

HR ADVISER – HOMES2INSPIRE

JOB DESCRIPTION

Job Title:	HR Adviser – Homes2inspire
Salary Range:	£25,000 per annum
Reports to:	HR Business Partner
Location:	Rugby, Northamptonshire (some travel required)

Key Purpose of Post

To be an integral part of the HR Team to deliver a proactive HR service to the business which exceeds our customers' expectations and contributes to our HR strategy of providing Service Excellence to the organisation.

Main Duties and Responsibilities

Duties

- To be the first line HR advisory support for employees offering HR generalist support and guidance working in partnership with your HR Business Partner where appropriate
- Address or escalate external queries as appropriate.
- To proactively build relationships and engage with key stakeholders within designated business area creating a culture of a strong working partnership with the business.
- To support the HR Business Partner with audit checking, workload delegation and inbox management
- Accountable for the end to end service delivery of the designated business area by managing all HR activities within service level standards demonstrating strong customer service values and standards as part of this and going the extra mile wherever possible whilst ensuring that key audit measures are adhered to.
- Providing generalist HR support in key areas including, Recruitment, Employee Relations case work, providing guidance and advice to line managers, HR policies and procedures, HR reporting, ad hoc project work and other generalist HR duties.

- To support the Recruitment Coordinator on recruitment activity and provide first line advisory and support service to hiring managers
- To be accountable for all aspects of the end to end employee lifecycle and events and supporting the HR Shared Services Team as appropriate
- To liaise with and support Managers to ensure pre- employment checks are being completed to a good standard and auditing files as required.
- To produce relevant correspondence to staff relating to employment issues e.g. grievance, redundancy, staff leavers and changes in terms and conditions of employment.
- To accurately input data into the computerised personal information system and to produce reports and proactively support trend analysis of reporting for designated business area from the HR database system for statistical purposes. Ensuring knowledge of system is kept up to date to enable effective advice and guidance to end user and others on any system issues.
- Assist with updating and maintaining HR procedures such as handbooks, code of conduct and intranet and to ensure any changes are effectively communicated to your stakeholders
- To maintain filing systems, databases and personnel files, accountable for ensuring designated region files are accurate and complete in line with GDPR
- To proactively support others within the HR team outside designated business area as required.
- Assist in the development of new procedures and process forms, ensuring that accessibility is considered.
- Ensure employees across Homes2inspire are kept up to date and equipped with the HR practices, Learning & Development and Recruitment procedures required to perform their role and in collaboration with the relevant HR Business Partner, addressing any gaps.
- Maintain an up-to-date working knowledge of current employment law and good practice and be prepared to evidence and take ownership of personal Continuous Professional Development record.
- To maintain an up-to-date working knowledge of current Children's Home legislation, Ofsted guidance and quality standards and update any policies and procedures in accordance with any changes.

- Regularly meet with Managers to discuss staffing concerns and vacancies, providing advice and monitoring any concerns raised.
- Complete the HR return on a monthly basis and submit to payroll in line with payroll deadlines.
- Monitor DBS checks within the organisation ensuring all staff are on the update service and completing checks as required.

Other

1. To undertake any further training as identified in the Shaw Trust and Homes2inspire review procedures.
2. Ensure that safe working practices are followed in respect of COSHH and other Risk Assessment control measures.
3. Employees must comply with the provisions of 'The Health and Safety at Work Act 1974' and must take reasonable care for the health and safety of themselves and of other persons who may be affected by their acts of omissions whilst at work. Employees are also required to co-operate with their employer to enable them to perform or comply with any statutory provisions. The Trust's efforts to promote a safe and healthy working environment can only succeed with the full co-operation of its employees.
4. To understand, comply with and promote Shaw Trust's and Homes2inspire safeguarding policy and procedures. It is the responsibility of all employees to make the working environment safe and secure for all. Everyone must adhere to the 5 Rs in relation to possible abuse: Recognition, Response, Reporting, Recording and Referral. The Trust can only ensure its dedication to the protection of vulnerable people with the full cooperation of its employees.
5. The Trust has an Equality and Diversity Policy and it is the responsibility of all staff to comply with this. The key responsibilities for staff under this Policy are set out in the Trust Code of Conduct.
6. To maintain the confidentiality about clients, staff and other Trust business. The work is of a confidential nature and information gained must not be communicated to other persons except in the recognised course of duty. The post holder must meet the requirements of the Data Protection Act at all times.
7. Be aware of, promote and implement Shaw Trust's Quality and Information Security Management Systems.

8. To report to line manager, or other appropriate person, in the event of awareness of bad practice.
9. Recycle and manage energy within your environment.

This job description is intended to provide a broad outline of the main duties and responsibilities only. The post holder will need to be flexible in developing the role in conjunction with the line manager. The post holder may be asked to carry out any other delegated duty or task that is in line with their post.

Personal Specification

Job Title: HR Services Adviser – Homes2inspire

(E = Essential D = Desirable)

SKILLS AND CORE COMPETENCIES
Technical competency (qualifications and training)
Experience <ul style="list-style-type: none">• General HR / Recruitment Knowledge (E)• Learning & Development Knowledge (D)• Strong background in a front-line customer service focussed environment (E)• Knowledge of computer systems, particularly Excel, Word and PowerPoint packages (E)▪ Positive attitude to Equality, Diversity and Inclusion (E)• Experience of using/developing HR Systems including Agresso Business World (D)• Working towards, or having completed the CIPD or equivalent level Qualification (E)
Skills and Attributes <ul style="list-style-type: none">• Flexible, solution focussed with a pro-active and positive approach and a 'can do' attitude to challenges – 'removes barriers to ensure success' (E)• Target driven with the drive and enthusiasm to always meet but strives to exceed service delivery standards and levels (E)• Self-motivated with excellent organisational skills and an accurate systematic approach (E)• Effective team worker, proactive in supporting others where needed in the team (E)• The ability to provide training to other team members and employees across the Business as appropriate as part of group or individual sessions (E)• Ability to work on own initiative and as part of a team (E)• Creative with the ability to contribute ideas and new ways of working (E)• Coaching skills, able to support employees by assisting them to come up with their own solutions in line with HR policy (D)• Adaptable, resilient and measured in the face of changing goals and challenging individuals (E)
Personal qualities, communicating and relating to others <ul style="list-style-type: none">• Excellent interpersonal, influencing and communication skills and the ability to communicate to individuals at all levels (E)
Safeguarding <ul style="list-style-type: none">▪ Be able to display an awareness, understanding and commitment to the protection and safeguarding of young people and vulnerable adults (E)▪ This post requires a Criminal Records Bureau disclosure at Basic Level (B)
Other <ul style="list-style-type: none">• Have an understanding of and be able to demonstrate a commitment to Equal Opportunities and Diversity (E)• Ability to be flexible and travel within the Business as required supporting regional HR needs and building effective working relationships (E)