



A MULTI-ACADEMY TRUST

Recruitment Pack





Welcome to Candidates

Thank you for your interest in joining Place Partnership. This pack contains the ambition for our new organisation and the details of our journey to date, alongside information regarding the role we are looking to recruit to.

We are incredibly excited to be in the process of finalising our new Shared Services Team. This team of highly skilled colleagues will be dedicated to supporting us to realise our ambitious vision for education at Place Partnership, where people belong, place matters and purpose lasts.

Place Partnership represents the voluntary merger of two strong and successful Trusts in South and West Yorkshire: Maltby Learning Trust, established in 2014, and Accord Multi Academy Trust, founded in 2016. Both organisations shared a clear ambition – to grow our families of schools, extend the impact of our work, and ensure more children, families and communities could benefit from high-quality education. We recognise that by coming together, we will create a larger organisation with greater capacity to deliver exceptional learning experiences, strengthen school improvement, and contribute more meaningfully to the wider education system. From 1 September 2026, we will comprise 12 academies, supporting children and young people from early years through to Post 16.

At the heart of Place Partnership is a commitment to building a culture where people feel valued, take pride in their place, and hold high expectations because everyone matters. At Place Partnership we are dedicated to providing a high-quality education which ensures that every child is given the opportunity to achieve their full potential.

As an employer, we invest in our people through extensive professional learning and development opportunities, a comprehensive wellbeing offer, and a wide range of generous employee benefits.

It has always been a privilege to work alongside talented and dedicated professionals who strive every day to create the best possible opportunities for young people and our local communities. If you share our ambition, energy, and belief in the power of education to transform lives, we would be delighted to hear from you.



Alan Warboys
CEO

Vision

People belong, place matters, purpose lasts.



Value Our People

We treat people with care and compassion, build belonging, and hold high expectations because everyone matters.



Take Pride in Our Place

We care for our communities and work in partnership, so that people feel connected, supported and part of something to be proud of.



Act with Enduring Purpose

We focus on what matters most, our young people, making decisions that stand the test of time.

Mission

We commit to building a culture where people feel valued, take pride in their place, and hold high expectations because everyone matters.



The Heart of our Communities

Bringing together two closely connected regions through the merger was a deliberate and meaningful choice.

From the outset, we recognised that place matters, and that pride in local identity is a powerful force. South and West Yorkshire have long been shaped by industry, resilience, and strong civic identity, and education has always played a central role in supporting opportunity and social mobility. Today, that legacy is at the heart of our commitment to inclusive education, strong vocational pathways, and schools that sit at the centre of their communities. As our region continues its shift from industrial to knowledge-based economies, we are determined to realise the high aspirations of our young people ensuring that they receive the very best education available.

Our academies are deeply rooted in their localities, and we build meaningful relationships with families, businesses, and community organisations. Events within academies – such as charity fundraisers, concerts, showcases, and annual Remembrance Services – bring people together, and pupils regularly visit care homes and community spaces. These experiences help our young people understand the importance of compassion, connection, and contributing to the world around them.

We also maintain strong partnerships with local industry and education providers, ensuring pupils can explore and pursue the pathways that inspire them. Mock interview days, careers fairs, and links with employers and training providers open doors to a wide range of careers, apprenticeships, and higher education opportunities. Through these connections, we help our pupils see what is possible and we support them to take confident steps toward their futures.

This work will be made possible through a strong and well coordinated shared services model. Our teams will operate within a single executive structure, with strategic and operational functions delivered through two geographical hubs in Rotherham/Doncaster (South) and Wakefield (West). As a larger Trust, we will have greater flexibility to shape roles around individual strengths and to offer meaningful opportunities for cross collaboration and professional development.

By bringing together specialist expertise and ensuring it is accessible to every academy, we will enable our schools to focus on what matters most: delivering exceptional education and improving outcomes for every young person we serve.

The Shared Services model incorporating Finance, People, ICT, Data, Estates, Governance & Executive Support and Marketing & Communications strengthens the quality, consistency, and reliability of support across Place Partnership.

If you have the drive and passion to help shape something new, we would be delighted to hear from you.

Place Partnership is embarking on an exciting journey, and we are looking for talented, motivated people who can help us achieve our ambitions.



