been judged as 'Outstanding in all areas' from Ofsted (November 2024), our focus is on maintaining the exceptional offer and experience whilst pushing ourselves even further to ambitious levels. This includes the offer of CPL which includes leadership development and bespoke packages, and the opportunity to be outward facing with other schools within the trust and alliances of which we are a member.

We hope that after reading the information about this vacancy you will want to apply. Please clearly describe your relevant skills and abilities, knowledge and experience (see Person Specification) in the appropriate sections of the application form and explain why these make you an ideal candidate for your chosen post. We look forward to receiving your application.

Yours faithfully,

Sally Bishop
Headteacher

JOB DESCRIPTION: HR OFFICER

Name:	
Job Title:	HR Officer
Salary Grade:	NJC Grade S01 Scale Points 23 - 25 Actual Salary £29,545.59 - £31,200.59 Per Annum
Contract Type:	Term Time Only Plus 10 Days 37 Hours Per Week Monday – Thursday 08:00 - 16:00 Friday 08:00 – 15:30 (Flexible)
Responsible to:	Trust HR Director/Headteacher
Line manage:	HR Cover and Admin Assistant

PURPOSE OF ROLE

The primary focus of this role is to work closely with the Headteacher, senior leaders and governors to ensure HR policies and procedures are up to date in terms of best practice and legislative changes. The role also provides the opportunity to contribute at a strategic level, to identify HR priorities and recommend how HR solutions can secure progress towards the vision for our school.

The post holder will work in partnership with senior leaders to ensure that all aspects of the school's HR and people practices are well managed, in line with statutory and regulatory requirements, including recruitment, professional development, employee relations and policy development.

Main Duties:

1. To be the first point of contact for Prince Henry's staff HR queries, ensuring that HR records are accurate and complete on the school's system and on the external Payroll Service Provider's system (Data plan) including leave of absence and sickness information (with support from the HR Administrator).
2. To be responsible for ensuring Prince Henry's staff remuneration is accurately coded and paid, reconciling monthly payroll and querying any inaccuracies either in pay or in the coding of salaries.
3. Contribute to the development of systems and processes to ensure effective, efficient and consistent HR management across the Trust with the newly implemented "Every" HRMIS system.
4. To be responsible for the maintenance of the budget projection software.
5. To be the contact for HR with the external Payroll Service Provider and HR Services, HMRC office, West Yorkshire Pension Fund and Teachers' Pension Fund.
6. To be responsible for Criminal Vetting procedures for both new and existing members of staff at Prince Henry's, ensuring information is kept up to date on the Single Central Record in line with Ofsted requirements (with support from

the HR Administrator) along with the regular maintenance of personnel files in line with safeguarding requirements.

7. To manage the staff recruitment process, ensuring that job descriptions and person specifications are analysed, evaluated and written in line with school requirements (with support from the HR Administrator).
8. To be responsible for the administration of Performance Appraisal (using the Bluesky system), working with relevant members of the senior leadership team to ensure that training records are maintained accurately, along with assisting the HR Administrator with the booking of training courses.
9. To be responsible for the line management, performance appraisal and training of the HR Administrator.
10. To manage staff induction arrangements for new staff as well as the staff leavers' process (with support from the HR Administrator) including maintenance of staff handbook, updating SharePoint.
11. Provide advice and guidance on the interpretation and application of the Trust's and School's policies and procedures and terms and conditions of service, including the Conditions of Service for School Teachers (Burgundy Book), the NJC Conditions of Service (Green Book) for support staff and the School Teachers' Pay and Conditions Document (STPCD). Contribute, as requested, to continuous review and improvement activities to ensure that HR processes and policies are fit for purpose and to continue to work efficiently.
12. Provide coaching / advisory support to managers in relation to disciplinary, grievance, sickness absence management, performance, capability and other employee relations matters, including attendance at meetings as required. Supporting managers to review performance on an ongoing basis and to have honest and straight-forward conversations.
13. Monitor school staff attendance figures and trigger points in line with policy to determine appropriate actions in relation to individual staff cases; to liaise with managers, senior leaders to support follow up action in relation to attendance management and arrange meetings and outcomes as required.
14. Ensure the accurate reporting and escalation of any significant issues or risks to the Headteacher/HR Director.
15. Develop and maintain effective and professional working relationships with recognised Trade Union Officials within the Trust, as part of effective management of individual cases.
16. To undertake HR contractual administration and maintenance of records, i.e. setting up new starters, issuing contractual documents, liaising with payroll to ensure the prompt payment of employees etc as required using "Every".
17. Attend and contribute to external networks and continue to keep up-to-date with employment law and HR best practice.

18. Ensure the use of data complies with current regulations, particularly those relating to GDPR.
19. Attend meetings, relevant training and carry out administrative tasks and duties for Prince Henry's Grammar School and Trust as required by the HR Director.
20. To work with the support of the Trust's external contracted legal and process HR advisors (currently Fusion HR) to manage HR issues, especially the resolution of complex or sensitive HR matters.
21. To produce regular reports in terms of absence, staff and appraisal data for the Headteacher.
22. To provide support to the HR Administrator when providing cover in the absence of staff.
23. To undertake a first aid training course and be part of the school's first aid team.

