



Moseley School  
and Sixth Form

# Human Resources Manager



# Information Pack

Inspiring excellence in character and scholarship



# Moseley School and Sixth Form

Moseley School and Sixth Form  
Wake Green Road  
Moseley  
B13 9UU

T: 0121 566 6444  
E: [enquiry@moseley.bham.sch.uk](mailto:enquiry@moseley.bham.sch.uk)

Headteacher: Mr A Bate BSc NPQH

Dear Colleague,

I am delighted you are considering joining Moseley School and Sixth Form. This is an exciting opportunity to make a significant difference to the life chances of our students. You will have an important role in building on the good standards already achieved at Moseley School and Sixth Form. We are very proud of the achievements our students make academically and in many other spheres. We aspire to provide the very best educational opportunities and outcomes for all our students. Ofsted recognised that we are doing a good job of this when they inspected in May 2016.

Please explore our website and read through the additional materials included in this pack to find out more about Team Moseley. The job description and person specification give you an indication of the scale and ambition we have for this post. If you have the passion, commitment and resilience to make a significant difference in this role I would be delighted to receive your application.

Your application must be received by **8.00am on Monday 25<sup>th</sup> January 2021**. Please write a letter to accompany your application form that outlines your experience and achievements that equip you for this role and how you will make an impact in our school. Your letter must be no longer than two sides of A4 with a minimum font size of 11. Interviews will take place on **Wednesday 3<sup>rd</sup> February 2021**.

Yours faithfully,

Andrew Bate  
**Headteacher**



# Moseley School and Sixth Form

**Post Title:** Human Resources Manager  
**Salary/Grade:** Grade 5 SCP 32 £35,745 - 40 £43,857  
**Contract Type:** Normal working hours 36.5 hours per week. All-year round.  
**Contract Term:** Permanent  
**Contract Start Date:** March 2021

We are looking for an experienced and accomplished Human Resources Manager to join Team Moseley. This post is a vital role within the school, providing operational human resources support to the staff, leadership team and governing body.

Are you an ambitious individual, proactive in nature and with a real passion for HR?

We are looking for a HR Professional who is able to hit the ground running and operate the schools HR system whilst reviewing current practice. There is a need for the systems within the HR function to be updated, streamlined and embedded.

You will support the Headteacher in providing operational guidance, support and action on all HR Employee Relations matters. You will have strong employment law knowledge and be able to demonstrate expertise in employee relations. You will be confident, have excellent organisational skills and be a strong team player. An understanding of HR within a school setting would be an advantage.

Our perfect Human Resources Manager candidate will:

- Enjoy working in a busy environment
- Have generalist HR experience, with up to date working knowledge of employment law and good HR practice
- Have experience of handling difficult situations and conversations successfully
- Have excellent interpersonal skills and can communicate in a professional manner
- Have discretion, tact and able to maintain confidentiality at all times
- Ensure attention to detail and take pride in the work that they do
- Be able to work under pressure and to deadlines, and produce work to the required standards and to agreed timescales.

If this is you come and join 'Team Moseley'. The staff at Moseley School and Sixth Form are a passionate team of professionals. Our purpose is to inspire excellence in character and scholarship. The students and their families have bought into this vision. Together we form a friendly and dedicated community. Moseley School and Sixth Form is a large comprehensive secondary school with a thriving sixth form. Moseley School first opened its doors in 1923. We value our long history whilst being excited about our future. There are 1400 students, 195 teaching and support staff, excellent facilities housed in a grade two listed building, a modern building which opened in 2012 and a recently completed sports complex and extensive grounds. Staff enjoy access to our on-site gym.

Download an application pack from our website [www.moseley.bham.sch.uk](http://www.moseley.bham.sch.uk) or contact Emma Holland, on 0121 566 6441.

