



Heathfield School
Ascot



Vacancy Information Pack
Human Resources Manager
January 2023



Welcome

Heathfield is a warm and welcoming school, an inclusive community and a home from home for our students, who are the heart of the school. As an intentionally smaller school we are able to genuinely focus on individuals, supporting and Inspiring them to find their own path. In this rapidly changing world, we want our students to leave Heathfield as informed and confident young people. We want to empower them to think independently and to stand up for what they believe in. We want them to be proud of who they are, all they have achieved so far, and to be excited about their future.



We continue to evolve, striving to provide a truly outstanding education. To do this, we must continue to build and deliver a creative, ambitious vision for our school.

Academically, we aim to engender intellectual curiosity and self-discipline, and this leads our students to success in so many areas. Our students go on to leading universities, art colleges and drama schools in the UK and abroad, as well as to the world of work. However, we are not led purely by academic outcomes. One of the wonderful things about Heathfield is that you will get to know every individual and have strong partnerships with parents, creating our family feel.

Our boarding ethos is at the heart of what we stand for. The majority of students board, and we have a growing number of day pupils who often stay later in the evenings and join in with our exciting weekend activities. Pastoral care is the foundation of our school and pupils take part in 'Flourishing', an innovative wellbeing programme that we are fortunate to be the first school in the UK to adopt. Teaching staff are all involved in the extensive co-curricular programme, strengthening relationships with students.

Eleanor Beatrice Wyatt founded Heathfield in 1899 to enable girls to 'see the sky'. Today, we continue to challenge our students to develop the confidence to set their ambitions high. I hope that you will feel excited by the opportunities, challenges and professional rewards of being a part of Heathfield. High value is placed on professional development and we will do our very best to support and encourage you, enabling us all to work together to help shape our school over the coming years. We aspire for Heathfield to be the very best school and want to welcome the very best people to work with us.

I look forward to meeting you.

Sarah Wilson
Headmistress

About Heathfield

Heathfield is a vibrant and unique independent boarding and day school for girls aged 11-18 with a first-class education and excellent pastoral care. Situated in Ascot, with good transport links to international airports and London, the school currently has 240+ pupils, the majority boarders. We are small and welcoming, with a caring and inclusive atmosphere, underpinned by a strong Christian ethos. The small size of the school ensures that everyone knows everyone and fosters a very happy community, where pupils build lasting friendships. Heathfield pupils are highly successful and go on to establish careers in many sectors according to their individual skills and ambitions. At the last ISI Inspection in February 2018, the school was graded “Excellent” in all areas assessed.

The school motto, “The Merit of One is the Honour of All”, encapsulates all that we do at Heathfield. We are a school where the primary aim is to ‘discover and develop every pupil’s talents to enable them to excel.’

We recognise that our greatest asset is our staff, and you would be joining a warm community united by a mission to do the very best for every pupil. Our personalised and individual approach to students is central to making sure that every pupil is happy, confident and therefore able to reach their academic, social and emotional potential.

The school offers an excellent all-round education that caters for pupils of all abilities and interests, with well-established programmes in place for the exceptionally able and those needing learning support in specific areas. The aim of the school is to bring out the best in each pupil, according to their abilities and talents. Pupils work hard and are ambitious, but high achievement comes without unnecessary stress and unhealthy intensity. Here, they want to do their best and are motivated to succeed.



The role

TITLE:	Human Resources Manager
REPORTS TO:	Headmistress
LINE MANAGES:	HR Administrator (part-time)
DEPARTMENT:	Human Resources
KEY WORKING RELATIONSHIPS:	Headmistress Members of the Senior Leadership Team Bursary staff Heads of Operational Departments School's Solicitors for legal advice

JOB PURPOSE

The HR Manager plays a key role within school and is responsible for all aspects of HR support and guidance to our 130+ staff members. You will be responsible for the full recruitment process, ongoing training and development, appraisal and personnel recording including absences, holiday and sickness.

THE DEPARTMENT

The HR team consists of the HR Manager along with a HR Administrator (part-time). The HR function covers all aspects of people management including recruitment and retention of staff, safeguarding training, employee development, conditions of employment, performance management and employee relations. The HR Manager will work closely with the Headmistress and be responsible for the development of HR strategies.