12 academies
9,000 pupils
1,050 staff



- | | |
|---|--|
| 1. Ossett Academy
Accord Sixth Form College | 7. Sir Thomas Wharton Academy
The Sixth Form Partnership |
| 2. South Ossett Infants Academy | 8. Ravenfield Primary Academy |
| 3. Horbury Academy | 9. Maltby Redwood Academy |
| 4. Horbury Primary Academy | 10. Maltby Manor Academy |
| 5. Middlestown Primary Academy | 11. Maltby Lilly Hall Academy |
| 6. Wath Academy
Wath Academy Sixth Form | 12. Maltby Academy
The Sixth Form Partnership |

Why Work for Us?

We recognise that our people are our greatest strength. Creating an environment where every colleague feels valued, supported, and able to thrive is one of our core values.

As part of our commitment to staff wellbeing and professional growth, we offer a comprehensive suite of benefits designed to support you at every stage of your career:

- ✓ Generous annual leave entitlement for full-time colleagues, rising with length of service.
- ✓ A Corporate Paid Healthcare Cash Plan through Westfield Health, with the ability to claim money back for essential healthcare and access a GP 24/7 through Doctorline.
- ✓ A competitive salary, incremental progression, and an enhanced pension scheme through either the Teachers' Pension Scheme or the Local Government Pension Scheme.
- ✓ An extensive professional learning and development offer, with regular training and development tailored to your role, ambitions, and career stage.
- ✓ Apprenticeship pathways, supporting progression into new roles and qualifications while you work.
- ✓ Family friendly policies, including enhanced maternity, paternity, adoption, and parental leave.
- ✓ A collaborative working culture, enabling you to learn from colleagues across the Trust and share best practice.
- ✓ Staff recognition programmes celebrating excellence, dedication, and positive impact.
- ✓ Supportive, inclusive environments where wellbeing and belonging are prioritised.

Access to Reward Gateway which offers:

- A SmartSpending App, allowing for instant savings on everyday high street brands, including supermarkets.
- Cashback schemes.
- Employee Assistance Programme with 24/7 confidential access to trained counsellors.
- Salary sacrifice schemes including Cycle2Work and SmartTech.
- A wellbeing centre, offering workout videos, healthy recipes, guided meditations, and articles focused on mental, emotional, financial, and physical health.



HR Partner

Location: Place Partnership (West Hub)

Salary: £42,839 – £46,142 per annum

Contract: Full Time, Full Year

Start date: As soon as possible

About the Role

We are seeking to appoint an experienced, organised, and influential HR Partner to work across our Trust in the West Hub. Through proactive, solution-focused HR partnership, the postholder will play a key role in strengthening staff retention, workforce planning, and supporting leaders to deliver people plans that underpin school improvement.

The HR Partner will lead a portfolio of complex employee relations casework from triage through to resolution, including disciplinary, grievance, capability, and attendance matters, as well as sensitive or high-risk cases where required. Substantial HR experience, including in education or similar complex organisations, is essential to ensure the successful candidate can effectively deliver expert procedural advice informed by their strong knowledge of employment law and HR best practice.

As the primary HR contact for designated academies, the HR Partner will maintain a visible and proactive presence, building strong and trusted relationships with leadership colleagues. By developing a deep understanding of academy context and emerging challenges, the postholder will offer tailored advice informed by workforce needs and risk, contributing to leadership and planning meetings and providing insight on performance, staffing structures and culture. Close collaboration with HR Operations, Payroll, and Finance colleagues will ensure seamless delivery of people processes across the Trust. The HR Partner will also build and maintain constructive working relationships with trade unions.

Using workforce data and insight to identify trends and risks, the postholder will help shape interventions and lead or contribute to Trust-wide projects such as policy development, employee benefits, workforce initiatives, engagement actions, leadership development and equality, diversity, and inclusion. Building leaders' confidence and consistency through coaching, workshops and targeted development will be central to the role, promoting early intervention and restorative approaches that strengthen culture and reduce escalation.

About You

The successful candidate will be...

- Approachable and emotionally intelligent, building trust quickly with leaders and colleagues.
- Calm, resilient and composed under pressure, particularly in sensitive or high-stakes situations.
- Analytical, methodical, and proactive, with high levels of accuracy and attention to detail.