**Closing date: 8am on Monday 25<sup>th</sup> January 2021**

**Interviews date: Wednesday 3<sup>rd</sup> February 2021**

**Completed applications should be returned to via email to [recruit@moseley.bham.sch.uk](mailto:recruit@moseley.bham.sch.uk), with an accompanying letter explaining how you meet the requirements of the role. Please note we do not accept CVs.**



## Job Description

<b>Post Title:</b>	<b>Human Resources Manager</b>
<b>Reporting to:</b>	<b>School Business Manager and Headteacher</b>
<b>Salary / Grade:</b>	<b>Grade 5, SCP 32 £35,745 - 40 £43,857</b>
<b>Actual salary:</b>	<b>£35,745</b>
<b>Disclosure Level:</b>	<b>Enhanced</b>
<b>Working Time:</b>	<b>Normal working hours 36.5 hours per week. All-year round.</b>
<b>Direct Report:</b>	<b>Human Resources Assistant</b>

## Core Purpose:

- To ensure an efficient and effective operational Human Resources function supporting the Headteacher and Senior Leadership Team delivering a HR strategy that supports the Schools Strategic Plan.
- Providing professional HR administration and advice across the school in accordance with all agreed policies and procedures, ensuring compliance with all relevant legislation; maintaining confidentiality and high standards at all times.

## Main Purpose

- Provide a professional, efficient, confidential and proactive HR support service
- Produce quality work that meets deadlines and is accurate and professionally presented
- Advise and support staff on HR matters, ensuring compliance with HR policies and procedures and seeking further clarity from the Headteacher as necessary
- Be the first point of contact for HR related enquires
- Deliver excellent customer service at every opportunity

## Responsibilities - Staffing, Payroll & Budget

- Lead on and co-ordinate all matters related to payroll and pensions, ensuring accuracy, compliance and appropriate approval at all stages.
- Oversee the preparation of the monthly payroll, checking for accuracy and ensure the payroll spreadsheet is sent to the external payroll provider in line with payroll timescales set.
- Ensure all payroll staff information is accurately inputted into School's Management Information Systems
- Ensure any changes to role, grade or pay follow the agreed approval processes and are processed as per the agreed procedure
- Co-ordinate the annual appraisal, performance management and pay review administration, undertake reviews of job descriptions and person specifications
- Maintain the staffing costs information for the School using the budget projection software and prepare projected costs for current year plus four
- Maintain the staffing establishment records and support the Headteacher with resource planning
- Manage the HR Budget and ensure all requisitions for the HR & the Agency budgets are raised in accordance with the Schools financial procedures. To prepare budget projections for year-end for the HR & the Agency budgets.

## Recruitment & Appointment

- Oversee the recruitment process ensuring all the policies and procedures are adhered to
- Oversee the arrangements for recruitment to ensure they run smoothly, directing the work of the HR Assistant as required
- Organise support from the PA to Head teacher with recruitment administration at peak times as and when is necessary.
- Oversee the issuing of offer letters, contract variation letters and organise contracts as required, ensuring they accurate
- Process DBS checks in line with current guidance
- Maintain and manage the Single Central Records in line with current guidance
- Oversee compliance with Safer Recruitment requirements
- Support induction programmes for all staff
- Monitor probationary periods for support staff and ensure that probationary reviews are carried out at the correct time





## **Human Resources Administration**

- Liaise with HR Consultancy support provider, as and when required
- Manage Employee Relations caseloads, including capability, disciplinary and grievance processes providing appropriate advice to staff regarding Employee Relations issues, referring to the Headteacher as appropriate
- Provide HR support at formal HR meetings, including drafting invite letters and attending meetings as a note taker
- Assist with investigations, including providing advice and guidance to colleagues as necessary
- Liaison with employee representatives in relation to employment matters
- Manage the exit interview process, including conducting exit interviews as required
- Support the Headteacher with reports for the Governing Body and provide accurate and timely management information as and when required
- Develop statistical data to provide performance indicators in relation to absence data, retention data, recruitment data in order to; minimise detrimental impact on students and outcomes; improve value for money, staff retention and staff wellbeing
- Maintain a log of HR policies and procedures and ensure policies requiring review are drafted in line with current best practice and statutory requirements in readiness for governing body approval
- Undertake the authoriser role in the payroll system and quality assure data inputted
- Ensure HR files are created and maintained in keeping with guidance relating to this
- Oversee the data recording of the SIMs staff records
- Manage statutory returns e.g., Workforce Census, Pension Returns
- Support the work of the Safeguarding Working Group
- Ensure compliance with the Data Protection Act at all times

## **Absence Management**

- Ensure the Managing Absence Procedure is followed and where absence indicators require additional action to follow up appropriately
- Maintain absence records for internal and payroll purposes, oversee the quality control of this information
- Create absence reports as required
- Undertake risk assessments for staff members, ensuring they are up to date, compliant with relevant guidance and all stakeholders are informed of their responsibilities
- Make referrals of staff to occupational health as required and oversee the coordination of any reasonable adjustments as recommended by occupational health
- Support the Staff Wellbeing Plan, attend the Staff Wellbeing Meetings and liaise with the Deputy Head teacher with responsibility for this.

