



## HIGHSTED GRAMMAR SCHOOL



Highsted Road, Sittingbourne, Kent ME10 4PT

Headteacher: Anne Kelly BA MBA

Telephone: 01795 424223

[www.highsted.kent.sch.uk](http://www.highsted.kent.sch.uk)

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**Finance Officer (Maternity Cover)**  
**Trust Band 9, point 28 – 32 (£30485 - £33850)**  
**Required from 1<sup>st</sup> December 2023**  
**37 hours per week. All year round**

We are seeking to appoint a Finance Officer to assist with the smooth running of our Finance department. Duties will include to provide financial direction for the school in support of the overarching aim of raising achievement and providing an outstanding education to the students of Highsted Grammar School, and specifically to:

- be the Academy Trust's Finance Officer
- lead the financial management of the school, identify opportunities to improve the financial strength of the school and ensure effective procedures and systems are in place
- develop a business approach to the Academy's financial management and development in keeping with the Academy Trustee's Handbook.

The post offers an exceptional opportunity in a high performing school where we can offer you:

- a friendly, hardworking and dedicated staff team
- the opportunity to inspire highly able and well-motivated students to fulfil and exceed their potential
- a dynamic and supportive working environment
- opportunities for professional development
- a private health care package supported by Benenden Health Care
- a competitive salary commensurate with experience

**Please contact Karen Hugill at the school via [email](#) or visit our website to download further information and an application form: [www.highsted.kent.sch.uk](http://www.highsted.kent.sch.uk)**

(Closing date noon 13<sup>th</sup> October 2023)

Applications are reviewed on a continual basis. Should a suitable applicant be found prior to the closing date we reserve the right to close this advert prior to the date published. Early application is recommended.

*Highsted Grammar School is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. This post is subject to an enhanced DBS check.*

*Highsted Grammar School is an Equal Opportunities Employer.*

## Welcome to Highsted

At Highsted, we view education as a creative process. Our vision is to lead a happy and cohesive community which fosters academic, emotional and physical confidence. In doing this we create inspirational learners with the courage to take risks and the wisdom to learn from their mistakes.

Our success is as a consequence of striking a fine balance between tradition and innovation. Our values are traditional ones and we offer an unashamedly academic curriculum. We are keenly aware that we are preparing our students for a working life none of us can yet anticipate. Our focus, therefore, is on developing the skills, attributes and habits of mind that equip our young women as life long learners. Our aim is to launch them into the world as self-starters, focused but flexible, armed with the courage to grasp opportunities and the resilience and humour to negotiate setbacks along the way.

We hope that at Highsted you will find a society, a family – a place of lifelong learning that will support and encourage each and every member of our community.

Please use the contact details above if you would like the opportunity to tour the school or to meet the Head before making an application. I look forward to welcoming you to our school.

Anne Kelly - Headteacher

## Ofsted - Good

*'Pupils and students flourish and succeed at Highsted Grammar.'*

*'Pupils are courteous, polite and welcoming – they are happy, safe and well cared for'.*

*'Teacher's subject knowledge is exceptionally strong'*

*'Leaders set high expectations of what students can achieve. Pupils and students respond well to these high expectations.'*

*'An ambitious 'cognitive and compassion' curriculum offers a fitting balance of academic rigour and pastoral support.'*

*'Incidents of poor behaviour are low, and attendance is high. Pupils arrive punctually to their lessons, so learning time is maximised.'*

(Ofsted Inspection report 2023)

## About Us

Highsted Grammar School is a small girls' grammar school (around 900 on roll, including 182 in Sixth Form) situated in the North Kent town of Sittingbourne. We were one of the first to convert to academy status in the autumn term 2010.

Excellent road and rail connections give easy access to London, Canterbury, Ashford and the Continent. Sailing and swimming facilities in the area are good and there are plenty

of community activities (for example, orchestral, choral, theatrical clubs, etc.) available. Theatres in Canterbury and Maidstone, as well as those in London, provide entertainment. A well-equipped sports complex in the town has excellent facilities both for the serious sportsman and woman and for family recreational use. House prices are relatively low for the South East and opportunities for further professional development are excellent.

The school itself is a high-performing girls' school, where pastoral care and enrichment feature as highly as academic success. Having featured three times in Her Majesty's Chief Inspector's list of outstanding schools, we are proud to play a leading role in the education of young people in our area. The pupils are exceptional in every way – they are enthusiastic, personable, caring, and show considerable initiative – and we enjoy the strong support of parents. Likewise, the staff team – teaching, support and administrative – is talented, dedicated, hard-working and committed to the continuing success of the school. The governing body represents a group of capable, multi-skilled individuals, wholly supportive of the work we do.

