



**Meridian  
Trust**

## **HR Officer Recruitment Pack**



**Thank you for taking an interest in the above vacancy.**

**We hope this pack will encourage you to apply.**



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## Letter from Mr Farmer, Principal at Stratton School

Dear Applicant,

Thank you for responding to our advertisement. We are looking to appoint a compassionate and optimistic individual to join our school and wider Trust community, who will play a role in moving our school to Good and beyond. Stratton is a vibrant School with around 900 students on roll. Due to considerable housing development within and around Biggleswade, the school is set to grow significantly. From September 2024 the school will become a full secondary school admitting years 7 & 8, with a change of name to Stratton School. The school has a capacity for up to 1650 students.




We are proud of our successful Sixth Form and the breadth of curriculum we are able to offer our post-16 students. In every respect we are a truly comprehensive school with a full ability range. As the only provider of Key Stage 4 and 5 education in the town, our challenge is to move effortlessly between preparing Year 13 students for top universities to working with students who, without our support, would have rejected the concept of education. Our students are our best advertisement, although closely followed by our dedicated, creative and passionate staff.




Stratton School joined the Meridian Trust in October 2020. The successful applicant will not only join a strong and growing team at Stratton School but also be part of a wider network across our family of schools.

If you think you can make a contribution to our community of staff and students and would like to work and learn in a continuously improving school and as part of a wider trust, then we would be delighted to receive your application. We ask that supporting statements do not exceed two sides of A4.

We hope you will want to work with us and look forward to hearing from you. Whatever your decision, we wish you good fortune in your search for the right post.

Sam Farmer  
Principal

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 [www.stratton.school](http://www.stratton.school)  
 strattonupperschool  
 strattonupper

Principal: Mr Sam Farmer, Executive Principal: Mr Andy Daly

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### Welcome from our Principal, Sam Farmer



My journey to Stratton has taken me to many exciting schools and differing roles over my 20 years in education. I am an English teacher at heart but have also enjoyed opportunities

to teach a variety of subjects over the years.

I challenge every child at Stratton to be the best they can be, and we promote a 'can do' culture in which everyone is encouraged to strive for excellence. We work in partnership with parents and carers to uphold the traditional values of respect and tolerance, resulting in harmony within our community, where the contribution of every individual is valued.

Stratton School is proud to be at the heart of its community and we have a long history of supporting our students in achieving their goals.

We are committed to nurturing the abilities of every student in order to equip them with the qualifications and personal skills they need to become confident, independent adults and successful citizens of tomorrow.

At Stratton, we set the highest expectations in terms of learning and behaviour, and

follow a broadly academic curriculum that includes English, mathematics, science, humanities and languages supplemented with strong provision in the arts and technology. Most students join our thriving Sixth Form, with many progressing to university. However, recognising that some individuals' abilities lie in other areas, we provide a wealth of opportunities and courses that allow every student to develop and showcase his or her unique talents.

I warmly invite you to visit the school to experience for yourself its positive atmosphere and the excellent opportunities it offers students.



A brilliant view of the new 3G Muga (opened in October 2023) and surrounding school buildings. We are very fortunate to have such an amazing school site and phenomenal resources.



## About Stratton School

Stratton is currently a 13 to 19 school with a roll of around 800 students. This includes approximately 100 students in our Sixth Form. We are the only school serving Biggleswade and the surrounding villages. This has both advantages and responsibilities. Our unequivocal responsibility, however, is to ensure that we support the needs of all students within our catchment. It follows that we accommodate students from across the full spectrum of ability and that we are truly inclusive.

A consultation has recently been undertaken by Central Bedfordshire to move schools in Biggleswade from three tier to two tier and as part of this consultation MAT and Stratton School have developed plans for Stratton School to admit students in Year 7 and 8 and continue to provide an excellent sixth form offer for the whole of Biggleswade. From September 2024 the school will be known as Stratton School and will be a full secondary school admitting students from year 7 through to year 11.

We are continuing an ambitious programme to raise standards, transform our curriculum and help our students realise what they are truly capable of achieving. Our ambition for school improvement continues with even more purpose, driven by our commitment to open as many opportunities for our students as we can.

To achieve our vision, we guide our students to be self-motivated, enthusiastic learners who are equipped and inspired to love learning throughout life as much as we do.

In practice, our approach is based on high expectations, high aspirations and high levels of trust. Our starting point is our working assumption that staff and students alike are committed to personal fulfilment and expect

to work in an environment of success and respect.