## **Other Responsibilities**

- Attend meetings as required
- Participate in professional development opportunities, willingness to develop additional skills and expertise.
- Keep up-to-date with current educational developments and legislation affecting school operations within your area of responsibility.
- Contribute to school development through identified communication and consultation channels.
- To respect the confidential nature of information relating to the school, students and customers.
- Be aware of and support difference and ensure equal opportunities for all.
- Contribute to the overall ethos/work/aims of the School.
- Develop constructive relationships and communicate with other agencies/professionals.
- Be aware of safeguarding and promoting the welfare of children and to report any concerns in accordance with the school's safeguarding policy.
- To comply with the school's Health and Safety policy and statutory requirements.
- To undertake any other duties not detailed above commensurate with the level of the post.

***Moseley School and Sixth Form is an equal opportunity employer and is committed to the safeguarding and to promoting the welfare of children and young people and expects all staff to share this commitment. An Enhanced DBS check is required for the successful applicant.***



## Personal Specification

### POST TITLE: HUMAN RESOURCES MANAGER

Qualifications & Experience	Essential Desirable D	E/ D
<ul style="list-style-type: none"> <li>Educated to Degree level, or equivalent</li> <li>Qualified to CIPD Level 5 or working towards qualification</li> <li>Qualified to MCIPD level</li> <li>Experience of working as a HR Manager or Business Partner</li> <li>Generalist HR experience, with up to date working knowledge of employment law and good HR practice</li> <li>Experience of handling difficult situations and conversations successfully</li> <li>Experience of working in an educational or charity environment</li> <li>Experience operating HR databases and staffing projection systems</li> <li>Evidence of further professional development</li> <li>Experience of working in an education setting</li> <li>Experience of Change Management</li> <li>Experience of changing payroll provider</li> <li>Experience of payroll reconciliation</li> <li>Experience of budget management</li> </ul>	E E D E E E D D D D D D D D	
Skills and Abilities		
<ul style="list-style-type: none"> <li>Excellent interpersonal skills, confident individual who can communicate in a professional manner</li> <li>Needs to have sufficient authority to be able to influence and persuade others to ensure compliance</li> <li>Able to work alone or in a team, able to use initiative</li> <li>Management skills</li> <li>Strategy and planning skills</li> <li>Excellent, administrative, IT skills, Word and Excel or equivalent systems</li> <li>Excellent telephone manner</li> <li>Strong numerical skills</li> <li>Excellent written and oral communication skills</li> <li>Excellent organisational skills</li> <li>Ability to analyse data and make informed judgements</li> <li>Review, develop and implement HR systems</li> <li>Ability to lead on HR projects and initiatives</li> </ul>	E  E  E E D E E E E E E E E D	
Other Attributes		
<ul style="list-style-type: none"> <li>Ability to see developmental projects through to successful completion</li> <li>Resilient</li> <li>Proactive, flexible and adaptable</li> <li>Punctual and conscientious</li> <li>Excellent attention to detail and accuracy</li> <li>Discretion, tact and confidentiality at all times.</li> <li>Good time management and the ability to prioritise workload</li> <li>Able to work under pressure and to deadlines, and produce accurate results</li> <li>A sense of proportion and humour</li> <li>Can Do attitude</li> <li>Passionate about HR!</li> </ul>	E E E E E E E E E E E E	

***This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent and spoken English is an essential requirement for this role.***

***NB: If shortlisted, any relevant issues arising from references will also be taken up at interview. References will be used to support the selection panel's assessment.***



**Moseley School and Sixth Form's purpose is to inspire excellence in character and scholarship.**

## **Our vision for Moseley School and Sixth Form**

Moseley School and Sixth Form aims to be an inspirational place to learn, where passionate teachers nurture the curiosity, creativity and imagination of students. Everything we do is inspired by our aim to support the progress of all students. We recognise the potential in everyone and we support and challenge each individual to achieve their best. All the resources of the School are used to enable each student to receive support and achieve ambitious goals. The School is a place in which staff can develop as leading professionals and make valuable contributions to the educational community in Birmingham and beyond. Staff and students receive support and guidance to prepare them for the next step in their careers.