The main block of the school was opened in 1958 when the school moved from older premises and since then other buildings have been added, including a technology block, new laboratories and additional classrooms. Development of the site continues with an imaginative, multi-purpose teaching area – the Hi-pod; new PE and dance studio, language laboratory and media studies/photography suite.

The Learning Resource Centre was created out of the old school library and boasts a light, comfortable and airy environment with good book stock, excellent ICT facilities and a pleasant reading area. It is very popular with students and well used by all age groups. Books, newspapers and specialist magazines are catalogued alongside other media and loans are monitored through an electronic library management system. Much of the day-to-day running of the Centre is undertaken by a group of library prefects, trained and overseen by the Centre Manager.

Highsted is a school of opportunity for staff as well as pupils, winning the School Achievement Award in two out of the three years that the scheme ran. We contribute extensively to initial teacher training, with many PGCE and SCITT trainees successfully completing their programme in the school each year and in recent years, no less than six members of the leadership team have been promoted to headship posts.

### **Selective Education**

Pupils are granted places at the school on the basis of success in the Kent selection tests or the Highsted Test, broadly speaking they represent the top 25% of the ability range. The economic and social characteristics of the locality are not the most affluent in Kent, so opportunities for value-added are high and the school is able to make a real impact within the community. At Sixth Form level we work in partnership with two other local schools, Borden Grammar (boys) and Fulston Manor (mixed). Through this arrangement, we focus mainly on A-level provision and are able to offer more than 34 different courses, including several applied A-level options. Highsted continues to be placed in the top 100 secondary schools (The Telegraph) based on our A-level results.

## **Partnership Working**

The school, formerly sponsored by Microsoft, received specialist school status through science and consequently we have implemented major changes to the ICT infrastructure to make full use of these connections. Across the school we regard this not only as a strategy to develop science further and promote the role of women in this area, but also as the opportunity to enhance provision across the whole curriculum.

The school has enjoyed a long-standing partnership with Gymnasium Fridericianum, Erlangen in Bavaria and this has led to regular exchange visits for more than 25 years. From our advantageous geographical position, we are also able to undertake day trips to Europe and each year there are study visits to France, Belgium and Italy, organised by different subject areas. For the first time in 2005, a group of Year 12 students spent three weeks in quality work experience placements in Brussels and this has become a regular part of the summer term enrichment programme, supported by substantial grants from the EU.

## **Extra Curricular**

Music and drama within the school are exceptional, with high quality productions taking place every term. There is a strong choral tradition in the school. Sporting activity also features highly in the work that we do, and the pupils enjoy both local and national recognition in areas as diverse as cricket, judo and life-saving. Other extra-curricular activities are wide-ranging and responsive to student need. A very strong School Council has been an established part of Highsted for more than 50 years.

## **The Team**

We are looking for a dynamic, innovative and hard-working individual to join a committed, friendly and high-performing support team that genuinely operates as a team – supporting and motivating one another in what is often demanding but always enjoyable work. The school is well resourced, operates in a collegiate spirit of shared excellence and there is a tradition of inspiring and encouraging one another to impact on learning in exciting ways.

We are looking forward to appointing an outstanding colleague who can contribute to the progress of all of our students with energy, passion and skill.

## **About You**

From this brief description, potential candidates will realise that this grammar school offers far more than a purely academic focus. This does not come about by accident. It is entirely dependent on the determination and commitment of the whole school community, alongside effective delegation of tasks. If you have the potential to contribute to an exceptional school and would like to be part of a friendly, winning team, we would love to hear from you!

This post would suit a creative and ambitious professional who can work well as part of a team, is keen to contribute ideas and take on new initiatives and has high expectations of the students. It provides an opportunity to work with able and well-motivated students

within a supportive team and with friendly colleagues. Flexibility and a personal desire to broaden professional experience would be an advantage.

### **Application & Interview Process**

Applications will only be accepted from candidates completing the school's application form, which is available to download from the website. All sections of the application form must be completed as accurately and as full as possible. Alternatively, applicants may submit their application via the Kent Teach website. Please note that CV's will not be considered in isolation and must be attached to an application form as a supplementary form.

Closing date for applications: Friday 13<sup>th</sup> October 2023, at noon.

Interview date: TBC

The school may interview early in the case of an exceptional candidate. Candidates will be shortlisted based solely on the information provided within the application form, so ensuring your application form is accurate and fully completed is imperative.