KEY TASKS

Management of Recruitment and New Starter Processes:

- ◇ Manage end-to-end recruitment processes, including liaising with other staff for recruitment needs, preparing job specifications, publishing job adverts, managing the application and interview process, producing employment contracts and offer letters in line with Keeping Children Safe in Education (KCSIE) and other regulatory requirements.
- ◇ To process DBS checks for the Single Central Register (SCR), be responsible for accurate entries onto the Single Central Register and to ensure continued compliance with the Independent Schools' Standards Regulations (ISSRs).
- ◇ Developing, implementing and delivering on-boarding and induction processes.
- ◇ Be part of the interview panel to ensure safer recruitment guidelines are adhered to.
- ◇ Monitor probationary periods for staff and ensure that probationary reviews are carried out within designated timeframes.

Manage and Maintain Processes to support existing staff :

- ◇ Manage employee relations casework including disputes, disciplinarys, grievances, retirement and redundancy.
- ◇ Provide up-to-date advice on employment issues as a qualified CIPD professional.
- ◇ Support the Headmistress and Bursar with performance and salary reviews and ensure appraisals are completed.
- ◇ Dealing with changes to terms and conditions of employment/employment documentation.
- ◇ Advise staff in relation to employment terms and conditions (pay, maternity, paternity, flexible working, annual leave calculations, etc.).
- ◇ Track and maintain records of staff absence and annual leave.
- ◇ Monitor sickness absence across the School, ensuring managers carry out 'return to work' interviews effectively and address issues that may arise.
- ◇ Ensure that staff personnel files are up to date (including staff have current job descriptions on file), organised and securely stored, both electronically and paper files (including the use of keeping staff records on the School's MIS Engage).
- ◇ Maintain staff training records, promote and monitor re-training requirements.
- ◇ Develop and actively promote staff wellbeing.
- ◇ Review all existing contractual documentation to ensure it meets best practice standards and compliance with current legislation.
- ◇ Ensure the School website is up-to-date with new joiners and leavers, and other staffing updates.
- ◇ Engage with line managers to ensure all resignation letters are formally acknowledged.
- ◇ Manage the exit interview process, including conducting exit interviews as required within one week of receiving resignation letters.
- ◇ Source and implement relevant and cost-effective training solutions and where competent, lead and deliver training in areas of HR and compliance.
- ◇ Prepare payroll instructions and liaise with the Finance and Compliance Manager for the monthly payroll process.
- ◇ Prepare reports on a range of HR metrics including staff turnover, absence and staff profiles.
- ◇ Carry out pay and reward research and make recommendations as appropriate.

The role cont...

Regulatory and Compliance :

- ◇ Maintain and develop procedures ensuring the safeguarding of pupils (to include overseeing the SCR).
- ◇ Be aware of, and comply with, policies and procedures relating to safeguarding and child protection, confidentiality and data protection, reporting all concerns to the Headmistress, DSL or Bursar as appropriate.
- ◇ Develop, implement and maintain all HR policies, ensuring compliance throughout the School and communicate changes to staff where relevant.
- ◇ Compliance with all aspects of employment law and the recruitment process, publishing of contracts and terms and conditions of employment.

Miscellaneous:

- ◇ Line manage the HR Administrator (part-time).
- ◇ Archive and storage of documents according to the School's Record Keeping Policy and compliance with Data Protection laws.
- ◇ To plan and implement HR projects which arise either out of the development of the School's strategy or changes in employment legislation.
- ◇ Make referrals of staff to occupational health as required and oversee the coordination of any reasonable adjustments as recommended by occupational health.
- ◇ Undertake any other reasonable tasks as directed by the Senior Leadership Team.

SAFEGUARDING AND CHILD PROTECTION

Heathfield is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment and adhere to, and comply with, the School's Safeguarding Children and Child Protection policy and procedures at all times.

HEALTH AND SAFETY

All staff at Heathfield are required to remain vigilant, observe all relevant Health and Safety policies and procedures, take reasonable care of their own and others' Health and Safety.

EQUALITY AND DIVERSITY

Staff at Heathfield are expected to promote equality of opportunity for all pupils and staff, both current and prospective, and to support an environment that values diversity.

PROMOTING BRITISH VALUES

Heathfield recognises the importance of placing emphasis on fundamental British values in the curriculum and all other aspects of School life. These values reflect the ethos of the School and all members of the community have a role to play in delivering the values of democracy, the rule of law, individual liberty, mutual respect and tolerance of those with different faiths and beliefs. All subject areas, and all non-teaching staff, are responsible for promoting these values when opportunities arise.