We recruit professionals who share our vision, knowing that schools thrive on quality relationships between staff and students.

The holistic experience of being a Stratton student is of vital importance to

us. Our staff are incredibly giving of their time, which means, we can offer a vibrant, extracurricular range of activities. Our latest humanitarian visit in August 2018 to Costa Rica. Unfortunately, our planned trip to Cambodia in 2020 had to be cancelled.

Performing and visual arts are a strength with regular multimedia exhibitions, drama, music and dance productions. Our sports facilities are excellent and support a full range of individual and team sports and we have recently partnered with the Norwich City FC Regional Development Programme to offer a football programme to our post16 students.

We also have an ambition and drive to become a centre of STEM excellence within the local authority.

## General Information

Our Stratton catchment area incorporates the town of Biggleswade and a number of small villages in the Bedfordshire and Cambridgeshire countryside. Biggleswade lies on the A1 and mainline railway, making it an ideal town for commuting into London (35 min to King's Cross). Other centres of employment include Cambridge, Bedford, Stevenage, Milton Keynes and Peterborough. Each of these towns and cities are accessible within 45 min travel time from Biggleswade. Employment in Biggleswade has traditionally been in market gardening and engineering. Both these industries still have a presence in the area but are no longer the significant employers they once were.





Biggleswade has expanded over the years. Population has increased and is expected to continue to rise by at least 25%. We are already seeing significant economic investment in the town. Biggleswade has been featured in a number of national newspapers as *the* place to live, combining with its strong communication links, reasonable house prices and of course, good schools!

Our new science centre opened in September 2017 and has provided an amazing learning space for our students.

The welfare and well-being of all members of our community is of central importance and we expect staff, pupils and students to give high priority to the needs of others and their development.

The school is known for its strong pastoral care and support for students with special educational needs and disabilities.

We aspire to be a school where learning is fun and fosters the joy of learning within the boundaries of good order and discipline.

## Staff Development

Stratton School places a great deal of emphasis on the continual development of its colleagues. We are an outward facing school and play a significant role in the following organisations that are beyond the comprehensive support and professional development delivered through our Trust which can be seen on the MAT website, <https://www.meridiantrust.co.uk>

The Biggleswade Community Union of Schools (BCUS) an association of all education providers in our area dedicated to developing seamless education provision from ages 0 to 19.

- Central Bedfordshire Upper Schools Heads Group
- Central Bedfordshire Teaching School
- The Academy of Central Bedfordshire, an alternative provision free school established by the Central Bedfordshire Upper Schools
- Cambridge University Department of Education

Colleagues expect to engage in professional development through a mixture of school-based training, addressing holistic priorities and an individual assessment of needs.

## Final Comments

We are fastidious in our recruitment of new colleagues. Potential applicants must share our vision and commitment to providing the absolute best education to our students and can promote our ethos. Applicants must be team players who are able to see how their contribution fits into the bigger picture. They must be dedicated, skilled, highly professional individuals who are passionate about their work and enjoy working with others that share these values.

Choosing to apply for a job is potentially life changing. It is important that we assist you as much as we can in assessing whether we are the right environment for you, as much as we assess whether you have the right skill set and attitude for us. Please do not hesitate to contact us if you require additional information or would like to visit us as part of your application process.



## Welcome from our CEO, Mark Woods



Thank you for your interest in joining the Meridian Trust family.

The success and growth of our Trust has been based on remaining focused on some critical principles:

- Every child is known, equally valued and supported to achieve their potential in all our academies. Every community we serve benefits from the facilities and services we provide.
- Our staff benefit from strong networks, excellent career opportunities and a human approach where they are equally valued and supported.
- We ensure that well-run schools retain and develop their distinct contextual identity,

while sharing and contributing to our common values, practices, curriculum approaches and operational systems

Since 2011, thanks to the fantastic work of our staff, our Trust has grown from 1 to 28 academies whilst retaining our focus on working within an area that enables easy movement between our schools. From first developing an application in 2007 to open schools in the new town of Northstowe, we have been committed to the vision of being an all-through and all-inclusive Trust. Our Trust currently consists of 14 primary schools, 13 secondary schools and 3 special schools. We are also currently developing 3 free school projects within our region.

Meridian also plays a key role in the wider development of education in the region. We are the home to the Cambridge and Peterborough Teaching School Hub and operate a vibrant Initial Teaching Training provider that trains upwards of 100 teachers annually. In addition, our commitment to the local community as an extension of our village college ethos means that we host a range of activity in our schools, including providing leisure and educational opportunities.

