

Head of People Policy

We are one of the great British art schools: a specialist creative arts university that draws on 175 years of history, with our focus on the future and the role of creativity in addressing global challenges and opportunities.



For further information about Norwich University of the Arts and our community please visit norwichuni.ac.uk

We celebrate diversity and believe it to be at the core of any creative endeavour. Whatever your background, identity and prior experience, wherever you are from, we want you to bring your whole self to work each day, in an environment that recognises your unique contribution.

In choosing to work at Norwich University of the Arts, you will join a community of creative academics, technicians and professional experts who are committed to delivering exceptional Creative Arts Education, Research and Knowledge Exchange. You will work in a stimulating and critically engaged workplace, where the creativity of all our students will develop because of your commitment.

We are renowned for our teaching quality. We have been awarded Gold in the Teaching Excellence Framework (TEF) with the highest possible rating. We are the only creative arts and design university with a triple gold TEF rating.

We are in the Top 10 for Teaching Quality in the 2022 Sunday Times Good University Guide. We are the highest climber in the Complete University Guide 2023 – the highest-ranked specialist creative arts university outside London and were named University of the Year for Student Retention by the Sunday Times 2020 Good University Guide for the support we offer from pre-enrolment to post-graduation.

You will work in the heart of Norwich. We are proud of our award-winning campus, which has played a pivotal role in regenerating an exciting quarter of the city.

Our 21st century teaching spaces and workshops are housed in renovated buildings with Medieval, Victorian and Edwardian heritage. Norwich University of the Arts won the Outstanding Estates Strategy Award at the 2018 Times Higher Leadership and Management Awards.

In support of its new Strategy, the University has recently acquired a new building in the heart of Norwich. Bank Plain, a former bank, is an additional 37,000 sq. ft of space and an ambitious commitment to being a high profile, civic university championing the creative arts.

Ninety-four per cent of our graduates are in work or further study six months after graduation, and Norwich University of the Arts won a Guardian University Award for Employability and Entrepreneurship in 2019 for our innovative 'gamification' of careers advice. You will find our graduates in key positions across and beyond the creative sector and industries.

There are of course Oscar nominees and BAFTA winners, but also rising stars who are honoured across the creative industries: from D&AD Pencil winners, to emerging fine artists, photographers and fashion designers.

We understand that making career choices requires careful consideration. We hope that as you learn about us you will be inspired by our ambitions for the future.

*Professor Simon Ofield-Kerr, Vice-Chancellor,
Norwich University of the Arts*

Committed to

EQUALITY DIVERSITY

Norwich University of the Arts is committed to being an inclusive community that offers equality of opportunity and enables our staff and students to flourish and succeed, regardless of their background or personal circumstances.

Our commitment to equality, diversity and inclusion is embedded in everything that we do. We celebrate the diversity of our backgrounds, cultures and actions, promoting art and design as a catalyst of social change. As such, we are champions for the creative arts; empowering all of our students to be valued and productive members of society, with ambitions to change the world.

Situated in the historic city centre of Norwich, with an impressive estate that encompasses both historic buildings and brand-new state of the art facilities, the University is a vibrant community that forms the beating heart of the city and region's arts and cultural worlds.

This is a fantastic opportunity to join a recently formed, forward-looking People Team. We are a specialist arts university with a stimulating workplace and ambitious plans. We celebrate diversity and want you to bring your authentic self to work each day in an environment that recognises your unique contribution.

We are seeking an exceptional people professional to support the implementation of our new People Strategy. If you have the ambition, enthusiasm and determination to make a positive impact, we want to hear from you.

You will lead on policy creation and implementation and deliver a portfolio of projects to support Equality, Diversity and Inclusion.

You will be passionate about organisational development and change and play a key role in employee relations and reward.

You will explore new legislative developments, trends and emerging industry best practice and build strong relationships with university colleagues to champion our position as a leading creative arts education employer in the UK.

A strong HR generalist. You will have experience in a complex organisation, including policy creation, learning and development, employee relations and change. With a strong knowledge of employment legislation and equality, diversity and inclusion, you will be confident in using your professional judgement to advise on business matters and their people impacts.



