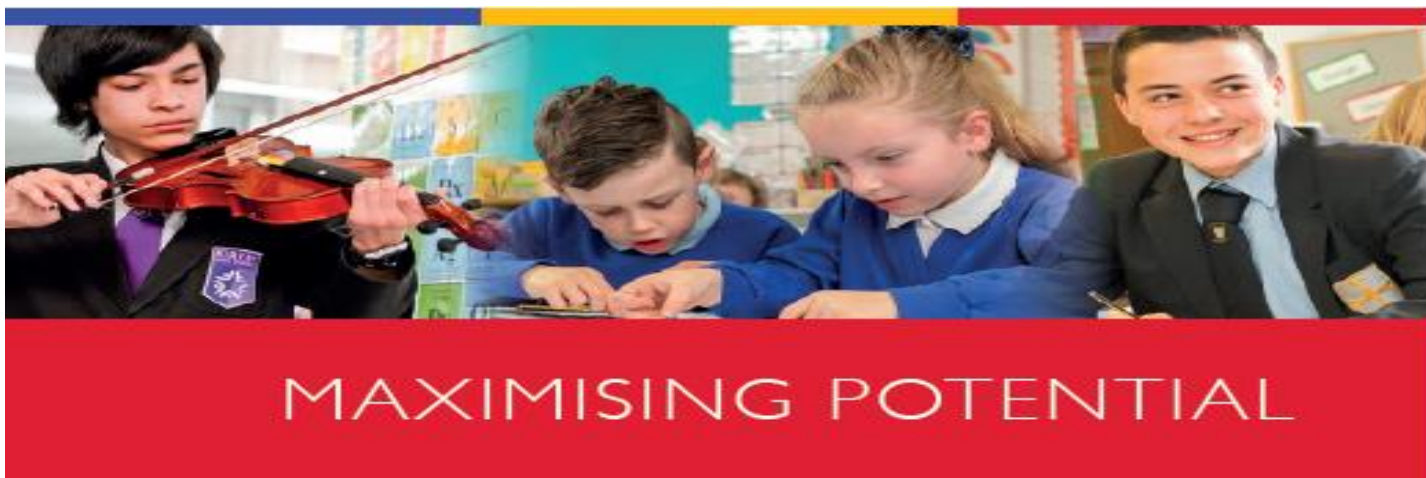




HR and Training Assistant

Recruitment Pack

Hawkley Hall High School



CONTENTS

Letter from Headteacher

About us

Job Description

Person Specification

How to Apply

Application Form



Welcome

Dear Applicant,

Thank you for your interest in the HR Assistant position at Hawkley Hall High School.

We are seeking to appoint a dedicated and enthusiastic individual who is ambitious and has an excellent work ethic to join our team.

Hawkley Hall is a school with a very positive outlook and a “can-do” approach amongst staff and students. A strong learning culture is evident because there is an acknowledgement that we are all learners and we can all improve.

To help you decide if the job would suit you, please find enclosed some details, which we hope will give you a flavour of what Hawkley Hall High School and The Rowan Learning Trust are about.

If your values and ambitions mirror ours and you believe you can deliver that vision, then we would be delighted to receive an application from you.

Visits to our school are welcome and can be arranged by contacting my PA, Rebecca Lister on 01942 204640 or email r.lister@hhhs.net

We are committed to safeguarding all members of our community; therefore, all posts are subject to enhanced disclosure procedures and pre-employment checks.

Yours faithfully,

Mr M Klinck
Headteacher
Hawkley Hall High School



Hawkey Hall High School

Hawkey Hall is a high performing, heavily oversubscribed, mixed comprehensive school of around 1160 students.

In June 2017, Hawkey Hall High School was awarded Teaching School status and in April 2018 became the lead school of the Greater Manchester Science Learning Partnership, part of the DfE funded national network, STEM Learning.

We see successful education as a partnership between parents, students and ourselves. Links with parents are of paramount importance, with regular and frequent contact via parents' evenings, reports, newsletters and the school planner contributing to a continuing dialogue about the education we provide for our children.

The school is situated in the south western part of Wigan, close to the M6 motorway, in an area of substantial private development. A wild fowl nature reserve borders the school grounds providing an open attractive outlook to the site.



The Rowan Learning Trust

The Rowan Learning Trust (RLT) was established as a Multi-Academy Trust in 2012 to maximise potential of all children, students and adults in our schools and to support them in their journey to become outstanding.

