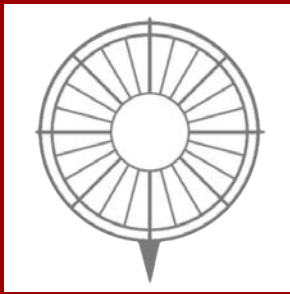


**Office Manager**  
**South Borough Primary**  
**Information**



## CONTENTS

Welcome	3
Job Description	4
Person Specification	6
Working at South Borough Primary School	7
How to find us	7
Application Process	8
Overview of Swale Academies Trust	10





# Welcome

Dear Applicant,

On behalf of the children, staff and Governors of the school, I would like to thank you for showing an interest in joining our South Borough community.

South Borough Primary School is located near to the town centre of Maidstone. Our school has been gradually expanding during recent years and has now reached capacity of at least 2 classes in each year group. We are very lucky to welcome families from a diverse range of backgrounds and cultures and work hard to ensure that our provision evolves all the time, to meet the needs of this community.

At the heart of all that we do are our school values of Respect, Kindness and Determination. These values are woven into all aspects of school life and are consistently role modelled by adults. Throughout the school, we use the Zones of Regulation curriculum routinely for every child to support them to manage their emotions and reinforce our expected behaviours using rewards such as Daily Top Banana and our very popular 'Power of Purple' award. We truly believe that children are not only here to learn academics but also essential social skills. Children are encouraged to see mistakes as learning opportunities. We follow a Restorative Approach to manage behaviour and deal with conflict. This approach focuses on developing positive relationships within the school and creates a safe, secure environment which enables children to reflect on the harm caused and consider what they could do differently next time.

The school's curriculum vision is to provide excellence, enjoyment and inspiration in all areas of learning. Our aim is to raise aspirations and increase life chances of all pupils whilst developing tolerance and appreciation for the diversity of our community. Children are empowered to express themselves in a variety of ways and contexts and encouraged to think 'outside the box'. Emphasis is placed on physical, social and emotional health to ensure an active body and healthy mind.

Ofsted last visited our school in April 2023. Inspectors celebrated the exemplary support that is given to disadvantaged pupils and those with SEN; the courteous and polite manner in which pupils conduct themselves and our successful curriculum which leads pupils to make good progress in all areas of their learning. They also noted that parents are overwhelmingly positive and value the opportunities that the children are provided.

Working at South Borough would give you an opportunity to work for a school that is committed to the development of staff in every step of their career. We have a bespoke program of induction for staff at all levels and have trust wide support to develop future leaders. Being part of Swale Academies Trust means that we link closely with other schools, which provides excellent opportunities for professional development and career progression.

The wellbeing of staff and pupils is at the forefront of everything we do. In June 2021, we were successful in achieving The Wellbeing Award for Schools, which is a national standard for positive mental health and emotional wellbeing. We value hugely the contributions that staff at all levels make to the outcomes of pupils and consider staff wellbeing a top priority in all decisions we make. We believe in consulting, having an open door policy and carefully monitoring staff workload to ensure that our team can be as happy and effective as possible. We understand the importance of home and professional life working in harmony and therefore pride ourselves on a 'no quibble' time off policy for staff to attend special family events.

We strongly encourage visits to the school and look forward to welcoming you. If you would like further information about the school, please visit our website ([www.southboroughprimary.org.uk](http://www.southboroughprimary.org.uk)), our Twitter page or give us a call on 01622 752161.

Once again, thank you for showing an interest in South Borough Primary School.

Yours sincerely,



Mr M Currie  
Headteacher

# Job Description

**Job Title:** Office Manager  
**Grade:** SAT E  
**Responsible to:** Headteacher

## **Purpose of the Job:**

To provide high-level administrative and organisational services to the school under the direction of the Headteacher and senior staff. To oversee the administrative function of the school.

