

# JACK HUNT ACADEMY

Hard work Integrity Kindness



## Candidate Pack



KEYS  
ACADEMIES  
TRUST

# About the School

## A Welcome from the Headteacher



Dear Applicant

Thank you for your interest in this exciting role. The post offers the opportunity to make a real difference to the lives and aspirations of the students in our care.

At Jack Hunt Academy, we have a strong ethos centered on the belief that every student has the right to a first-class education, and we consistently promote high expectations for all our students. We want all our learners to leave JHA well educated; of good character; and ready for ambitious next steps. Our core values are:

- Hard Work
- Integrity
- Kindness

Jack Hunt Academy is a vibrant place of learning, underpinned by expert teaching of a challenging and broad curriculum. We provide high levels of pastoral care and support via our fantastic Year system, as well as a comprehensive PSHE programme. We believe that for students to thrive, they need to be happy, safe and receive high levels of support.

We think that enrichment opportunities are important for all students, and our offer in this area is extensive. We believe in high standards of behaviour and conduct, and our school is a happy and calm place to learn where positive relationships flourish. We are a diverse and inclusive school, and we are committed to comprehensive education.

Academic success is very important to us, and we have a strong track record. Our students achieve well and many progress into our successful and flourishing Sixth Form. Our students have strong destinations after leaving Jack Hunt Academy. However, academic success is only part of our purpose. We also provide excellence in music, drama, sport, and the arts and we value all practical and creative pursuits. We also develop the qualities that are important in any young person such as self-reliance, courtesy, respect, initiative, and determination.

We are an outward facing school. We are proud to belong to Keys Academies Trust, and this gives us the opportunity to collaborate with other schools. We also work with an extensive network of education providers, businesses, and charities within Peterborough and beyond. These networks allow us to offer our students a rich blend of opportunities.

If you think that this post at Jack Hunt Academy could be for you, we would love to receive your application.

Yours sincerely,

Jon Hebblethwaite,  
Headteacher

**For more information about this post, or to organise a visit to the school, please contact the HR department at [recruitment@jhs.pkat.co.uk](mailto:recruitment@jhs.pkat.co.uk)**

# About the Trust

Our trust is a vibrant, diverse, and ambitious group of five academies in west Peterborough. Formed in 2018, we are a relatively young trust, which emerged from a strong, but loose, alliance of primary schools working with our large Jack Hunt secondary school.

Our schools serve communities which have many similarities but also significant differences, due to the cultural and economic diversity of the city. We celebrate these differences and ensure that each school retains a distinct identity within the trust.

Working together as a multi-academy trust has allowed us to use the expertise across our 5 schools to meet our common goals to give our pupils and students an inclusive, innovative learning community that respects and benefits everyone and has aspirational plans for the future. Our vision is to unlock the potential and create strong life chances for all the children we educate.

Our iLearn Project is an important pillar in our educational provision both in the classroom and at home. Through the supply of personal iPads to staff and to children in years 6,10,11,12 and 13, we can leverage the significant enhancement to teaching and learning afforded by technology.

To ensure the transition from Primary to Secondary school we are proud of our Year 7 'My World' curriculum. This has been carefully planned to support the best outcomes for students and encourage independent and reflective learners, through the development of exhibition standard project work.

The Trust's Young Explorers programme replicates the Duke of Edinburgh scheme for all Year 5 pupils across the Trust and forms part of the Year 5 curriculum. Our rich offer for all the children in our Trust also includes a wide range of sporting activities and undertaking sports leadership courses; University visits in both Key Stage 2 and Key Stage 5; day trips, educational visits and residential; theatre groups in school and educational visits to theatre productions; and a wide of competitions where pupils and students can showcase their talents.

All in our trust have high aspirations for, and high expectations of, every single pupil and student. We want them to be well-rounded, confident, caring young people with leadership skills who are motivated to achieve their best in lessons and beyond the classroom. We want them to be involved in the school, local and global community and leave us as life-long learners, equipped to build on their success and contribute positively to our future.

*The Board of Trustees of Keys Academies Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.*



# Job Information

**HR Assistant**  
**Jack Hunt Academy**



**Salary:** NJC SCP Grade 6, Point 7-12  
**Hours:** 37 hours per week, Term Time plus 2 week  
**Type of role:** Fixed term – 1 year contract  
**Closing date:** Monday 27<sup>th</sup> April at 9.00am  
**Start date:** As soon as possible.

## Job Description

### Purpose of Job

To support the work of the Reception and Administration functions of the school and provide First Aid room cover. The split of duties will be varied dependent on the needs of the school.

### Accountabilities:

#### **Job Purpose**

To be part of the school HR team providing the school with a comprehensive HR service in conjunction with other school departments with the support of the HR Officer and the external provider of specialist HR support. To uphold at all times the highest standards of confidentiality, whilst working in line with Trust processes, HR Law and other mandated compliance guidelines. To deputise for the HR Officer where required.