If being part of a dynamic, compassionate and dedicated group who believe we can really improve young people's life chances and opportunities by working together appeals to you, we very much look forward to receiving your application.





## A Brief History

Meridian Trust, formerly known as Cambridge Meridian Academies Trust (CMAT), is a values-led Trust and has risen to be one of the highest performing academy groups in the country. Our Trust was first formed as an educational trust to create a federation of schools in 2006 with a desire to provide high quality and dynamic education for everyone, right in the heart of our community. Through various government policies, our commitment to collaboration has remained consistent.

Meridian Trust was formed in 2011 to deliver more widely on that clear vision to provide high quality and dynamic education for all at the heart of the communities we serve. Our steady growth since then reflects our commitment to the communities we serve and our track record of success. The period since 2018 has seen an increase in speed of growth as many long term projects matured and our relationship with Sharnbrook Academy Federation emerged.

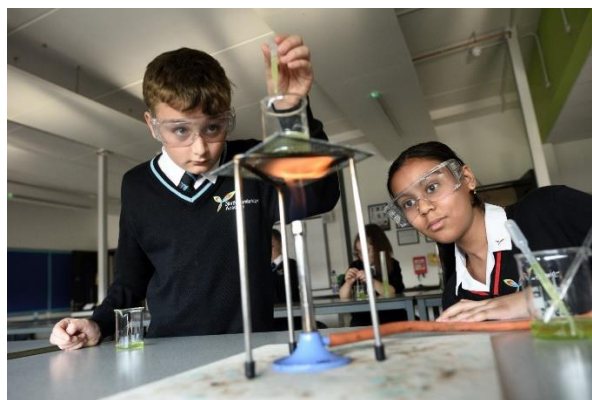
We are currently a family of 30 academies (including 14 primary, 3 special and 13 secondary schools). The secondary schools include a University Technology College, an Upper School, four 11-16 schools and six 11-18 schools. We also have 2 new secondary free schools in development. All within 20 miles of Cambridge and Peterborough and the main communication routes between. We merged with Cambridge Primary Education Trust to become the Meridian Trust in April 2022. In addition to operating schools, we are the home of the Cambridgeshire and Peterborough Teaching School Hub, and train more than 150 new teachers each year through Meridian Trust ITT. We retain a strong commitment to growing and

supporting staff throughout their training and career development. We have a proven track record of school improvement and transforming the lives of children and young people over the last 10 years.

Students thrive in Meridian Trust academies as a result of the implementation of our values, our successful and proven systems and our commitment to valuing people. We are among the highest performing multi-academy trusts in the country for student progress. Our academies are well-run and our staff benefit from excellent access to professional development.

Our commitment to the education system goes beyond just our own academies. We operate 'The Cambridge Partnership', one of the largest initial teacher training providers in the country which has recently merged with the SAF ITT, and 'Leadership East' these further strengthen our capacity and commitment to professional development. We also provide support through various SLAs to a number of other trusts and academies.

As a strong, regional multi-academy trust we currently operate schools across Bedfordshire, Cambridgeshire, Lincolnshire, Peterborough, and Northamptonshire. We are proud to have strong partnerships within all these communities.







## Trust Vision, Mission and Values

### Trust Vision, Mission and Values

#### Our values and who we are:

Meridian Trust is a successful multi-academy trust founded on its commitment to people and communities.

Our proven approach over more than a decade has elevated us to a respected and admired academy trust, a national leader in education and a source of great pride to the communities we serve.

Every child is known, equally valued and supported to achieve their potential in all our academies. Every community we serve benefits from the facilities and services we provide.

Our staff benefit from strong networks, excellent career opportunities and a human approach where they are equally valued and supported.

We ensure that well-run schools retain and develop their distinct contextual identity, while sharing and contributing to Meridian Trust values, practices, curriculum approaches and operational systems.

#### Our Vision:

High-quality educational provision for all at the heart of local communities.

#### Our Mission:

To deliver, promote and inspire high quality educational provision in schools at the heart of their local communities so that:

- Young people become successful learners and confident, empowered individuals;

- Young people are encouraged to think for themselves and act for others, equipping them with the values, attributes, knowledge and skills to make a rewarding contribution to society.
- Every school is a hub for community activities, a centre for extended services and a source of immense pride for students, their families, and other local stakeholders.
- Our staff benefit from strong networks, excellent career opportunities and a human approach where they are equally valued and supported.
- Well-run schools retain and develop their distinct contextual identity while sharing and contributing to the Meridian Trust values, practices, curriculum approaches and operational systems.