## **Main duties and responsibilities (Accountabilities):**

### **Support to the Headteacher**

- Provide administrative support to the Headteacher, Executive Headteacher and other members of the Senior Leadership Team as requested.
- Cater for the Headteacher's internal meetings, taking messages, liaising with pupils, parents, staff, governors and external agencies and fronting difficult situations before referencing to the Headteacher.
- Act as a first point of contact for visitors, staff and pupils who have a meeting with or wish to speak to the Headteacher.
- To liaise, with tact and diplomacy with other school staff and others outside the school, particularly parents and representatives of the Local Authority and the local community generally.
- Arrange hospitality and refreshments for Headteacher's visitors, meetings and school events as requested.
- Production of reports / School Improvement Plan as required for Governors and senior staff and any other relevant paperwork.
- Maintain an up-to-date register of all school-level policies.
- Coordinate and log Freedom of Information Requests and Subject Access Requests, in liaison with the Data Protection Officer / Data Lead.
- Manage and coordinate complaints, both written and verbal, in relation to the complaints procedure.
- Attend and take minutes of any other meetings as requested by the Headteacher.
- Process exclusion letters, reporting to the Local Authority as appropriate and holding accurate records.
- Process Continuing Professional Development requests for staff in liaison with senior staff, ensuring that accurate records are kept.
- Assist with the coordination of school evening events, liaising with staff members to ensure events maintain a consistently high standard.
- To liaise with the local media and press as required.
- Dealing with queries – especially in the absence of the Headteacher and liaising with other members of the Senior Leadership Team to act in the Headteacher's absence.

### **Liaison with Trust Human Resources**

- Advise daily and continued absences to the Human Resources team.
- Arrange return to work interviews for the Headteacher and other senior staff.
- Ensure personal absence requests are authorised and sent to the Human Resources team including any pay implications.
- Forward completed and authorised pay claims to the Human Resources team.
- Support senior staff with completing inductions and arrange probation reviews.
- Undertake face-to-face right to work checks (identity check) and qualifications during interviews.
- In strict adherence with the Keeping Children Safe in Education document, undertake appropriate checks on contractors, volunteers, work experience, third party staff and agency staff and update the Single Central Record.
- Undertake occasional DBS checks (usually completed by the Human Resources team).
- Plan and administer interview schedules in liaison with the Headteacher and candidates.
- Forward written authority for staff appointments, variations and terminations to the Human Resources team.

# Job Description

## Office management

- Line management of the administration team, completing necessary performance management reviews (setting objectives and appraisals).
- Support Senior Leadership team with the recruitment of support staff across the school.
- Provide necessary training to the administration team to enable them to carry out their roles.
- Ensure that administrative and clerical tasks are undertaken in accordance with agreed policies, procedures and appropriate legislation.
- Process forms, returns, etc., including those to outside agencies.
- Oversight of all work into the office, determining priorities and delegating duties to staff as appropriate, ensuring deadlines are achieved.
- Contribute to the planning and development of administrative procedures and systems.
- Oversight of the production of the school calendar.
- Update manual and computerised records / management information systems.
- Managing all aspects of the school reception service, providing guidance on regulations and procedures in relation to signing in / out visitors and following the school's safeguarding procedures.
- Carry out administrative tasks linked to Finance including supporting the development of central services.
- Liaise with parents, staff, pupils, outside agencies, visitors and lettings, lead and organise hospitality.
- Perform additional administrative tasks as requested by the Head of School.
- Take ownership of own personal and professional development.
- Comply with the requirements of health and safety, other relevant legislation and all school policies.

## Clerking for the Governing Body

- Prepare agendas for the Governing Body meetings in consultation with the Chair and Headteacher.
- Attend and take accurate notes of meetings.
- Maintain attendance records and receive apologies to ensure that comprehensive minutes are retained. Ensure that public copies of minutes are made available at the school for inspection on request.
- Receive correspondence on behalf of the Governing Body and ensure necessary action is taken.
- Issue letters of appointment and declarations of interest to Governors and maintain records of committee membership and their terms of reference.
- Arrange for welcome packs to be sent to newly appointed Governors.
- Liaise with the Chair regarding governor elections to ensure that membership of the board is in accordance with requirements.
- Minute employee hearings / appeals conducted by Committee panels as necessary and promptly distribute notes to attendees.