DATA PROTECTION

All staff at Heathfield have a responsibility to ensure that data they are responsible for is accurate and appropriate to the needs of the School, and that they are responsible for ensuring any personal data processed for any purpose or purposes in connection with their role at the School, shall not be kept for longer than is necessary for that purpose or those purposes in accordance with the Data Protection Act 2018 and the School's Privacy Policy.

QUALIFICATIONS & SKILLS

Essential:

- ◇ Previous relevant experience within a Human Resources department.
- ◇ CIPD qualified (level 5 or above desirable) with a current strong working knowledge of operational HR or relevant employment law qualifications.
- ◇ Self-motivated and able to work independently as well as part of a wider team.
- ◇ Strong organisational skills and able to work to tight deadlines, sometimes under pressure.
- ◇ Excellent communication with the ability to relate to a range of people.
- ◇ Ability to maintain confidentiality and to deal with sensitive issues.
- ◇ Strong IT skills and proficiency in Microsoft Word, Excel and Outlook and databases.
- ◇ An understanding of data protection legislation (*training will be provided if necessary*).
- ◇ Commitment to safeguarding and promoting the welfare of young people.

Desirable:

- ◇ Previous experience of working in a school / educational environment.
- ◇ Knowledge of a school MIS system (in particular Engage).

PERSON SPECIFICATION

- ◇ A sense of empathy with an approachable demeanour, respecting employees confidentiality.
- ◇ Excellent verbal and written skills with strong attention to detail.
- ◇ Well organised with the ability to prioritise work.

Application Process

The application form and job description are available on our website:
<https://www.heathfieldschool.net/about-us/job-vacancies/>

Please send a completed application form with CV and covering letter setting out how your experience makes you suitable for the role, to the Headmistress, Sarah Wilson at recruitment@heathfieldschool.net

Closing date: Friday 3 February 2023 (noon)

Interviews: Week commencing 6 February 2023

All staff take part in the School's performance management process and must abide by the Code of Conduct for Staff at Heathfield School. Applications will be acknowledged and will be valued against the selection criteria.

We reserve the right to call suitably qualified candidates to interview before the closing date. Early applications are therefore encouraged. Heathfield School welcomes applications from all sectors of the community.

DISCLOSURE AND BARRING SERVICE (DBS):

Heathfield School is committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Enhanced Disclosure and Barring Service check. Heathfield is an Equal Opportunities Employer and a registered Educational Charity no. 309086 as well as a data controller and registered with the Information Commissioner's Office as required under current data protection legislation. Further information about how we use personal data is available on request.

Terms of Service

SALARY:

£40,000 to £50,000 depending on experience and qualification.

HOURS:

Full-time (37.5 hours) plus one-hour unpaid lunch break. However, a flexible approach may be needed from time to time.

ANNUAL LEAVE:

30 days plus Bank Holidays.

NOTICE PERIOD:

Three months on either side after successful probation period.

PENSION:

After a successful probation you are enrolled onto the contributory workplace pension scheme.

MEALS AND REFRESHMENTS:

We provide freshly prepared, nutritious meals in the Dining Hall during term time. Refreshments are also available throughout the day in the Staff Sitting Room. Meals and refreshments are free of charge.

PERSONAL ACCIDENT INSURANCE SCHEME:

The School currently participates in a Personal Accident Insurance Scheme for all employees.

FEE REMISSION:

The School currently offers all staff a discount on fees should their daughter(s) attend the School.

PARKING:

Free parking is available on site.

WELFARE:

A number of welfare initiatives are available to staff including free use of the School's swimming pool and gym (at set times), access to discounted massage and reflexology sessions, spin bike and yoga classes. The School has free 24/7 onsite medical care by qualified nurses that staff may use, with the addition of access to a counsellor. There are a number of social events throughout the year that staff may attend.



Working at Heathfield

Curiosity is encouraged from all members of our School community and support is in place throughout Heathfield to enable everyone to question and explore the world around them.

Students are taught to critically reflect on their preconceptions about learning, understand the principles of scientific enquiry, and become researchers themselves as they work alongside teachers to make pedagogical decisions. Students in every year group receive dedicated lessons to enable them to develop the habits and characteristics required for lifelong happiness, wellbeing, and academic success. Teachers also receive training on positive psychology to improve their own wellbeing and to incorporate the principles into their lessons and interactions with students outside of the classroom.