#### **Main Responsibilities:**

- All HR Administration in respect of the employee lifecycle.
- Administer the Single Central Record in accordance with national guidelines and perform periodic audits to assure of completeness.
- Maintain staff personnel records.
- Absences Management recording and support for line managers.
- Administer all aspects of selection and recruitment ensuring adherence to correct procedures and in particular safeguarding and safer recruitment.
- Employee Onboarding including the satisfactory completion of all pre-employment checks and Induction.
- Employee Offboarding
- Reporting – Provide relevant reports as required by Line Manager and Headteacher on recruitment, staff absences, Safeguarding training etc.
- Manage access to relevant systems and applications.
- Ensure all Trust policies are understood and followed.
- Maintain an unwavering commitment to confidentiality as befits a role in HR.

This job description will be reviewed periodically.

This job description sets out the main duties to be covered in respect of remuneration at the date when it was drawn up. Such duties may vary from time to time without changing the general character of the post or the level of responsibility entailed. Such variations are a common occurrence and cannot themselves justify Trustee consideration of revising the allowance remunerated.

It may be necessary from time to time adapt working hours to suit the needs of the organisation. Any permanent changes to working patterns would be notified.

# Person Specification

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, demonstrating experience and where appropriate citing supporting examples within their application.

## Qualifications and Training:

Essential:

- GCSE Maths and English at Grade C or above, or equivalent.
- A good general standard of education.
- Knowledge and experience of using Microsoft Office

## Knowledge and Understanding:

Desirable:

- Knowledge of HR Legislation.
- Knowledge of Applicant Tracking Systems.
- Experience with Canva or design platforms

## Experience:

Essential:

- Experience working with in a fast-paced administration team.

Desirable:

- Experience in HR, covering Recruitment, compliance, and employee lifecycle process.
- Experience of working in a school or other educational setting.
- Experience writing reports for a variety of audiences.
- Experience of working with outsourced payroll and expert HR support.

## Personal Qualities and Skills:

- Highly organised with strong administration skills.
- An ability to respond positively and calmly to periods of pressure and work on many matters concurrently.
- A comfort with working autonomously under clear direction yet with time-limited support.
- Broad IT skills.
- Excellent verbal and written communication skills.
- Proactive and positive outlook.
- A high regard for confidentiality.
- Customer Service mindset.
- Upholds Trust values.
- Ability to prioritise and manage time effectively.
- Problem-solving skills and initiative.
- Pleasant, polite, friendly and approachable.
- Adaptable, resilient and with demonstrable ability to work well under pressure.
- A consistently high standard of personal presentation.
- A willingness, on occasions, to be flexible with working hours.
- A respect for young people.
- Commitment to personal and professional development.

## How to Apply

For more information, and to access our online application form, visit our website at <https://www.keystrust.org/vacancies>

Or, for a short cut, scan the code below:



Please use the below links to access our Safeguarding Policies:

**Safeguarding and Child Protection Policy (Trust):** <https://www.keystrust.org/SafeguardingandChildProtectionPolicy>

**Recruitment of Ex-Offenders Policy Statement:** <https://www.keystrust.org/RecruitmentofExOffendersPolicy>

# Work for Us

Our Trust culture is centred on valuing people, through supporting their ambitions and career paths, so that we are a respected and attractive employer. By creating a culture where staff feel respected, empowered and inspired, we create a positive learning environment.

We are keen to reward and recognize our staff and have developed a comprehensive range of employee benefits to achieve this.

## **Our staff benefit from:**

- Professional Development and extensive CPD programmes
- Perkbox employee benefits platform providing big discounts on shopping, dining and entertainment
- Generous Occupational Pension Schemes
- Generous sickness benefits to support you in a time of need
- Free parking at all Keys schools
- Nursery provision
- Free on-site annual flu vaccination scheme
- 24/7 free and confidential Employee Assistance Programme
- Wellbeing programme and support
- Additional planning days
- iPads and Laptops for all teaching staff
- Open door listening policy to Senior Leaders

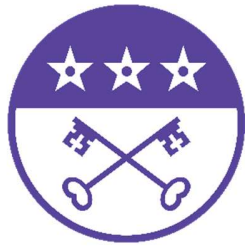
## **Our people vision:**

- Our people are proud of our Trust and the difference we make to young people
- We are all hungry to learn and we offer career development and opportunities for all
- Everyone enjoys coming to work, we are inclusive and listen to our people
- Our leaders serve our people ensuring their professional and personal need are supported
- Our people go the extra mile because they feel well rewarded and valued and that we care

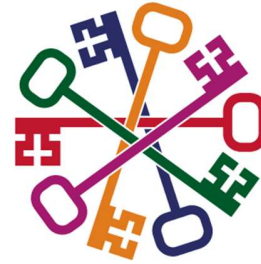
# Safeguarding Statement

Keys Academies Trust (Keys) and Jack Hunt Academy are committed to safeguarding children and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to an enhanced Disclosure & Barring check along with other relevant employment checks. Disclosure of any criminal convictions and an enhanced DBS check will be required for this post. It is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children. The post may not be exempt from the Rehabilitation of Offenders Act 1974 as certain spent convictions and cautions are 'protected' and are not subject to disclosure. It is important that an applicant provides the School with upfront disclosure of all unspent convictions, cautions, reprimands or warnings. A failure to declare the above (that are not subject to the Disclosure and Barring Service filtering) may disqualify an applicant for appointment and may result in summary dismissal if the discrepancy subsequently comes to light.





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