After the shortlisting process has taken place, candidates will then be invited to interview and references then contacted.

All candidates who have been invited for interview will be required to bring the following documentation:

- Right to Work in the UK evidence (typically a birth certificate, passport or driving license)
- Criminal Record Self Declaration (will be sent ahead of the interview)

Highsted Grammar School is committed to safeguarding and promoting the welfare of our pupils and expects all staff and volunteers to share this commitment. An enhanced criminal record check via the Disclosure and Barring Service (DBS) will be undertaken for the successful candidate, including a check of the DBS Children's Barred List. All applicants must be willing to undergo safeguarding screening appropriate to the post, including checks with the DBS and at least two satisfactory references. It is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children

## **HIGHSTED GRAMMAR SCHOOL: JOB PROFILE**

### **Full-time Finance Officer (Maternity Cover)**

Job title: Finance Officer

Report to: Headteacher

Hours: 37 hours per week

Grade: Highsted Academy Trust Band 9, point 28 – 32 (£30485 - £33850)

#### **Purpose of the role:**

To provide financial direction for the school in support of the overarching aim of raising achievement and providing an outstanding education to the students of Highsted Grammar School and specifically to:

- be the Academy Trust's Finance Officer
- lead the financial management of the school, identify opportunities to improve the financial strength of the school and ensure effective procedures and systems are in place
- develop a business approach to the Academy's financial management and development in keeping with the Academy Trustee's Handbook.

#### **Key Duties:**

To be the Academy Trust's Finance and Resources Officer and be accountable to the Headteacher and Governing Body for all aspects of financial management in the school specifically by:

- Working with the Headteacher and Governors to establish priorities for expenditure and monitor the effectiveness of spending and usage of resources to ensure value for money;
- lead and manage the school budget including planning the annual school budget in consultation with the Headteacher;
- monitor the budget throughout the school year, including construction of monthly reports to members of the Governors' Committees;
- oversee the management of all strands of the school funds, managing the cash flow effectively;
- manage and monitor the investment of school reserves and funds to ensure efficient use, working with our bankers to ensure zero risk scenarios and tight investment controls;
- seek opportunities for generating revenue for the school, including through the provision of financial services and support to feeder, and other, schools;
- ensure the school's financial procedures operate in accordance with statutory guidelines, DfE financial regulations and guidelines set out in the school's policy and procedures;
- develop, when and where appropriate, more efficient and effective financial accounting systems;
- provide statistical information as required by the Trustees, other funding providers and the Headteacher;
- ensure all statutory returns are made in line with legislation and statute;
- construct, operate and review annually all the agreed policies and procedures on finance and charging;
- manage the school's asset management/inventory system;
- monitor financial issues relating to all internal businesses: ie school meals, reprographics;

- be familiar with all the different funding streams which make up the school budget and be aware of who has direct responsibility for each one;
- work as the academy's liaison with the auditors and respond to audit reports, implementing actions;
- attend meetings of the Governors' Finance and Resources Committee and offer advice and support to the Headteacher and Governors on all financial issues;
- line manage the staff responsible for financial systems and processes;

**Principal Accountabilities:**

- Providing an efficient and accurate financial service
- Working as part of a team, determining priorities and meeting strict deadlines
- Working using own initiative and prioritising one's own work and that of others even when under pressure
- Possess excellent verbal and written communication skills appropriate to the need of communicating effectively with colleagues, students, parents, visitors and other professionals
- Establishing and maintaining accurate filing and record systems
- Ability to ensure all tasks are undertaken in accordance with agreed policies, procedures and appropriate legislation.
- Ability to use relevant technology / equipment with an effective use of software packages
- Ability to respond accurately and efficiently to telephone/written enquiries
- Any other duties commensurate with the grade of the post as directed by the line manager
- The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.

**Essential experience and qualities**

- Good standard of general education, including literacy and numeracy
- Excellent and articulate verbal and written communication and presentation skills
- Ability to articulate with confidence, accuracy and competence in digital technology, i.e Microsoft Office: Word, Excel, PowerPoint, Outlook, Microsoft 365, PSF Financials.
- Accurate and efficient Keyboard skills
- Ability to set and keep to deadlines
- Willingness and ability to undertake relevant training and identify own development needs
- Ability to develop, and share expertise, knowledge and understanding of different systems, procedures and skills
- Awareness of GDPR and confidentiality issues
- Patience, discretion and a sense of humour
- Self-awareness and sensitivity
- Ability to absorb and understand a wide range of information
- Ability to adapt to changes in the workplace
- Flexible approach and positive attitude towards work