Head of People Policy

Full-time: 37 Hours per week for 52 weeks per year

Salary: £46,735 - £55,755 per annum

If this role is of interest to you, please don't delay in sending us your application. We will review applications and interview on an ongoing basis and the vacancy will close as soon as an appointment has been made.





Job Description

Head of People Policy

Reporting to: Director of Human Resources

Job Purpose

Work closely with the Director of Human Resources to deliver the University's People Strategy and the University's aims and ambitions, including

- develop and implementation of our people policy, collective employee relations and reward agendas;
- HR lead for the delivery of the University's Equality, Diversity and Inclusion agenda for colleagues;
- leadership & delivery of a portfolio of projects across Human Resources and the University; and
- contribute to the leadership of the HR function, covering for other members of the HR Management Team as required.



Duties and Responsibilities

- Coach, advise and support managers to enable them to deal effectively with a range of people management scenarios and embed the principles of the People and EDI Strategies within their own practice.
- Identify and create policies and processes to deliver our ambitious people agenda, together with the changes aligned to our digitisation programme and developments in technology; lead the stakeholder engagement for effective development and the change process to support implementation.
- Create and deliver training and development to underpin our people policies and processes.
- Work with the HR Director to develop and deliver our collective employee relations and reward agendas, including developments in terms and conditions and ways of working.
- HR lead for the delivery of our Equality, Diversity and Inclusion agenda for colleagues, leading a portfolio of projects to deliver and embed these.
- Role-model inclusive HR practice and maintain own professional development, ensuring an up-to-date knowledge of employment legislation and best HR practice.
- Horizon-scan and keep the HR Team and senior managers up to date with developments in employment law and HR practice, identifying the implications for our people agenda.
- Work closely with the Associate Director – Organisational Development to deliver the University's organisational development agenda.
- Collate, analyse, and report on data to inform our people practice.
- Undertake other appropriate duties as may be required from time to time by the Director of HR.

Person Specification

Essential

Qualifications

- Good honours degree.
- Relevant level 7 postgraduate people professional qualification (e.g. CIPD) or evidence of significant competency at an equivalent level.
- Chartered Member of CIPD or willing and able to achieve within two years of appointment.

Experience

- Strong generalist HR experience as a practising people professional in a complex organisation including:
 - Developing and implementing effective HR policies and procedures.
 - Developing and delivering effective training and development.
 - Employee relations and change management.
 - Managing projects.

Skills, knowledge and abilities

- Strong knowledge of:
 - HR principles and practice.
 - Employment legislation and its practical application.
 - Equality, diversity and inclusion.
- Excellent written and verbal communication skills, with ability to produce high quality written documentation and presentations.
- Numerate with ability to manipulate and analyse data.
- High level of accuracy and attention to detail.

Ability to

- Work independently to deliver briefs and lead projects.
- Utilise a wide range of learning methods.
- Manage high volume, competing demands whilst maintaining service standards.
- Build positive relationships and successfully influence in a business environment.
- Adopt a pragmatic and risk-based approach to practice.

Desirable

- Experience of reward management.
- Experience of organisational development.
- Knowledge of the project management cycle.



Further Information

Equality, Diversity and Inclusion

It is important that our University community supports our policy on equality, diversity and inclusion and that each of us reflects this in the way that we work.

Health and Safety

We are all responsible for helping to make the University a safe and healthy place to work and study, ensuring that we are compliant with our Health and Safety Policy.

Policies and Procedures

We should keep up to date with the University's policies and processes which are usually available on our intranet, reflecting these in the way that we work.

Staff Development

Our performance and development activities include appraisal and development reviews, participation in learning and development, and a personal responsibility to maintain our own subject knowledge.

Confidentiality

We must maintain appropriate confidentiality in relation to our work and that of the University.

Variation to Job Description

We may vary your duties and responsibilities outlined in the job description to reflect the changing needs of the University.



General Information

Terms and Conditions of Appointment

On appointment, you will receive a full statement of terms and conditions for your role.

Duties

Your duties and responsibilities are outlined in the job description

Starting Date

This post is offered on an indefinite basis from to commence as soon as possible.