- Influential and confident, able to provide constructive challenge with tact and professionalism.
- Pragmatic and solutions-focused, balancing empathy with consistency and sound judgement.
- Values-led and fair, demonstrating integrity, impartiality, and discretion at all times.
- Collaborative and relationship-focused, working effectively across teams and academies.
- Committed to motivating others and developing leadership confidence and capability.
- Positive and inspiring, able to champion high standards and contribute to a culture of belonging.

About Place Partnership

This is an exciting opportunity to join a forward-thinking and ambitious organisation, driven by a genuine passion for the wellbeing, care and education of young people.

Place Partnership represents the voluntary merger of two strong and successful Trusts in South and West Yorkshire: Maltby Learning Trust, established in 2014, and Accord Multi Academy Trust, founded in 2016. Both organisations shared a clear ambition - to grow our families of schools, extend the impact of our work, and ensure more children, families and communities could benefit from high-quality education. We recognise that by coming together, we will create a larger organisation with greater capacity to deliver exceptional learning experiences, strengthen school improvement, and contribute more meaningfully to the wider education system. From 1 September 2026, we will comprise 12 academies, supporting children and young people from early years through to Post 16.

We treat people with care and compassion, building belonging, and hold high expectations because everyone matters. We recognise that our people are our greatest strength, and as such, we offer a comprehensive suite of benefits as part of our commitment to wellbeing and professional growth. For full details, please see our recruitment pack.

Further Information

Visits are warmly welcomed and can be arranged. For further details regarding this opportunity, for an informal discussion regarding the role or to arrange a visit, please do not hesitate to contact mergerenquiries@accordmat.org.

Closing Date: Friday 05 June 2026 at 9am.

Interviews are expected to take place between: 09 June to 12 June 2026

Place Partnership is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. This post is subject to an enhanced Disclosure and Barring Service (DBS) check, further details of which can be found at www.gov.uk/disclosure-barring-service-check.

Place Partnership is committed to providing a culture of inclusion, respect and equity of opportunity that attracts, supports, and retains high quality colleagues from all backgrounds and across all job roles.

Candidates will always be shortlisted based on the content of application against the job description and essential criteria without access to the personal details information.



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Based on the quality and quantity of applications received, Place Partnership reserves the right to interview sooner than the specified dates above. Applicants will be notified of this where possible. Therefore, early applications are encouraged.

Role Description

HR Partner

NJC Pay Range:	Band J
Responsible For:	N/A
Responsible To:	Chief People Officer

Main Purpose of the Post

- Act as the named HR Partner for a portfolio of Academies/Shared Services, providing proactive, solution-focused HR advice that enables Leaders to deliver people plans and school improvement.
- Lead employee relations casework including disciplinary, grievance, capability, attendance, and complex cases—ensuring legally compliant, timely and well-documented outcomes.
- Drive workforce planning and organisational change, advising on establishment, restructures, TUPE and succession planning, talent/retention actions in line with Trust priorities.
- Build leaders and managers capability through coaching and targeted training, improving confidence in people management and consistent policy application.
- Implement Trust-wide HR policies and initiatives locally, use data/insight to spot trends and risks, and contribute to HR projects that enhance culture, engagement and performance.

Key Areas of Responsibility

HR Partnership and Stakeholder Support

- Act as the primary HR contact for designated Academies; maintain a visible and proactive presence to develop strong, trusted relationships with Principals and leadership teams.
- Provide tailored HR guidance based on Academy context, workforce need, and emerging risks, ensuring alignment with the Trust's People Strategy and improvement priorities.
- Attend leadership, governance and planning meetings as required, offering expert insight on workforce matters such as attendance, performance, staffing structures and culture.
- Work collaboratively with HR Operations, Payroll, Finance and Safeguarding colleagues to ensure seamless delivery of people processes.
- Provide timely reporting to the Chief People Officer, Executive Leaders and Trustees on people risks, trends, and progress against HR and organisational priorities.
- Attend as may be required the Trust's JCNC meetings; preparing paperwork or reports for meetings.
- Support the wider HR Shared Services Team to ensure delivery of an efficient and timely people service to all stakeholders.

Employee Relations Casework & Risk Management

- Lead and manage a portfolio of employee relations casework from triage through to resolution, including disciplinary, grievance, capability, attendance, and safeguarding-related concerns.
- Provide expert procedural advice at hearings and meetings, ensuring documentation and processes meet employment law, Trust policy and good-practice standards ensuring timely, fair and defensible outcomes and consistent policy use.
- Identify employee relation trends across Academies / Trust and recommend preventative or corrective actions (e.g., training, early interventions, policy updates).

