



PERSON SPECIFICATION

Post title:	People Partner
Academy:	Laidlaw Schools Trust
Reporting to:	Senior People Partner
Salary/pay range:	NJC Scale PO4 (SCP 35-38)
Hours of work:	Full-time, all year round

The successful candidate will meet the criteria detailed within this person specification. The listed criteria will form the basis of the selection process. Applicants should address all elements of the person specification, indicating experience and where appropriate, citing supporting examples within their application.

Qualifications & training	Essential	Desirable	How identified
A degree qualification in the relevant field or equivalent experience	X		Application/ Interview
Level 5 CIPD or equivalent experience	X		
Knowledge of relevant legislation and statutory guidance in relation to employment law	X		
Personal attributes	Essential	Desirable	How identified
Are highly ambitious for self and organisational growth	X		Application Interview Task
Are brave in leadership decision making, being innovative and forging new paths	X		
Are curious to identify solutions based on rigorous evidence and research	X		
Are determined to overcome obstacles and resilient in the face of challenge	X		
Are fast and nimble to address emerging needs and underperformance	X		
Are good, moral, truthful and treat others with respect	X		
Are open-minded to bringing about extraordinary change which may challenge the norm	X		
Knowledge & experience	Essential	Desirable	How identified
Previous relevant HR experience in an education environment		X	Application Interview Task
Experience of partnering with senior managers to achieve strategic aims	X		
Evidence of being able to build and maintain strong relationships with clients	X		

Experience of restructuring and organisational development	X		
Experience of TUPE	X		
Generalist HR management experience across a range of activity e.g., employee relations, recruitment, wellbeing, policy development, performance management, etc.	X		
Experience of working in a unionised environment.	X		
Skills	Essential	Desirable	How identified
Able to communicate a clear vision that others are inspired to embrace and to challenge appropriately	X		Application Interview Task
Able to provide effective and specialist advice to support and motivate colleagues across the Trust	X		
Ability to chair multi-disciplinary meetings involving children and young people, carers and other professionals	X		
Data analysis skills with experience of using data to inform strategic plans and projects	X		
Committed to equal opportunities policies relating to gender, race and disability in an educational context	X		
Equal opportunities	Essential	Desirable	How identified
Demonstrate an acceptance of, and a commitment to, the principles of the Trust's Equality, Diversity & Inclusion policies and practices as they relate to employment issues and to the delivery of services to the community	X		Application Interview Task
Committed to equal opportunities policies relating to gender, race and disability in an educational context	X		
Safeguarding	Essential	Desirable	How identified
Committed to the protection and safeguarding of children and young people	X		Application Interview Task
Demonstrates up-to-date knowledge of relevant legislation and guidance in relation to working with young people	X		