Currently the RLT family comprises six schools: three high schools, an all-through alternative provision academy and two primary schools. Together we share a set of common values:

- Mutual respect
- Fairness
- Equality of opportunity
- Individual growth
- Kindness

We believe in an inclusive workplace – one that is built on fairness, merit and respect to help our employees perform to their greatest potential.



Job Description

HR and Training Assistant

Reports to: HR and Training Assistant

Location: Hawkley Hall High School, Carr Lane, Wigan, WN3 5NY

Salary: Grade 4, scale points 5-8 pro rata

Hours: 27.5 per week, term time plus 2 weeks

Overall purpose of post

- Under the reasonable direction of the Headteacher / senior staff carry out the professional duties in line with the job profile and in particular to:
Administration of school's recruitment and training procedures.
Support the aims and objectives of the School

Recruitment

- Administer the Academy's recruitment and selection process
- Create job advert packs
- Place job adverts via all relevant medium (TES, websites, publications etc)
- Maintain recruitment area of school website
- Monitor and log applications and pass to relevant manager
- Complete all pre and post interview correspondence with candidates
- Complete all organisation for interview days (room bookings, interviewer clipboards, booking hospitality, arranging staff cover)
- Complete all new starter correspondence
- Ensure all pre-employment checks are complete
- Entering new staff onto SIMS
- Sending new starter information to IT
- Obtaining new starter training requirements from relevant manager
- Completing new staff inductions
- Complete new starter payroll instructions
- Ensure new starter recruitment and induction checklists completed
- Ensure new starter personnel record created and all recruitment documents filed
- Ensuring new starters are entered on single central record
- Maintain up to date records of job descriptions and person specifications for all academy roles

Training

- Maintain and monitoring training records and course expiry dates for all staff
- Administration of CPD request forms (liaising with Academy CPD co-ordinator)
- Completing training order requisitions as appropriate
- Booking training courses as required (liaising with Academy CPD co-ordinator)
- Entering all courses recorded onto SIMS
- Ensure training recorded on SCR were appropriate
- Admin support for staff training events as directed by Academy CPD co-ordinator
- Assist Academy CPD co-ordinator with the provision of training statistics and data
- Admin support for staff performance management process

General HR

- General HR support as directed by HR Officer or Business Manager

Support for the School

- Provide general clerical/admin support, when necessary, for example, photocopying, filing, faxing, completing standard forms, responding to routine correspondence
- Be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- Be aware of and support difference and ensure all students have equal access to opportunities to learn and develop.
- Contribute to the overall ethos/work/aims of the school.
- Appreciate and support the role of other professionals.
- Attend and participate in relevant meetings as may be reasonably directed.
- Participate in training, other learning activities and performance management as may be reasonably directed.
- Play a full part in the life of the school community, to support its distinctive mission and ethos.

Person Specification

Essential Criteria

- Grade C GCSE or equivalent Mathematics and English Language (Proof required at interview)
- Excellent IT skills (particularly Word and Excel)
- Excellent communication skills
- A high degree of organisation
- The ability to work accurately to deadlines
- High degree of confidentiality
- Methodical approach to tasks with a keen eye for detail
- Flexibility in the day to day working pattern
- Able to work as an effective team member
- Willingness and ability to undertake further qualifications

Desirable Criteria

- Previous experience in a HR, recruitment or training role
- Experience of working in a school
- Working knowledge of school SIMS software

How to Apply

Please submit the enclosed application form and a supporting statement of no more than two sides of A4 outlining why you are interested in the opportunity and how your application addresses the requirements for the role.

Applications should be returned electronically to jobs@hhhs.net

Alternatively, send a hard copy to:

Mr M Klinck
Headteacher
Hawkey Hall High School
Carr Lane
Wigan
WN3 5NY

Closing Date: 12 noon on Wednesday 3rd November 2021





The Trust will make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

All appointments are subject to satisfactory references, proof of qualifications and eligibility to work in the UK.

The Trust is committed to safeguarding and promoting the welfare of all children and young people and expects all staff to share this commitment. An enhanced DBS check will be required.



The Rowan Learning Trust

Registered Office: Carr Lane, Wigan, WN3 5NY

Company Number 8010464



Maximising Potential | www.rowanlearningtrust.com



HAWKLEY HALL HIGH SCHOOL

JOB APPLICATION FORM FOR SUPPORT STAFF IN SCHOOLS

The School and Governing Body are committed to equal opportunities in employment and welcome applications from all sections of the community.