We are a welcoming and compassionate school that enables students to thrive. We endeavour to be an emotionally intelligent school where we acknowledge the fallibility of human beings and recognise the impact our actions and words have on others. Our pastoral system ensures that each student is cared for and their needs are met through effective relationships with all our partners, especially parents and carers. Students welcome opportunities to broaden their social and cultural horizons. The School provides a clear moral framework based on shared values. Students are able to reflect on their own beliefs, appreciate different views and develop understanding of their own identity and their own self-worth. The School values its long history whilst being dynamic and forward-looking; a place where staff and students enjoy memorable experiences.

The staff and students aim to be aware of the effect of our decisions and actions on communities and on our environment. A global perspective that celebrates diversity and respect for individual rights is central to the School and nurtures responsible citizens and independent thinkers. We are a compassionate community where positive relationships are cultivated. We provide opportunities for everyone to develop leadership, organisation, resilience, initiative and communication skills. All of the School's diverse communities share our vision and purpose and, through developing character and scholarship, achieve excellence.

## **At the heart of our school are our values of Respect, Endeavour and Compassion.**

**Respect** for our environment, ourselves and others. Taking pride in our actions, appearance and conduct. Doing the right things always and acting with integrity.

**Endeavour** in our efforts to always do our best, working hard and being resilient; never giving up. Taking pride and enjoyment in achieving things we never thought possible.

**Compassion** towards others, being kind and helpful; providing support to each other whether emotionally or academically.



## 2020 Results

### Key Stage 4

70% of students achieved a Pass (Grade 4) or above in English  
57% of students achieved a Pass (Grade 4) or above in Mathematics  
55% of students achieved a Pass (Grade 4) or above in English & Mathematics  
54% of students achieved two Passes (Grade 4) or above in Science  
On average all students achieve a grade 4 pass

### Key Stage 5

66% of all A-level grades achieved were a grade A\*- B  
77% of all Vocational grades achieved were a grade Dist\*- Dist







## What we can offer you

We have a very positive ethos and excellent staff/student relationships; we value our staff both as individuals and as professionals and are committed to their personal and professional development. We pride ourselves on being friendly and welcoming to everyone who visits and works with us.

Staff wellbeing is at the centre of our practice, we are fully inclusive and provide a wide range of programmes to enhance the employee experience and engagement, this includes:

- Employee voice, through surveys and feedback sessions
- A 24-7 confidential employee helpline
- Regular wellbeing resources and information, supporting National Awareness Campaigns
- Free flu vaccinations and wellbeing clinics
- Free access to the Schools Health and Fitness Centre
- A designated car park space for each staff member
- Pension Scheme
- Appraisal, leading to potential pay progression
- Cycle to Work Scheme



We are committed to providing a supportive and developmental culture for all staff, through an extensive CPD programme, and identifying training to meet the individual needs of all staff and their varying roles and responsibilities. The school strives to deliver personalised pathways and opportunities in order to enhance the growth and development of all staff members. We have deliberately shifted to a school-based model, increasing collaboration and the opportunity for reflection.

In order to create and sustain this culture the school has implemented and delivered a range of strategies: lesson collaboration, joint-practice development, Lesson Study, Moseley Teaching Programme, and other initiatives focusing on teaching and learning.



## Curriculum

The curriculum seeks to maximise the achievement of all our students. It aims to provide a broad and balanced education, which meets the requirements of the National Curriculum, and is also tailored to the specific needs, interests and aspirations of our students.

The curriculum contributes to the good spiritual, social, moral and cultural development of students. This is achieved through the taught curriculum and through the programme of enrichment activities which help to deliver key aspects of personal, social and health education, as well as citizenship. The curriculum provision is also supported by a strong commitment to impartial careers information, advice and guidance.

### Key Stage 3

At Key Stage 3 all students will study the following subjects

English  
Maths  
Science  
PE  
Modern Foreign Language  
History  
Geography

Religious Education  
Design Technology  
Art  
Computing  
Drama  
Music  
Personal Development

### Key Stage 4

At Key Stage 4 all students follow a core curriculum of English, Maths, Science, Religious Education, History or Geography, Personal Development and PE. They also have the opportunity to study four more subjects to GCSE level. There is a wide range of subjects to choose from which we will discuss with you and your child during our pathways events. Currently 25 subjects are on offer for your child to discover their passions.