- Willingness to work flexible hours if required
- Ability to balance constantly changing priorities
- Ability to take a proactive approach
- Evidence of excellent attendance and punctuality in present and past employment
- Commitment, knowledge, understanding to equality and the promotion of diversity
- Ability to form and maintain appropriate relationships and personal boundaries with students
- Ability to uphold the values and ethos of Highsted Grammar School
- Commitment to present a professional image in appearance and attitude promoting Highsted Grammar School as the reception is the first point of contact for most
- Commitment to uphold the highest standards of child protection and safeguarding procedures
- Recognition of the importance of personal responsibility for Health & Safety
- Commitment to following and understanding evacuation and emergency procedures
- Commitment to take reasonable care of your own health and safety and that of others
- Engaging actively in the performance management review process and to undertake reviews as required
- Commitment to promote and adhere to the school's policies
- Demonstrate dependability, punctuality and reliability

#### **Desirable experience and qualities**

- SIMS experience and other school systems
- PSF & ParentPay experience
- Experience of working in a busy office environment
- Have innovative ideas and thinking

#### **Confidentiality**

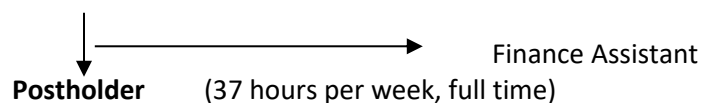
All personal information regarding pupils, parents, employees at the school to which the Administration Assistant may have access in the course of his/her work are to be regarded as strictly confidential in all respects even within the working environment. Disregard of confidentiality will be grounds for disciplinary procedure.

#### **Health & Safety**

The postholder agrees to fulfil as an employee, legal obligations under Health and Safety requirements; namely those of personal safe practice and the promotion of Health and Safety procedures generally.

#### **Organisational structure**

Headteacher



Agreed by ..... Approved by ..... Date .....



### PERSON SPECIFICATION – Finance Officer

QUALIFICATIONS	Source of Evidence	Essential/Desirable
<ul style="list-style-type: none"> <li>A recognised finance or accounting qualification (e.g. ACCA or CIMA) <b>or evidence of qualification by experience</b></li> <li>Evidence of relevant and continuous prof. development</li> </ul>	<p>A, I</p> <p>A, I</p>	<p>E</p> <p>E</p>
EXPERIENCE	Source of Evidence	Essential/Desirable
<ul style="list-style-type: none"> <li>At least 3 years in a finance role</li> <li>Experience of financial management, using financial data and setting budgets</li> <li>Experience of producing budgetary estimates and reports including monthly annual accounts</li> <li>Awareness of current education issues and developments</li> <li>Experience of working with a variety of external partners</li> </ul>	<p>A, I, R</p> <p>A, I, R</p> <p>A, I, R</p> <p>A, I</p> <p>A, I</p>	<p>E</p> <p>E</p> <p>E</p> <p>D</p> <p>D</p>
SKILLS AND ABILITIES	Source of Evidence	Essential/Desirable
<ul style="list-style-type: none"> <li>A highly motivated team leader who is approachable and promotes positive relationships</li> <li>A proven track record as a leader and manager</li> <li>Excellent organisational skills including ability to prioritise and meet deadlines</li> <li>Ability to cope with the pressures of a demanding leadership position</li> <li>Ability to communicate orally and in writing to a wide range of audiences</li> <li>Ability to set and maintain high standards</li> <li>Ability to lead and manage initiatives to a successful conclusion</li> </ul>	<p>A, I, R</p> <p>A, I, R</p> <p>A, I, R</p> <p>A, I, R</p> <p>A, I, R</p> <p>A, I</p> <p>I, R</p>	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>
OTHER	Source of Evidence	Essential/Desirable
<ul style="list-style-type: none"> <li>Commitment to working in a selective school and to selective education</li> <li>Commitment to develop partnerships between the school and the community</li> <li>Commitment to working with governors and parents</li> <li>Sense of humour!</li> <li>High expectations of self, staff and students</li> <li>Team player – energetic and enthusiastic</li> <li>Possess a 'can do' philosophy</li> <li>A reflective professional who wants to improve</li> </ul>	<p>A, I</p> <p>A, I</p> <p>A, I</p> <p>A, I</p> <p>A, I</p> <p>A, I</p> <p>A, I</p> <p>A, I</p>	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>

**Key: A = Application, I = Interview, R = References, E = Essential, D = Desirable**