- Maintain constructive working relationships with trade unions, supporting local consultation and resolving issues collaboratively.
- Escalate complex, precedent-setting or high-risk cases to the Senior HR Partner/Chief People Officer with recommended options.
- Support and direct HR Advisors where applicable to assist and /or lead on their own allocated cases, developing skills and experience within the wider HR Team.

Workforce Planning and Organisational Change

- Work with Executive and Academy Leaders to understand workforce needs, including supporting sustainable staffing models, talent gaps, succession considerations and deployment requirements.
- Provide HR support for organisational change, including restructures, role redesign, redundancy, TUPE and consultation processes, ensuring compliance with legal and Trust requirements.
- Use workforce data—attendance, turnover, employee relation themes, exit feedback and recruitment patterns to inform decisions, highlight risks and propose interventions.
- Support recruitment planning by identifying hotspot roles, contributing to attraction strategies and advising on retention.

Building Leadership Capability, Policy Implementation and Trust Wide Projects

- Build capability of Academy Leaders to handle people issues confidently through coaching; design and deliver briefings, workshops and targeted development sessions on attendance, performance, conduct and safe/consistent decision-making.
- Promote early intervention and restorative approaches to reduce escalation and improve culture and outcomes.
- Ensure Academies implement Trust-wide HR policies, changes and initiatives effectively, reinforcing expectations and addressing gaps.
- Lead designated HR projects, such as policy development, employee benefit development, workforce initiatives, engagement actions, leadership development and equality, diversity and inclusion.
- Share good practice with the wider HR team and support continuous improvement of HR Shared Services and processes.

Other Considerations Relevant to the Role

- Regular travel across the Trust to support Academies is required for this role.
- Maintain high standards of confidentiality, safeguarding awareness, equality and GDPR compliance.
- Undertake ongoing professional learning and development, remaining current with employment legislation, case law and HR best practice.
- A Disclosure and Barring Service (DBS) check at Enhanced Level is required.

The aim of the Role Description is to indicate the general purpose and level of responsibility of the post. Duties may vary from time to time without changing the character of the post or general level of responsibility.

This is an outline Role Description only and the post holder will be expected to undertake duties commensurate within the range and grade of the post or any lesser duties as directed by the Line Manager.

Role Description

Supplementary Information

NJC Pay Range:	Band J
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Standards and Expectations

- Be an excellent role model, exemplifying high personal and professional standards and promoting high expectations for all members of the Trust.
- Be highly visible, proactive and approachable presence to pupils, staff and other stakeholders across the Trust and at Academy/Trust events and activities while sustaining the specific demands for the role.
- Be proactive, strategically plan and establish professional networks that will support and enhance the work of the Trust.
- Sustain wide, current knowledge and understanding of education and relevant business systems and processes locally and nationally and pursue continuous professional development.
- Maintain and operate in the 'bigger picture' view of the Trust securing the connectivity/implications of the change and challenge across the spectrum of Academy operation.
- Celebrate success at every opportunity and implement ambitious strategies for continuous improvement while proactively challenging underperformance at all levels.
- Have high expectations against external benchmarks, engaging in systematic quality assurance, preparing for inspection, self-evaluation and improvement planning for all aspects of Academy life as well as specific areas of individual responsibility.
- Take responsibility for promoting and safeguarding the welfare of children, young people and adults within the organisation.
- Demonstrate optimistic personal behaviour, positive relationships and attitudes towards young people, professionals, parents, governors and members of the local community.
- Regularly review own practice, set personal targets and take responsibility for own personal development.

Securing Policies and Compliance

- To engage with the latest educational, business research and legislation to inform effective policy development and seek to influence it.
- To contribute to the strategic direction of the service area and review and update all relevant policies in line with statutory requirements.
- To take a lead role in ensuring Trust workstreams are compliant with policy and practice related to area of responsibility.
- To maintain the overall integrity of the Trust in relation to area of responsibility.
- To conduct comprehensive due diligence on area of responsibility for any school considering joining the Trust and advise the Executive Leaders on any associated risk.
- To promote and safeguard the welfare of pupils and other adults within the Trust by adhering to all statutory and associated workplace policies.
- To contribute to the formulation, implementation and review of safeguarding arrangements.
- To ensure compliance through highly effective quality assurance and forensic evaluation.
- To report and advise on any matter that may place the brand and reputation at risk

Leading People and Managing Performance

- To lead and develop staff within the team to deliver high quality performance, ensuring that effective performance management arrangements are in place.
- To ensure that teams have clear structure, roles and responsibilities and work in an integrated way.

