



Fusion Education
People Solutions



Be part of something amazing...

Our why, our vision: Creating better futures for our children through innovative people solutions.

Who are we – our DNA

We are education people specialists that provide **impactful products and services** to help you manage your people and deliver the best outcomes for children.

Our Heartbeat – what makes us tick

Our clients tell us that **'we just get it'**. We are quite unconventional compared with traditional HR service providers; we exist to help our customers to drive impactful school improvement through a range of intervention tools and techniques. Our people advice and people software are outcome and results driven - **we always put children's education and futures at the heart of our solutions.**

Where we came from – our pedigree

Our team have a vast depth of knowledge in school business management and education HR. That's our pedigree... In fact, our Managing Director worked as a School Business Manager/Consultant for 7 years before setting up Fusion HR in 2011.

Our team of Directors also share the long standing experience and enjoyment of working with those in education. With HR experience as Business Managers and key HR service partners.

Our Group – bringing everything under one roof!

We have been around for a while, and now support over 1000 schools and 100 MATs, we have fused both our services and software products under one group name (FEPS) – Fusion Education People Solutions – providing the full wrap around, end to end solution for all schools and trusts.



Be part of our journey

About the role: HR Consultant

Location – Cedar Court Office Park, Denby Dale Road, Wakefield WF4 3FU

Working Hours – Monday to Friday 08:30-16:30
(37.5 hours per week)

Salary – £27,000 to £30,000 DOE

What will you do day to day?

- Deliver generalist and specific HR support and advice to managers of client organisations, providing committed HR advice.
- Manage a varied caseload of HR cases.
- Develop and maintain effective relationships with clients, colleagues, service areas and union representatives, demonstrating professional credibility.
- Support senior colleagues to retain client accounts through the development of strong relationships with the key decision makers and service users within client organisation.
- Work in conjunction with colleagues in the HR team to effectively hand over relevant cases ensuring a smooth and consistent service is provided.
- Maintain accurate logs of advice given.
- Undertake HR related assignments and projects as identified by senior colleagues that are appropriate to this role and the individual's experience, this may include interim projects on client sites.

Why this job exists?

Part of FEPS (Fusion Education People Solutions), we are a team of HR consultants supporting the Education sector and we are growing fast! We deliver generalist and specific HR support and advice on matters like, Employment & Contracts Service, Training, Health & Wellbeing Services, Recruitment & DBS, Health & Safety and Investigations & Disciplinarys. Working with over 400 schools and MATs, we work as a team helping to support educational organisations with achieving their objectives.

- Keep professionally up to date with HR management trends and initiatives locally and nationally, identifying how they may impact on local service requirements and delivery or be utilised to improve efficiency.
- Offer accurate interpretation, advice, application and representation to customers on employment legislation, best practice and policies and procedures in relation to and in the context of customers' policies and procedures on a range of HR matters.
- Undertake visits, where appropriate, to customers to provide support and advice on HR concerns to assist in their resolution.
- Attend and advise at formal meetings, where appropriate in accordance with experience and knowledge
- Proactively identify target prospective school / business clients and assist in securing new business or retain existing business.
- Ensure that all risks and issues are managed effectively minimising reputational risk.

Qualifications:

- Ideally qualified to Degree level (or equivalent)
- HR Level 5 CIPD (or working towards)
- Commitment to own personal and professional development, including maintaining an up to date awareness of HR matters and a working knowledge of employment law

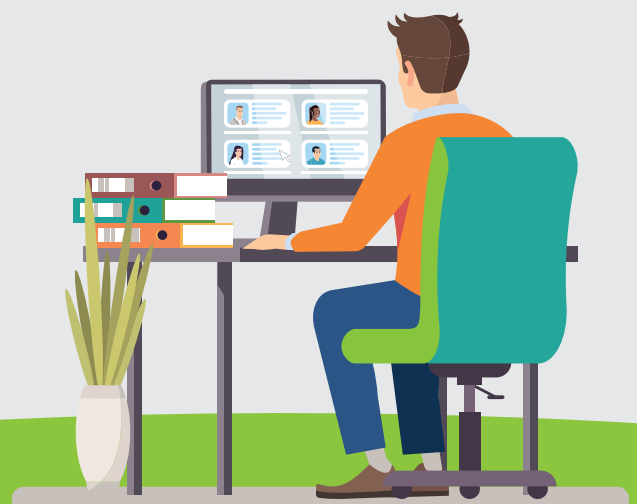
Required skills and knowledge for the role:

- Education sector experience is desirable but not essential
- Experience of providing complex/generalist HR advice to Senior Leaders and working in a highly unionised environment.
- Knowledge of current HR legislation and developing HR systems and procedures.
- Excellent record of achievement in resolving casework problems.
- Experiential knowledge of working with Trade Unions.
- Experience of policy and procedure development.
- Employee relations experience and a full understanding of current employment legislation.
- Previous experience of delivering training

About You:

In addition we ask all our colleagues to contribute through the way they behave, think and feel by demonstrating the following:

- A team player
- Excellent written and verbal communication skills with strong interpersonal and presentation skills.
- The ability to demonstrate high levels of resilience when supporting schools with challenging Employee Relations issues.



Why join us?

There are many benefits on offer for all roles including:

- 24 days annual leave plus 8 bank holidays
- Your birthday off work
- Free fresh fruit and snacks delivered weekly
- Free barista coffee
- Free on site parking
- A clear career pathway as soon as you join
- Employee Assistance Programme
- Parental leave
- BUPA Healthcare Cashback Plan
- Enhanced maternity scheme
- Pension scheme
- Great company social events
- Free flu vaccine
- Holiday purchase scheme
- Time off for those special events: graduations, nativities & school plays
- Hybrid working

You will be working with a variety of people, with different experiences and skills. However, we are also parents, dog owners, gig goers, cyclists, gym bunnies, bloggers and festival goers too. Our team song is 'Don't stop believing'.

We partner to bring a high level of educational HR support. We are driven to deliver everything we do through our values:

Honest and Trustworthy: We trust in ourselves, the relationships we have with others. We build and nurture open, honest relationships across the whole group of companies within Fusion Education People Solutions and with our amazing customers.

Approachable: We make time for others; welcome conversation, and offer a consistent level of engagement which is welcoming and positive. We want to be recognised for being kind and considerate with each other and our customers.

Caring: We have each others back, and offer support without hesitation. Our caring creates an environment of respect, trust, compassion, laughter and therefore a happier place to work.

Robust: We maintain performance in the face of adversity and challenge. We demonstrate high energy across everything we do. We will sometimes struggle and may even fail, some we will win and some we will lose. We will pick each other back up and go on together.

Creativity: We think outside given boundaries in search of better ways. We will be curious, passionate and driven to seek better solutions for ourselves and our customers.

Flexible: We look beyond the obvious to uncover different approaches to get the job done. We are ready to change and adapt, we believe a little disruption will inspire us to improve.

Passionate and Driven: We have a lot of fun doing what we do and our passion keeps us excited about our innovation and future destinations. Always focusing on creating better futures for our children.

Your wellbeing and welfare matter to us:

Body, mind and soul: We want our colleagues to enjoy their time with us, that includes having a balanced mental state, and healthy body and a contented mindset.

Diversity matters...

The company is committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination.

The aim is for our colleagues to be truly representative of all sections of society and our clients, and for each colleague to feel respected and able to give their best.

...and finally...

Get in touch by emailing: Recruitment@feps.co.uk



Fusion Education
People Solutions

Part of FEPS group - Education HR specialists