### Sixth Form

The Sixth Form at Moseley School offers a wide range of academic A level subjects as well as vocational subjects at both Level 2 and Level 3, all providing opportunities for progression on to higher education or apprenticeship programmes. **96% of our students achieved places at their first choice university in 2019 and 2020.**



## Pastoral Care

### Student Welfare

Student welfare is supported through vertical tutoring and the house system, both of which enable students to develop positive relationships with their peers and with students from other year groups in school. Students are placed into one of six houses. Each house is led by a pastoral team consisting of an Assistant Headteacher Head of House, a non-teaching House Pastoral Manager and an Assistant Head of House.

There are seven tutor groups in each house and each tutor group is made up of students from Year 7 through to Year 11. Although sixth form students do participate in house activities, they are placed in separate Year 12 and Year 13 tutor groups. A wider team of pastoral staff are on hand to provide more personalised support for students who are struggling with their studies or who are facing challenges outside of school. It is our intention to provide early help and support to our students and their families to ensure that all barriers to learning are removed, enabling our students to achieve their very best.

### Celebrating Success

Students' Excellence, Character and Scholarship is celebrated as we believe it is important to ensure an ethos of success. We celebrate all successes through our Masette rewards system. Students have the opportunity to earn recognition through demonstrating the school values in their lessons.

Our rewards are broken up into short, medium and long term celebrations. Every week students are acknowledged and praised during house assemblies and awarded Masettes and postcards home. For consistent excellence over each half term we promote students through our success posters around our school site and via termly awards assemblies along with Bronze, silver and Gold Honours badges for Excellence, Character & Scholarship. As long term rewards each term, students aspire to earn places on our Gold, Silver and Bronze rewards trip/Experience where they will gain new cultural experiences. We also have two awards evenings during the year for KS3 and KS5 awards where students can become a part of the school's history and celebrate their success with their families.

The six houses of Moseley School and Sixth Form also compete for our four house cups for Attendance, Punctuality, Attitude to learning and Inter-house competitions. These are presented to the houses each half term in a celebration assembly and cups are displayed in our main hall.

### Student Conduct and Attitudes to Learning

Students are aware of the clear expectations regarding their conduct in and outside of school and we have an established system of rewards and sanctions to support behaviour. With support from parents and carers, we work in partnership to instil the positive values of respect, endeavour and compassion into our students so that they conduct themselves as excellent ambassadors for the school and the community. Within school we promote the 3Rs as a foundation to excellent conduct. Students show they are ready, they show respect and they show they are responsible. Appropriate guidance and support is available for students who require additional help to maintain a high standard of conduct.





## Support for Learning

**We believe** that every member of Team Moseley has a key role to play in creating an inclusive learning community and promoting pride in scholarship. All students can become successful, independent learners able to integrate effectively into society as responsible citizens, confident throughout their lives in their ability to learn. At Moseley School and Sixth Form student safety and well-being are paramount. We are committed to ensuring that no student is left behind or feels that they are at a disadvantage to their peers and we are able to create individual support plans to meet the needs of every student. All children are treated equally with respect and expectations are high to enable all to achieve or exceed their potential.

### SEND

All teachers are responsible for ensuring that all students, in all their classes, including those with SEND or gaps in their learning are accessing the curriculum and making measurable progress. Our SEND (Special Educational Needs or Disability), Literacy and EAL (English as an Additional Language) teams sit at the heart of our school improvement plan and provide excellent support to students, families and carers to remove barriers to learning. Through close relationships with the pastoral and curriculum teams, we are able to make provision for a wide range of needs including complex needs. Students are identified for targeted interventions, including, literacy, speech and language, communication and interaction and numeracy 'catch up' sessions. These are delivered by our team of specialist graduate coaches and external agencies during the school day and after school in enrichment clubs.

### EAL

For students arriving with English as an Additional Language, a comprehensive programme of support is available to meet the individual needs of students. This ranges from an intensive English induction course, to short term language lessons all of which are designed to allow students full access to the curriculum as quickly as possible.

The EAL team lead, manage and work collaboratively with mainstream teachers and graduate progress coaches to plan and deliver effective English Language support to students with EAL, including those who are International Newly Arrived. Their expertise enables students to accelerate their acquisition of English facilitating their access to a broad and balanced curriculum. Occasionally these students have SEND needs too and we work collaboratively across teams to secure the most appropriate provision.