Teaching and learning strategies throughout the School are evidence-based. Teachers' professional development is supported by @HeathfieldLearn: a teaching and learning bulletin issued every half-term that focuses on how research findings can be translated into classroom practice. Students and teachers work together in pedagogical teams to read and disseminate research to the school community and teachers are encouraged to conduct small-scale action research projects to target specific areas of their practice as part of our whole-school philosophy of continual improvement.

Heathfield staff take ownership of their professional development and model the benefits and practice of lifelong learning to their students. As members of The National College, all our staff have unlimited access to a wide variety of remote learning opportunities. Every year, teachers are given the opportunity to join our middle leadership programme, which provides participants with the skills and awareness to lead whole-school innovations. The programme is lead by our Assistant Head of Teaching and Learning and combines taught elements alongside personalised activities and mentorship relevant to each teacher's field of interest.

The number of teachers choosing to further their subject or pedagogical knowledge by completing Masters level degree courses in addition to their teaching commitments each year is a testament to the culture of curiosity felt across the school.



Pastoral & Boarding

The pastoral care at Heathfield is second to none. Students board in dormitories in the main School building in their Year groups whilst Sixth Formers live together in Wyatt House, a separate Boarding House, where they can cook together in one of two kitchens, giving them the opportunity to prepare for independent living and university life. Everyone is part of the House system and pupils are put into one of four Houses where they remain throughout their time at Heathfield. The Heads of Year are responsible for the students' welfare and are the main point of contact for parents.

Heathfield offers a wide and diverse weekend programme and a varied selection of school clubs and activities, designed to stimulate the students and to give them the opportunity to try new things and discover an ability or passion previously unexplored.

The Chapel provides a place of peace and quiet reflection for both students and staff and is the spiritual centre of the School community regardless of faith or belief.

Academic

The academic life of a school is not just the learning that takes place in a classroom but the breadth and depth of activities both in and out of the classroom. Heathfield is renowned for its strong and vibrant creative and dramatic tradition. We are an academically ambitious and rigorous school where we are preparing our pupils for careers which have not yet been discovered. Therefore, it is vital that our curriculum is skill based as well as ensuring that every pupil has the relevant academic qualifications to progress onwards to their future goals.

Facilities

The school is set in 36 acres of stunning grounds in Ascot, Berkshire. The theatre and assembly hall were completed in 2009 and the state-of-the-art STEM (Science Technology Engineering and Mathematics) block was completed in the summer of 2015. We have recently open our new Cadogan Sixth Form Centre and have future plans to increase and improve staff housing and classroom and boarding accommodation.

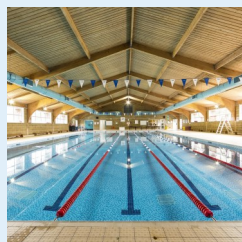
The school employs approximately 130 staff, of whom around 40% are teaching. A further 30 are engaged as contractors in catering and peripatetic teaching.

Heathfield has extensive grounds with five lacrosse pitches, tennis courts, netball courts, a purpose-built Sports Centre with a fitness suite, dance studio, spin studio and a 25m indoor swimming pool. We also have six acres of woodland, which is used as a fitness trail, recreation and staff dog walks. Heathfield also has its own tuck shop.

The school is fully equipped with all necessary IT. There are two specialist ICT rooms and a multi-media digital recording studio. All pupils bring a laptop to school.

Staff have their own common room, with refreshment making facilities and a dedicated staff study with computers. Catering is excellent and freshly prepared on site each day.

We welcome all staff becoming involved in all and any aspect of co-curricular provision, including the Duke of Edinburgh awards, school trips and visits (both UK and abroad) and clubs and activities, existing or new. Heathfield is a member school of the BSA, GSA, ISBA and AGBIS.

