**REGIONAL PEOPLE ADVISOR**

**Salary: SET Grade 8 SP28-33, £31,365- £35,745 - Pay award pending**

**Working hours: 37 hours a week, full time, all year**

**Contract type: Permanent**

**Start date: ASAP**

An exciting opportunity has arisen to join the Shaw Education Trust’s regional HR team as a Regional People Advisor working across a cluster of academies within the Northwest, Midlands and Derby areas. The role is hybrid with a mix of travelling to the schools you cover, home and head office so access to a vehicle and full driving licence required.

Working closely with academies, you will provide a proactive people service whilst supporting the Head of HR to shape the people strategy for the future. You will act as an advisor to academy leaders, teachers and support staff, collaborate with teams within our academies, advising on employment practices, learning and development, pay and conditions, talent planning, absence and welfare and disciplinary and grievance matters. Equally importantly, you will drive profound change to ensure we comply with evolving legislation.

The ideal candidate will be CIPD-qualified professional or with relevant experience, you will bring sound generalist HR experience gained in a fast-moving environment. You will need experience of case management, the ability to interpret and apply guidelines, experience of advising leaders and have the experience to be able to define best practice. Familiarity with educational issues would naturally be useful, but your interpersonal, conflict resolution and influencing skills will be of far more importance.

**All candidates are required to provide a supporting statement on the formal application forms which states clearly your reasons for applying, skills and experience for this position.**

**Shaw Education Trust** are a thriving mix of diverse and growing schools including Primary, Secondary and Special Schools all working together to improve the lives of young people in our communities. We are sponsored by Shaw Trust a charity organisation that focuses on transforming lives. We’re a growing group of dynamically awesome academies providing education to children of all ages and abilities. Staff across our team of schools are dedicated to ensuring that every child has the opportunity to be successful, whatever their starting point in life.

Our schools span from Birmingham to Bury, meaning that we can support students from all walks of life, no matter their background or socioeconomic status. In doing this, we are able to help ensure all children are able to access a high standard of education, with all being treated equally.

Unlike other MATs, we don’t enforce a curriculum for all our schools to follow. Instead, we support each individual school to offer a programme that enables our students to deepen their knowledge, develop their skills, sparks their imagination and fires their curiosity.

We also encourage collaboration within and between our academies, creating a community of professionals who share a wide range of valuable experience and specialist knowledge. This is supported through our creation of a network of ‘hubs’ across our schools, covering all teaching subjects and operational areas. Our regular hub meetings enable staff members to stay up-to-date with latest guidance and skills, as well as collaborate and practice share with others from different school settings.

Please visit out Trust Careers site for more information on [Shaw Education Trust Career Site (schoolrecruiter.com)](https://shaw-education.schoolrecruiter.com/)

A qr code on a white background

Description automatically generated Click the QR Code to see all vacancies across and within the Trust.

**Shaw Education Trust offer the following benefits with your Teaching or Support Staff employment:**

* An excellent Local Government Pension Scheme (Support Staff) / Teachers Pension (Teaching Staff)
* **Support Staff only** based on working **full time, all year** - Generous holiday entitlement from your first day of employment (**37 days holiday** **rising to 39 days** after 5 years’ service including Bank Holidays)
* Access to health and wellbeing support via Occupational Health
* Cycle to work scheme
* Access to our Institute of Education and fantastic opportunities to help you **grow, contribute** and **flourish** in your role and in the Trust.

We know **our people** are the key to our success and so we’re committed to ensuring the **employment experience** at **Shaw Education Trust** is a **rewarding** one.

Shaw Education Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment, click here to review Safeguarding and Pupil Protection Policy <https://www.shaw-education.org.uk/our-trust/key-information>

This position is subject to appropriate vetting procedures including an online checks and criminal record check from the Disclosure and Barring Service (formerly CRB) which will require you to disclose details of all unspent and unfiltered spent reprimands, formal warnings, cautions and convictions.

All shortlisted candidates will undergo an online search as part of Trust safer recruitment checks.

We are an Equal Opportunities employer and will ensure that all our recruitment and selection practices reflect this commitment.

**In accordance with our safer recruitment policy CV’s alone will not be accepted.**

**Application deadline: Monday 17th June 2024**

**Interview date: TBC**

**We reserve the right to appoint before the closing date as we review applications on an on-going basis and interviews may be arranged as suitable candidates are identified, therefore, we encourage early applications.**

Successful candidates will be subject to a fully Enhanced DBS check along with other relevant employment checks.