Hours of Work

The standard hours of work are not less than 37 hours per week.

Salary

This post is on an incremental salary scale. The salary for this post is Grade 8, which is from £46,735 - £55,755 per annum

Annual Leave

Your annual leave entitlement will be 26 days per annum on appointment, rising to 28 days per annum between 3 and 5 years of service, and 30 days per annum after 5 years of service by the commencement of the annual leave year, plus 8 statutory days (pro rata). In addition, the University may grant 4 or 5 concessionary days leave per year when the University is closed.

Pension

Employees have the benefit of joining the Local Government Pension Scheme, a defined benefit pension scheme which builds up a pension on a "Career Average" salary basis to which the University currently contributes an additional 25.3%.

As a member of the scheme, you would be provided with a secure future retirement income, independent of share prices and stock market fluctuations. There is also cover in the event of early retirement on the grounds of permanent ill-health, redundancy or business efficiency. Plus you have the option, on retirement, to exchange part of your pension for some tax-free cash.

From the moment you join, the benefits of the pension scheme also include life cover and family benefits for partners and children in the event of your death.

As a member of the Local Government Pension Scheme you have the security of these valuable benefits at a relatively low cost to you. You can find out more about the pension scheme by visiting the Norfolk Pension Fund website at <https://www.norfolkpensionfund.org>

Interview Expenses

Reasonable travel and incidental expenses will be reimbursed when agreed in advance in line with the University's Candidate Interview Expenses Guidelines which are available on request.

Offers of Employment

All provisional offers of employment are subject to evidence of eligibility to work in the UK, verification of qualifications, satisfactory references and medical assessment process.

If you are unsure of your right to work in the UK you can use the Gov.uk visa checking tool to establish your eligibility and options relating to visas.

Please be aware that all visa routes have their own eligibility criteria and not all roles/ applicants will be eligible for sponsorship under the Skilled Worker visa route

Referees

References will not normally be taken up unless a provisional offer of employment is made. All offers of employment are subject to receipt of satisfactory references covering current or most recent employment and the past three years of work.



A woman with long dark hair, wearing a black academic cap and a black gown with a light blue stole, stands at a white podium. She is speaking into two microphones. Behind her, several other graduates in academic regalia are seated. The background features a colorful pattern of geometric shapes in purple, green, and pink. The podium has the text 'NORWICH UNIVERSITY OF THE ARTS' printed on it.

NORWICH
UNIVERSITY
OF THE ARTS

Application and Recruitment Process

Job Description and Person Specification

Within this pack you will find the job description and person specification for the post for your consideration before you complete your application form.

The Job Description provides information about the main duties and responsibilities for the position. It also explains the purpose of the post.

The Person Specification sets out the experience, skills, abilities and characteristics to perform the duties in the job description.

Application Form

We ask that applicants complete the application form in full and as clearly as possible.

You may, if you wish, submit a CV with your application form. However, we are unable to accept CVs without a fully completed application form.

The application form is the first stage in the recruitment and selection process and is a key element in being short-listed for an interview and the possible offer of a job.

Equal Opportunities Monitoring

As part of our commitment to equality, diversity and inclusion, we monitor the diversity of our workforce and applicants to help us review the effectiveness of our policies and procedures.

To help us with this, we ask that you complete the Equal Opportunities Monitoring section of the application form.

Submission of Application Form

Please submit both your completed application form and EDI form to jobs@norwichuni.ac.uk quoting reference A1066-3

Please note that we can only accept forms in either PDF or DOC format.

If this role is of interest to you, please don't delay in sending us your application. We will review applications and interview on an ongoing basis and the vacancy will close as soon as an appointment is made.

Interview Arrangements

Interviews will normally be held on campus.

We will be in touch to let you know if you are shortlisted for interview.

Due to the high volume of applications we receive we are unable to provide you with feedback.

If you are shortlisted, we will ask you to provide us with evidence of your eligibility to work in the UK.



We would like to take this opportunity to thank you for your interest in this position and wish you success with your application. If you have any queries regarding any aspect of the recruitment and selection process, please contact the Human Resources Team by emailing jobs@norwichuni.ac.uk



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