CARR LANE,

WIGAN, WN3 5NY

TELEPHONE: 01942 204640

FACSIMILE: 01942 403570

EMAIL: jobs@hhhs.net

1. POST APPLIED FOR

Post Applied For:			
School:	Hawkey Hall High School		
As advertised in:		On date:	

2. PERSONAL DETAILS

SURNAME:		FORENAME:	
TITLE: (Optional)		Date of Birth: (Optional)	
Address:			
POSTCODE:		Email:	
Telephone No:		Mobile No:	

3. CURRENT POST

CURRENT EMPLOYER AND JOB TITLE:			
DATE OF APPOINTMENT:		SALARY:	
NOTICE PERIOD:			
MAIN DUTIES AND RESPONSIBILITIES			
Reason for this application			

4. PREVIOUS WORK EXPERIENCE

Name of Employer	Dates of employment		Post(s) held	Reasons for leaving
	From	To		



5. OTHER RELEVANT WORK EXPERIENCE

Post	Dates		Employer	Grade/Salary	Reason for Leaving
	From	To			

6. GENERAL EDUCATION

School	From	To	Qualifications – Grades, awarding bodies and dates



7. FURTHER AND HIGHER EDUCATION

Name of College/ University	From	To	Qualifications – Grades, awarding bodies & dates

8. ANY OTHER RELEVANT QUALIFICATIONS

Please give details of any other relevant qualifications you have for this post.

--

9. ADDITIONAL INFORMATION

Are you related to, or a close friend of, any member of the Trust or of the Governing Body of the school? <i>(If yes, please state relationship)</i>	Yes / No
Have you left any previous job for the reason of redundancy or are you in receipt of an occupational pension? <i>(If yes, please give details)</i>	Yes / No
Have you ever been dismissed from any previous employment on the grounds of misconduct or incapability? <i>(If yes, please give details)</i>	Yes / No
Do you hold a current and valid driving licence? <i>(if yes, please state the category)</i>	Yes / No



Please indicate if you have any special requirements to allow you to participate fully in an interview.	
---	--

10. Criminal convictions or cautions

<p>You should note that the disclosure of any offence will not necessarily prevent the Rowan Learning Trust from employing you, but we reserve the right to consider its significance in relation to working with children.</p> <p>Work at the school is exempt under the Rehabilitation of Offender Act 1974. Any offer of appointment will be dependent upon the successful completion of the Disclosure and Barring Service (DBS) check at the Enhanced level.</p> <p>Where serious concerns as to an individual's suitability to work with children are expressed, the facts will be reported to the relevant authorities.</p>	
<p>Do you have any unspent criminal convictions, cautions or bind-overs?</p> <p>If yes, please forward details (date, offence and sentence) with a covering letter, in a sealed envelope marked "Addressee Only – Headteacher".</p>	<p>Yes / No</p>

11. REFERENCES

Please state the names and addresses and telephone numbers of two persons from whom references may be obtained. **One must be your current or most recent employer.** In the absence of previous employment experience, a reference from your last place of full-time education will be a suitable alternative.

REFEREE 1				REFEREE 2			
TELEPHONE NO:				TELEPHONE NO:			
EMAIL:				EMAIL:			
Reference Type:	Employer	Education	Character	Reference Type:	Employer	Education	Character
(Please circle)				(Please circle)			
Please note that we will contact these referees if you are short-listed for this post and seek reference before interview.							

12. FURTHER INFORMATION FOR CANDIDATES

- * You will receive no further communication unless selected for interview. If you have therefore not been contacted within three weeks of the closing date for applications, you should conclude that, unfortunately, you have been unsuccessful on this occasion.
- * Under the Data Protection Act, the Trust and the Governing Body will use the information given for the purpose of recruitment and selection. Strict confidentiality will be observed and if you become an employee, the information will be used for personnel, pay and pensions administrative purposes only.
- * To comply with the Asylum and Immigration Act 1996 (as amended by S.147 of the Nationality, Immigration and Asylum Act 2002), all prospective employees will be required to supply evidence of eligibility to work in the UK. If you are appointed to the post you will be provided with further information detailing what documents will be required.

THANK YOU FOR YOUR INTEREST SHOWN IN THIS APPOINTMENT

13. DECLARATION

To the best of my knowledge and belief all the particulars I have given are true. I understand that any false statements may disqualify me from employment or render me liable for dismissal. I also understand that no offer of employment made to me will be binding unless confirmed in writing.

I also understand that this post is subject to a satisfactory enhanced Disclosure and Barring Service (DBS) check and to satisfactory medical clearance and the provision of documentary evidence (e.g. NI Number) that shows I am entitled to work in the U.K.

Signature:.....Date:.....