#### The enactment of our values for staff:



Valuing People

Engaged, developed, supported, and consulted.



High Quality Learning Environment

Experts who strive for continual development. Collaborative networks, trusted to deliver.



Pursuit of Excellence

Set ambitious goals and model what success looks like. Eager to improve.



Extending the Boundaries of Learning

Make connections, provide opportunities. Generous and sharing of knowledge and expertise.



Achievement for all

Are accountable for the outcomes we contribute towards and strive for the very best.





## Why work for us

Meridian Trust aims to be the employer of choice for the communities we serve. Since 2010 we have nurtured and developed the careers of many people. You can read about some of those journeys in the 'Meridian Trust People' section of this website. We are committed to making a difference to young people's lives and the communities we serve. Help us make our mission a reality.

### Benefits:

As a multi-academy trust of 30 schools, Meridian Trust can provide a wide network of opportunities for collaboration and career development for both teaching and support staff. With an initial teaching training facility and a teaching hub network within our Trust, there are ample opportunities to both, get into teaching, and develop within the profession.

- As well as the above we also offer:
- Unlimited access to CPD via Meridian Learning
- Free annual eye tests
- Access to a free Employee Assistance Programme, offering mental health and wellbeing support
- Unlimited value cycle to work scheme

To see the full range of benefits available, please visit [Employee Benefits - Meridian Trust](#)



## How to apply

To apply please complete the online form on MyNewTerm. Your supporting statement should address and evidence the selection criteria detailed in the Person Specification.

**Closing Date: 06/01/2025 @ 09:00**

**Interviews: TBC**

### Applying:

For any questions about the application process please contact: HR Officer, Jenny Morton

**Email:** [jmorton@meridiantrust.co.uk](mailto:jmorton@meridiantrust.co.uk)

*Meridian Trust is committed to safeguarding and promoting the welfare of children. All appointments will be subject to satisfactory pre-employment checks including enhanced DBS disclosure.*

*We are committed to diversity & inclusion and equality of opportunity for all staff and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, race, religion or belief and marriage and civil partnerships.*

*Meridian Trust is committed to safer recruitment practice and pre-employment checks will be undertaken before any appointment is confirmed. This post is subject to an enhanced disclosure and barring service check. We expect all adults who work for the Trust to share our commitment to safeguarding and the health and wellbeing of our students.*



## JOB DESCRIPTION AND PERSON SPECIFICATION

Job Title:	HR Officer
JD Reference:	STD ADM 17
School/Academy:	Stratton School
Weeks:	40 Weeks
Hours of work:	37 Hours
Salary:	Grade 7
Responsible to:	HR Core Trust with daily supervision in school via Principal

Role:	HR Officer based in school.
Purpose of job:	To be responsible for all personnel duties within the school environment. This will include the oversight of safeguarding for appointing new staff and recruitment. The post holder is responsible for the employee life cycle at school level which includes sick absence, pay, general terms and conditions and providing support to manage low-level HR queries.

### Responsibilities and Accountabilities:

#### Recruitment / appointment / leavers

- To be fully conversant with the statutory guidance for schools, Keeping Children Safe in Education.
- Maintain orderly and appropriate recruitment paperwork, by following recruitment and exit process for all staff in line with trust policies systems and guidance, including ensuring the legal and safeguarding requirements of recruitment are met. This includes staff safeguarding checks and risk assessments where necessary, maintaining safer recruitment processes and retaining a clear paper trail for the interview process and delivering staff induction procedures.
- Undertake the necessary arrangements relating to recruitment of school based posts, under the direction of the Principal, observing safer recruitment regulations, including preparation of relevant paperwork recruitment materials, arranging advertisements, arranging and creating the interview schedule by liaising with Head of department and SLT, ensure the administrative tasks associated with interviews are completed for example copying application forms for shortlisting and interviewing panels, informing candidates of interview arrangements, in line with Trust policies and procedures.