- To take responsibility for line managing specific individuals and teams, being accountable for their performance and ensuring that they meet the overall standards expected by the Trust.
- To lead, plan, co-ordinate and manage the work of the team, including development of their skills/knowledge and maximising the potential of all staff through professional support and challenge.
- To provide effective leadership and operational management of the teams and functions, ensuring that staff adopt the values and expected behaviours.
- To ensure that Executive Leaders receive high quality advice and guidance emanating from area of work/responsibility.
- To actively manage own performance and that of others, participating in the Trust's appraisal process as Appraiser and Appraisee.

Engagement with Stakeholders

- To represent the Trust within external forums, creating opportunities to enhance the profile of Place Partnership and acting as a strong and effective influencing voice in those partnerships.
- To build and maintain effective professional relationships with relevant external stakeholders and service user groups.
- To liaise with all curriculum areas to plan and implement effective service and support for staff and pupils.
- To lead and contribute to the development and delivery of staff and leader training and support across the Trust.
- To secure and actively engage with professional networks and collaborative arrangements with outside agencies and professional bodies associated with area of responsibility.
- To provide reports and updates to Executive Leaders and Governors in relation to area of responsibility.
- To set clear standards for and expectations of communication with parents/carers and other key stakeholders ensuring follow up is timely, effective and appropriate.
- To work collaboratively with others to deliver added value to the Academy and Trust.
- To understand the changing community and ensure stakeholder satisfaction

This supplementary information forms part of the role description and should be used alongside the role specific information

Place Partnership is committed to safeguarding the welfare of children and expect all staff to share this commitment.

Person Specification

HR Partner

	Essential	Desirable
Qualifications and Training	<ul style="list-style-type: none"> • CIPD Level 5 qualified. • Evidence of continued professional development. • Educated to GCSE Level C / Grade 4 in English and Mathematics. 	<ul style="list-style-type: none"> • CIPD Level 7 qualified or working towards.
Experience, Knowledge and Understanding	<ul style="list-style-type: none"> • Significant HR generalist experience including employee relations casework. • Strong knowledge of employment law and HR best practice. • Experience working in education or similar complex organisations. • Experience coaching or training managers. 	<ul style="list-style-type: none"> • Experience in multi-Academy Trusts or school settings. • Knowledge of teachers' pay and conditions (STPCD) and NJC terms and conditions.
Skills and Attitude	<ul style="list-style-type: none"> • Excellent organisational and time management skills. • Excellent interpersonal and communication skills. • Ability to build credibility with senior leaders and influence decision-making. • Strong analytical and problem-solving abilities. • Ability to work flexibly and manage competing priorities. • Ability to stay calm and controlled under pressure and meet deadlines. • High level of accuracy and attention to detail. • Proactive and solution-focused approach. 	
Personal Qualities and Attributes	<ul style="list-style-type: none"> • Effective communicator both in verbal and written form to a variety of audiences. • Ability to work with a wide range of people and build effective working relationships. • Ability to motivate and develop others. • Ability to negotiate and persuade others. • Ability to think strategically and contribute new ideas. • Conscientious and reliable with strong professional integrity. • An advocate for the Trust. • Resilient and able to adapt to changing priorities and legislation. 	

Commitment

- Commitment to diversity and equality of opportunity in all working practices.
- Commitment to child protection and safeguarding policies and procedures.
- Commitment to personal professional learning and development.

**The postholder is required to ensure they have the appropriate business insurance to meet the requirements of the post.*



This role is part of Place Partnership, which will be formed on 1 September 2026 from the existing legal entity of Maltby Learning Trust (MLT). Appointments that are scheduled to start before 1 September 2026 will be contracted to MLT as the legal entity, which will then become Place Partnership at the point that the merger is finalised.

Please visit our websites for further information and how to apply.



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West Yorkshire WF5 0DG



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Maltby Grammar Business Hub,
Braithwell Road, Maltby, Rotherham S66 8AA