### Assessment and Specialist Provision

We recognise that all students may require support at some stage in their education whether it is social, emotional, behavioural or academic. The views, wishes and experiences of students, parents and staff are integral to the planning and review of the support we allocate to our students. For students with pre-identified SEND or literacy needs, we scrutinise all progress data following every assessment point. For students with high-focus SEND needs we also use a range of assessments, in addition to requesting additional expertise from external agencies. For students who require additional support to improve their literacy skills a team of graduate Literacy Coaches work with individuals and small groups. Focused interventions from the Literacy team enable students to make rapid progress and enjoy success in class and examinations.

### Quality First Teaching and Learning

In addition to support from the SEND, Literacy and EAL teams, teachers at Moseley School and Sixth Form are fully committed to maximising inclusion by designing and using teaching methods and resources that provide challenge for all. The key characteristics of Quality First Teaching and Learning are: highly focused lesson design with sharp objectives and outcomes; high demands of student engagement with their learning; high levels of interaction for all students; appropriate use of teacher questioning, modelling and explaining; an emphasis on learning through dialogue, with regular opportunities for students to talk both individually and in groups; regular use of praise to motivate and regular professional training opportunities for staff. Our superb, stimulating learning environments are accessible and fully resourced with state of the art ICT equipment.



## Extra-curricular opportunities

At Moseley School and Sixth Form we believe in excellence in character and scholarship. We provide our students with opportunities to develop their character through many extra-curricular activities.

Moseley School and Sixth Form is a Silver Unicef Rights Respecting School. We aim to be a school where children's rights are at the heart of our ethos and culture, to improve well-being and to develop every child's talents and abilities to their full potential. Both staff and students will learn about their rights and put them into practice every day. By learning about their rights our students will understand the importance of respecting the rights of others. There are many opportunities for our Rights Respecting Student Leaders to shape the development of our school.

There are many ways for students to extend their learning as well as exploring other interests. Illustration Club, build a Robot Club and Science Club and Games Clubs are just a small sample of wider opportunities available.

We also have many sports clubs for students to try out new sports, as well as representing the school in competitive fixtures. Students also have the opportunity to watch live sports events. Groups have recently been to Edgbaston to watch England play cricket, the NIA to watch the National Basketball Finals, the British Gymnastics Championship and Edgbaston Tennis Club to watch the AEGON tennis classic, which is the warm up event for Wimbledon.

In 2018 our school production of 'Fantastic Mr Fox' by Roald Dahl, achieved local acclaim and awards were achieved for our 2017 and 2016 productions of 'The Witches' and 'Our Day Out'. There are regular opportunities for students to perform music and drama throughout the year.

Our Moseley Edge Programme is based on the key skills of leadership, organisation, resilience, initiative and communication. At Moseley School and Sixth Form, students will complete three levels of the Edge Award. In Key Stage 3 they will complete the Apprentice Level, at Key Stage 4 they will complete the Graduate Level and in Key Stage 5 they will complete the Master Level.

Students select challenges that they can complete at home, in school time, by attending extra-curricular activities or in the local community. The aim of Moseley Edge is to inspire our youngsters to be confident in demonstrating their leadership, organisation, resilience, initiative and communication in a variety of different situations and therefore having the edge over other students in the local area when applying for universities and further employment.

In Year 7 and 8 the Junior Award Scheme for Schools (JASS) is a progressive learning programme for young people; a key aim has been to meet the challenges of the transition from primary to secondary. JASS develops the whole individual by offering recognition in four key areas – regular physical activity (Get Active, Stay Active), exploring a personal interest (My Interests), working for the good of the community or the environment (Me and My World) and completing an outdoor activity or challenge (Adventure) and is designed so that participants move from Bronze, to Silver and then to Gold with increasing levels of, commitment, learning, and challenge.

The prestigious Duke of Edinburgh's Award is recognised by universities and employers for its emphasis on character building. Students from Year 9 onwards can start training and preparing for a bronze, silver and ultimately a gold award. Planning and organisation are essential but resilience and leadership are also developed through the demands of the programme:

- Volunteering: helping others.
- Physical: improving in an area of sport, dance or fitness activities.
- Skills: developing practical and social skills and personal interests.
- Expedition: planning, training for and completion of an adventurous journey in the UK or abroad