- Organise and maintain all required safeguarding checks, paperwork and procedures including DBS for staff, trainee teachers, casual staff, and volunteers, barred list checks and risk assessments where needed.
- Maintain accurate personnel files and payroll records (via the EPM portal) and ensuring effective security of both manual and computerised data.
- Ensure that Personnel files meet GDPR guidelines and are maintained in accordance with Meridian Trust requirements.
- Issue contracts and calculate correct rates of pay.
- Process payroll services, contracts, new starters, variations, and leavers in liaison with EPM.
- Update relevant areas of MIS to do with HR including staff absence and contract changes.
- Ensure that salary statements are downloaded from EPM each time there is a change to an employee's salary and ensure that this is processed in line with audit requirements.
- Be the first point of contact for all staff on HR, pay and contract related matters, liaising with Trust HR and EPM, as necessary.
- Use the agreed Trust systems and ensure effective school systems are in place for the timely submission of supply time sheets, and contract changes.
- Ensure that appropriate contracts are issued for zero-hour contracts and working time directives are adhered to. Be responsible for ensuring that annual leave is applied and that the correct rate of pay is applied in order not to be breach of minimum wage.

### Employee life cycle

Act as the main contact offering advice and guidance for managers and employees at the school in respect of all aspects of the employee contract and terms and conditions (e.g., pay, contract, working hours). This includes:

- Ensure probation reviews are carried out in conjunction with The Trust Probation Policy. Provide a timely reminder to line managers and ensure all paperwork is distributed and recorded. Raise any concerns in respect of suitability for employment with the Principal and the Trust HR Manager.
- Issue Induction booklet to managers upon appointment of new staff.
- Ensure that all paperwork and processes are completed for employees who are pregnant and going onto maternity leave. Ensure KIT days are properly monitored. Ensure that risk assessments are completed. Work out maternity calculations and processing maternity leave and letter.
- Process all requests for shared maternity leave, paternity leave and adoption leave.





- Complete the payroll changes following the Performance management cycle for teachers.
- Support the PA in the collation of PM reports for support staff.
- Process redundancy calculations.
- Administer pension check for continuous service.
- Check for continuous service.
- Administer TR6 pension checks.

### **Absence Management**

- Maintain and manage sickness and staff absence reporting and monitoring through effective use of SIMS and EPM wherever relevant.
- Complete return to work procedures, meetings, and paperwork in line with the trust policy, maintaining up to date records on the academy and the trust systems.
- Support the Principal with the administration of processing the trust absence policy by arranging meetings, sending letters, emails and arranging occupational health appointments and follow ups.
- Work with the Core Trust HR to ensure formal procedures for managing sick absence are followed by acting as the liaison between school and Core Trust
- Ensure that OH reviews are arranged in a timely manner.
- Manage requests for special leave of absence procedures in line with the trust policy. Ensuing appropriate paperwork is completed.

### **Payroll**

- Monthly checks of payslips to ensure accuracy and no discrepancies.
- Follow up any discrepancies with payroll clerk at EPM.
- Input overtime claim forms for all staff.
- Input all casual staff, (exam invigilator, achievement support tutor, comm ed tutors) claim sheets onto EPM portal.
- Provide records for auditors.
- Assist with PAYE queries.

### **Single Central Record**

- Maintain a full detailed and compliant Single Central Record and remain up to date with new requirements in liaison with central HR Team.
- Ensure all contractors, supply agencies and any other establishments with staff working at the school have appropriate clearance to work with young people in an education setting with relevant paperwork in place





- Ensure accuracy for presentation to the principal on a regular basis.
- Upload to central HR when there is a change.

### Other HR Responsibilities

- To monitor informal support plans and ensure time scales are adhered to and records kept. To work with Core Trust HR in managing the timeline for formal PM / Capability processes.
- Draft template letters and act as note taker in all formal PM meetings.
- To Support the Principal and Core Trust HR in disciplinary cases: prepare paperwork (letters) set up file, act as note taker at disciplinary meetings, producing clear and accurate minutes.
- Act as point of contact for Core Trust in cases of settlement agreements
- To act as note taker in grievance meetings.
- Advising Headteacher and senior staff on DBS requirements for employees, visitors, contractors to ensure safeguarding of school students
- Communicate all Trust recruitment, appraisal, staff development, grievance, disciplinary and redundancy policies, and procedures to staff utilising trust systems and ensuring that reading or awareness is recorded.
- Monitor the way HR policies and procedures are actioned in school and provide support where necessary.
- Contribute to trust HR meetings and training as required
- Ensure that they know where to find HR guidance on SharePoint and the Teams environment.
- Workforce census: sole responsibility for completing and submitting the annual school workforce census, ensuring accurate recording of staff and their roles, teacher qualifications, staff ethnicity and all sickness absences
- Ensure exit forms are sent to line manager and arrange for exit interviews to take place.
- Archive securely staff personnel files.
- Attend HR training days twice a year.
- When requested, take notes in any staff meetings with senior management
- Provide employee information to SLT as requested for return of reference requests.
- Provide salary letters as requested from mortgage lenders for staff.
- Advise staff on the free eye test procedure. (Specsavers scheme).
- Advise and promote to staff the Employee Assistance Programme.
- The post holder will undertake any other duties commensurate with the grade of the post, in consultation with line manager.
- This job description is subject to review and may be changed following consultation with the post holder. It is not a comprehensive statement of