Job descriptions may change and/or be amended, the postholder may be required to fulfil other duties commensurate with the role.

HEALTH & SAFETY

All staff will make themselves familiar with the requirements of the Health and Safety Policy which are relevant to their work.

SAFEGUARDING

Collaborative Learning Trust is committed to promoting and safeguarding the welfare of all children and expect all staff and volunteers to share this commitment. This post is subject to an enhanced Disclosure and Barring Service (DBS) checks.

In line with KCSiE 2024, we will carry out an online search as part of our due diligence on shortlisted candidates. This may help identify any matters that are publicly available online, which we might want to explore with you at interview.

Signed

Date.....

PERSON SPECIFICATION – HR OFFICER

Title of Post		HR OFFICER	
Specification Prepared By		HR Director/Headteacher	
Date		July 2025	
Qualifications		Essential/ Desirable (E/D)	How identified
1.	English & Mathematics GCSE Grade A*-C or equivalent	E	Application and Selection process
2.	CIPD Level 5 or equivalent professional qualification or appropriate work experience	E	
3.	Evidence of recent relevant professional training	D	
Experience and Professional Development		Essential/ Desirable (E/D)	How identified
1.	Experience of working in an education setting	D	Application and Selection process
2.	Experience of using Arbor (school specific MIS system)	D	
3.	Experience of using HRMIS	E	
4.	Proven track record of submitting and reconciling Payroll	E	
5.	Experience and responsibility for Single Central Record (SCR)	E	
6.	Experience of start to end recruitment administration	E	
7.	Experience in using Bluesky (training and performance appraisal software)	D	
8.	Experience in advising and coaching managers on HR matters	E	
9.	Experience of working in a HR department of a mid-sized organisation	E	

10.	Proven track record in effective HR Officer or equivalent role and of driving improvement	E	
11.	Experience of successful project management and leading change	E	
Knowledge		Essential/ Desirable (E/D)	How identified
1.	HR strategy and practice, including robust knowledge of employment law and best practice management of complex employee relations cases	E	Application and Selection process
2.	Knowledge of how to maximise technological HR solutions	D	
3.	Personnel related health & safety regulations including risk assessment, and how they apply in a school environment	E	
4.	Have an awareness and understanding of Safeguarding procedures and legislation relevant to the role.	E	
Skills and Abilities		Essential/ Desirable (E/D)	How identified
1.	Ability to develop and sustain good working relationships with colleagues, Governors, external stakeholders, within a complex structure	E	Application and Selection process
2.	Excellent interpersonal and communication skills	E	
3.	Ability to manage time effectively, multitask and complete tasks / projects on time	E	
4.	Exceptional leadership skills and ability to motivate and inspire colleagues	E	
5.	Proven capacity to work innovatively, both independently and as part of a team	E	
6.	Ability to lead teams and prioritise the work of others	E	
7.	Ability to think and act strategically, and to drive and lead change	E	
8.	Innovative and creative approach to developing solutions	E	

9.	Tenacity, flexibility and the ability to work under pressure	E	
10.	Ability to organise and develop effective systems	E	
11.	Excellent literacy and numeracy skills	E	
12.	Excellent ICT skills	E	
13.	Ability to write reports, letters, documents etc in a focused and highly professional manner	E	
14.	Ability to develop and lead junior HR staff	E	
Personal Attributes		Essential/ Desirable (E/D)	How identified
1.	Willingness to contribute to maintaining the profile of the faculty and the attainment of students	E	Application and Selection process
2.	Professional demeanour and appearance with the ability to maintain confidentiality	E	
3.	Enthusiasm for the subject area	E	
4.	Willingness to contribute to extra-curricular activities	D	
5.	Commitment to continued professional development	E	
6.	A personable nature to build effective relationships with parents and members of the school community.	E	
7.	Commitment to inclusion, meeting the needs of all children, including the vulnerable, those with special needs/disabilities and potential high achievers	E	
8.	Commitment to upholding the school's and the Trust's ethos, values, policies and procedures	E	
Equal Opportunities		Essential/ Desirable (E/D)	How identified
1.	Acceptance of, and a commitment to, the principles of the school's and the Trust's equal opportunities policies and practices as	E	Application and Selection process

	they relate to employment issues and to the delivery of services to the students and community		
2.	Commitment to equal opportunities policies relating to all protected characteristic in an educational context	E	
Safeguarding		Essential/ Desirable (E/D)	How identified
1.	Ability to form and maintain appropriate relationships and personal boundaries with children and young people	E	Selection process and completion of an Enhanced DBS check
2.	Has appropriate motivation to work with children and young people and can relate to them	E	
3.	Displays commitment to the protection and safeguarding of children and young people	E	
4.	Good knowledge and understanding of the importance of safeguarding students and the welfare of staff and the action to take to support this	E	
Personal Circumstances		Essential/ Desirable (E/D)	How identified
1.	Legally entitled to work in the UK	E	ID
2.	No contra-indicators in personal background or criminal record in showing unsuitability to work with children/young people/ vulnerable clients/ finance	E	Completion of Criminal Background declaration and Enhanced DBS check
3.	Willingness to complete a Pre-Employment Health Declaration if appointed	E	Pre-Employment Health Declaration
4.	Willingness to work additional hours, occasionally, if required for the successful operation of the school	D	

