



Sedbergh

SCHOOLS GROUP

PEOPLE PARTNER PERSON SPECIFICATION

Qualifications/Attainment	Essential	Desirable
Degree quCIPD qualified or equivalent professional HR experience.	x	
Significant experience working in a broad HR/People Partner, HR Business Partner or Senior HR Advisory role.	x	
Experience/Knowledge	Essential	Desirable
Strong working knowledge of UK employment legislation and HR best practice.	x	
Experience advising and influencing senior managers and leaders.	x	
Experience supporting organisational change and workforce planning.	x	
Experience developing and implementing HR policies and processes.	x	
Experience using people data and management information to inform decision-making.	x	
Experience within the education or independent schools sector.		x
Experience working within a multi-site or Group/Trust environment.		x
Experience of mergers, acquisitions, school partnerships or organisational integration.		x
Supported effective recruitment, onboarding and retention of high-quality colleagues.		x
Skills/Abilities	Essential	Desirable
Understanding of the employment and safeguarding context within schools.	x	
Excellent interpersonal and relationship-building skills.	x	
Credible, confident and pragmatic approach to HR advice.	x	
Strong influencing and coaching skills.	x	
Excellent judgement and ability to handle sensitive and confidential information.	x	
Highly organised, responsive and able to manage competing priorities.	x	
Comfortable operating in a changing and developing organisation.	x	
Able to work both strategically and operationally.	x	
Collaborative and committed to sharing knowledge and best practice.	x	