procedures and tasks but sets out the main expectations of the Trust in relation to the post holder's professional responsibilities and duties.

### **Support for School/Academy/Place of work:**

- Participation in staff events by arrangement.
- Attend Staff Meetings.
- Contribute and participate in Trust events and activities where possible.
- Develop and maintain effective working relationships with other staff and parents/carers.
- Adhere to the Trust values.
- Follow school policies, practices, and procedures.

### **Data security:**

- Act in accordance with legal provisions regulating confidentiality and security of data and information in accordance with GDPR regulations.

### **Health and Safety:**

- All employees of the trust must be aware of the responsibility for personal Health, Safety and Welfare and that of others who may be affected by your actions or inactions. Employers must co-operate with the trust on all issues to do with Health, Safety and Welfare.
- Be aware of the responsibility for personal Health, Safety and Welfare and that of others who may be affected by your actions or inactions.
- Co-operate with the Trust on all issues to do with Health, Safety & Welfare.
- To work/operate all equipment within Health and Safety and other legal regulations, including risk assessments.
- Contribute to the maintenance of a safe and healthy environment.

### **Continuing Professional Development:**

- Maintain up to date knowledge by attending relevant HR updates provided by the Core HR team and external providers.
- In conjunction with the line manager, take responsibility for personal professional development, keeping up to date with research and developments related to school/academy/place of work efficiency, which may lead to improvements in the day-to-day running of the Trust.
- Participate in the annual appraisal system
- Undertake any necessary and identified professional development taking full advantage of any relevant training and development available, particularly when related to the use of ICT, for data management and record keeping.





- Maintain a professional portfolio of evidence to support the Performance Management process – evaluating and improving own practice.

### **Child Protection and Safeguarding**

- The post holder will have a shared responsibility for the safeguarding of all children and young people. The post holder also has an implicit duty to promote the welfare of all children and young people.
- Inform the Child Protection Officer of any issues relating to the safety and well-being of students.

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

***All staff will be subject to an enhanced check with the Disclosure & Barring Service.***

**Updated: February 2022**







### Person Specification – HR Officer

Assessment Key:  
A = Application Form  
I = Interview

Education and Qualification		Essential	Desirable	Assessment
1	Good educational background with GCSE or equivalent in English Language and Maths.	✓		A
2	Level 3 or above qualification in Human Resources or willingness to work towards this.		✓	A
Experience		Essential	Desirable	Assessment
3	Experience of working in an administrative environment.	✓		A/I
4	Experience of working in an HR environment.		✓	A/I
5	Experience of working with external agencies.		✓	A/I
Knowledge and understanding		Essential	Desirable	Assessment
6	Understanding of the education system.		✓	A/I
7	A good knowledge of HR procedures.		✓	A/I
8	Knowledge of the concept of confidentiality.	✓		I
9	Awareness of child protection issues.	✓		I
Skills and abilities		Essential	Desirable	Assessment
10	Skilled at making and sustaining positive relationships.	✓		I
11	Excellent written and oral communication skills.	✓		I
12	Ability to contribute to team meetings and contribute ideas.	✓		I
Personal Qualities		Essential	Desirable	Assessment





13	Willingness to undergo further training and development.	✓		I
14	Positive and enthusiastic approach towards work.	✓		I
15	Ability to act on own initiative.	✓		I
16	Kindness and empathy towards students and colleagues.	✓		I
17	Ability to work as part of a team effectively.	✓		I
<b>Child Protection</b>		<b>Essential</b>	<b>Desirable</b>	<b>Assessment</b>
18	Support the Academy policies on safeguarding and child protection.	✓		A/I
<b>Other</b>		<b>Essential</b>	<b>Desirable</b>	<b>Assessment</b>
19	Flexibility of working hours	✓		A/I

