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**PLACEMENT OFFICER**

**TERMS AND CONDITIONS**

**FULL TIME**

 **Conditions of Service**

Full details of conditions of employment will be set out in a Statement of Particulars and the Staff Handbook which incorporates the Terms and Conditions of Employment and will be issued on appointment.

**Offers of Employment**

Norland is committed to safeguarding and ensuring the welfare of children, young people and vulnerable adults.  We expect all students and staff to share this commitment.

The suitability of all prospective staff will be assessed during the recruitment process in line with this commitment. All offers made will be on the condition of relevant safer recruitment checks being conducted and in line with Norland’s policies and procedures.

This offer of employment is subject to proven eligibility to work in the UK, satisfactory clearance from the Disclosure and Barring Service (DBS), verified references and qualifications.

**Remuneration**

Grade - G

Salary band – £28,933 - £31,473

Salaries are paid on the last Friday of each month comprising the salary for the whole month.

**Working Hours**

### Grades A-G:

* Full time staff on grades A-G are required to work a 35-hour week, which will normally be worked over five days. Work patterns will be determined by appropriate management.
* It is expected that you will be able to fulfil all your duties within your normal working hours.

In addition, occasional weekend working on Saturdays may be required to cover Open Days and special events.

The successful candidate will also be expected to work flexibly according to the needs of Norland.

**Annual Leave**

The holiday year runs from 1 September - 31 August each year. Present annual leave entitlement (excluding Public Holidays) is 30working days per year. Due to operational requirements, it is preferable that the post-holder is available to work during the whole month of July.

**Norland’s Stakeholder Pension Scheme**

All eligible non-teaching staff will be auto-enrolled into Norland’s Stakeholder Pension Scheme.

**Flexibility**

As a condition of employment, the post holder may be required to undertake such other duties as may reasonably be required, in addition to the major tasks outlined in the job description.

**Training and CPD**

It is hoped that the post holder will take up opportunities to further their professional development such as further study or CPD courses. Norland will support these endeavours both financially and through study days.

**Smoking and Vaping Policy**

Norland operates a strict no smoking or vaping policy.

**Academic Freedom**

The governing body is responsible for ensuring that freedom of speech operates throughout Norland, and that staff shall have freedom within the law to question and test received wisdom, and to put forward new ideas and controversial or unpopular opinions, without placing themselves in jeopardy or losing their jobs or any privileges they may have at Norland.

**Equal Opportunities**

Norland is committed to the promotion of equal opportunities and is dedicated to pursuing non-discriminatory policies and practices and to eliminate unfair discrimination on any basis. This means that we are striving to ensure that no job applicant will receive less favourable treatment than another on grounds of gender, marital status, racial origin, disability, sexual orientation or political or religious beliefs.