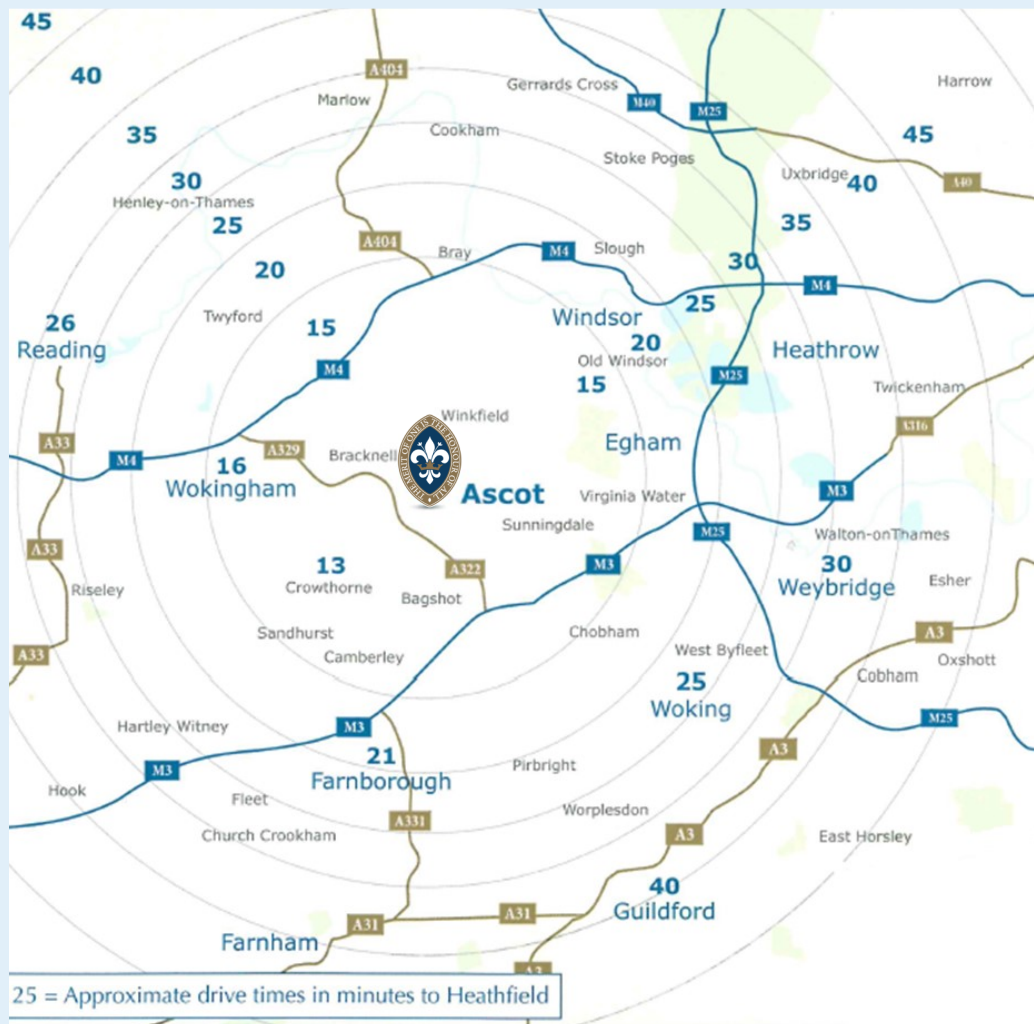




- a STEM building
- b Performing Arts Theatre (including Music rooms and practice rooms)
- c New Sixth Form Centre
- d Recording studio
- e 5 Lacrosse pitches
- f 6 Netball / Tennis courts
- g 25m indoor heated pool
- h Fitness suite
- i Spinning studio
- j Sports hall
- k Dance studio
- l Leiths Cookery School
- m Upper Sixth Form Boarding House
- n Chapel

Location & local amenities

Heathfield is situated 31 miles west of London, five miles from the M3 (J3) and seven miles from the M4 (J10) motorways. There is a rail link between Martins Heron (our closest station), Ascot and London Waterloo. Gatwick and Heathrow airports are also both within easy reach.





Royal Foresters Restaurant & Bar next door



Martins Heron Station, a 15 minute walk



The Lexicon Shopping Centre, Bracknell



Ascot Racecourse



David Lloyd Fitness Centre, 3 miles



Lavender Park Golf Course, opposite Heathfield



Virginia Water, 5 miles



Windsor & Eton, 6 miles



Heathfield School
Ascot

London Road
Ascot
Berkshire
SL5 8BQ

T: +44 (0) 1344 898306 E: recruitment@heathfieldschool.net W: heathfieldschool.net