Collaborative Learning Trust is committed to promoting and safeguarding the welfare of all children and expect all staff and volunteers to share this commitment. This post is subject to an enhanced Disclosure and Barring Service (DBS) checks

GUIDANCE FOR COMPLETION OF THE ON-LINE APPLICATION FORM

Please complete the application form in full, giving as much information as possible and answering **all** questions before submitting the application.

REFERENCES

Please supply details of two referees, one of which must be your current or most recent employer. If you are currently working in a school setting then one of the referees must be the current Headteacher. Friends and family cannot be used as referees.

If you are not currently working with children, but have done so in the past, then an additional reference from that employer will be required.

Safer Recruitment procedures require that we contact at least one referee before interview.

EMPLOYMENT HISTORY

Please list previous appointments in sequence, current or most recent first. Please include your salary grade in the Position Title e.g. Reception Teacher M4 + TLR2A. Please also include at the end of the Responsibilities section the reason why you left the post e.g. promotion, relocation etc. Please also list other work experience and the details and nature of the work/activity. If you were not in work at any time please give details of what you were doing e.g. Gap Year Jan 2011-Jan 2012, Unemployed July 2010–December 2010 etc.

EDUCATION HISTORY

Please ensure that you advise all your qualifications, in date order current or most recent first, including those obtained at school. Please advise the grade achieved with regard to degree qualification i.e. BA in History 2:1. Please list all A levels together in one box and in another box list all GCSEs together, along with the grades obtained.

OTHER COURSES OR PROFESSIONAL DEVELOPMENT

Please include any professional development that may be relevant including dates and grades obtained.

INFORMATION TO ADDRESS THE PERSON SPECIFICATION

Please use the sections provided to detail your Skills and Abilities, Knowledge and Experience as described in the Person Specification and relevant to the Job Description. You can use the Additional Information section to detail anything else that you feel is relevant to the role and why you feel you would be an ideal candidate for this post.

STATEMENT ON THE RECRUITMENT OF EX-OFFENDERS

- As an organisation which is exempt from the Rehabilitation of Offenders Act and using the Disclosure and Barring Service (DBS) to assess applicants' suitability for positions of trust, we comply fully with the DBS Code of Practice and undertake to treat all applicants for positions fairly. We do not discriminate unfairly against any subject of a Disclosure on the basis of conviction or other information revealed.
- We are committed to the fair treatment of our staff, potential staff or users of our services, regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age, physical/mental disability or offending background
- We actively promote equality of opportunity for all with the right mix of talent, skills, and potential and welcome applications from a wide range of candidates, including those with criminal records. We select all candidates for interview based on their skills, qualifications, and experience.
- All applicants who are offered employment in a school will be subject to an Enhanced Disclosure and Barring Service check. This will include details of cautions, reprimands and warnings as well as spent and unspent convictions. An enhanced disclosure may also contain non-conviction information from local police records which a chief police officer thinks may be relevant. A statement advising that a Disclosure will be requested in the event of the individual being offered the position will be shown in all job adverts and recruitment packs.
- We can only ask an individual to provide details of convictions and cautions that we are legally entitled to know about. Applicants must therefore disclose all spent and unspent convictions, cautions, reprimands and final warnings that are not 'protected' (i.e. filtered out) as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) order 1975 (as amended in 2013).
- We ensure that staff involved in recruitment have received appropriate guidance on the relevant legislation relating to the employment of ex-offenders (e.g. the Rehabilitation of Offenders Act 1974 and its amendments in 2013) and know how to access advice and support.
- You will have the opportunity for an open and measured discussion on the subject of any offences or other matter that might be relevant to the position. Failure to reveal information that is directly relevant to the position sought could lead to withdrawal of an offer of employment or disciplinary action which could result in dismissal.

- We make every subject of a DBS check aware of the existence of the DBS Code of Practice and make a copy available on request.
- We undertake to ensure that any matter revealed in a Disclosure is discussed with the person seeking the position before withdrawing a conditional offer of employment.

Having a criminal record will not necessarily bar you from working with us. This will depend on the nature of the position and the circumstances and background of your offences.



Prince Henry's Grammar School

COLLABORATIVE LEARNING TRUST



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info@princehenrys.co.uk

www.princehenrys.co.uk

Farnley Lane, Otley, LS21 2BB

A PROUD PART OF THE



**COLLABORATIVE
LEARNING TRUST**

Working Together to Secure Success