## Promotion of School Values

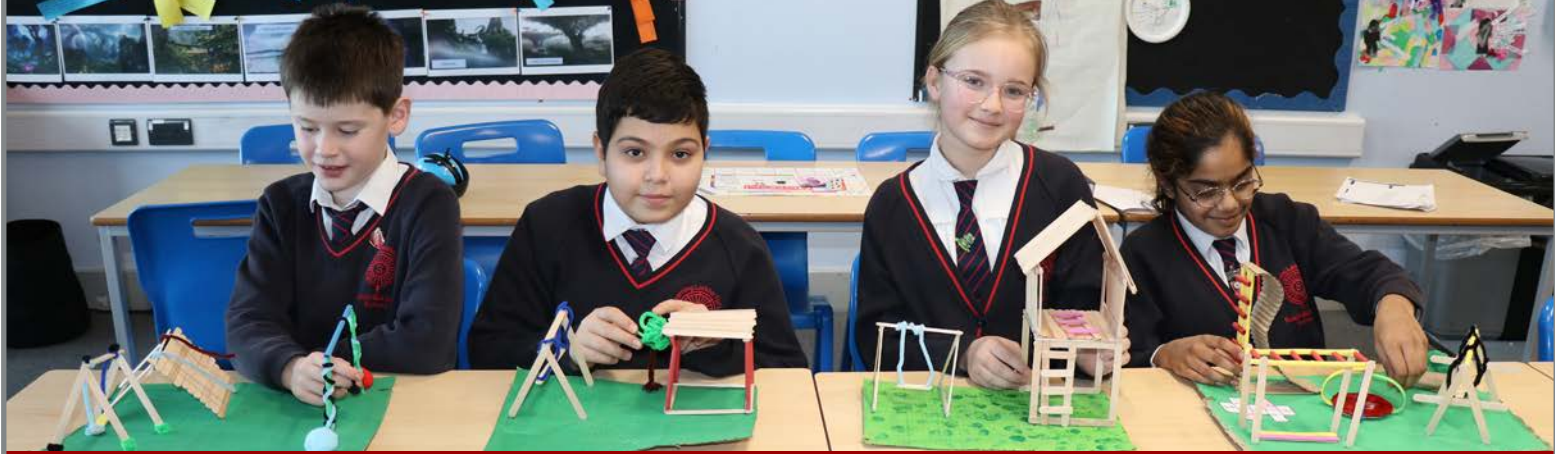
- Play a full part in the life of the school community, supporting its mission and ethos and encourage staff and pupils to follow this example.
- Actively promote the Trust's corporate policies.
- Contribute to whole school events as and when required.
- Support and contribute to the school's commitment to safeguarding all pupils.
- To be aware of and comply with the codes of conduct, regulations and policies of the school and its commitment to equal opportunities.

The duties / responsibilities of this post may vary from time to time according to the changing needs of the Trust services.

# Person Specification

	Essential / Desirable
<b>Qualifications</b>	
Level 2 qualifications (or equivalent) including English and maths at least grade C.	E
NVQ Level 3 in Business Administration.	D
Degree in related subject area. · RSA Word processing Level 2/3 (Typing speed 60 wpm).	D
<b>Experience</b>	
Proven experience of ability to work calmly and professionally under pressure.	E
Experience of development, management and operation of administrative systems.	E
Experience of working in a similar administrative role in a school setting.	E
Experience of organising meetings, writing agendas and producing accurate concise minutes.	E
Experience of using a Management Information system.	E
Experience of using Microsoft PowerPoint to a high standard.	E
Proven experience of working as a PA or Secretary for a senior manager.	E
Experience of supervising staff, including managing the performance of others.	E
Significant experience of performing all aspects of administration at senior level.	E
Significant experience of minute taking.	E
Experience of planning and coordinating meetings in line with diary management.	E
Understanding of Confidentiality, Data Protection and Records Management legislation.	E
Knowledge of Equality and Diversity and an understanding of issues faced by the vulnerable.	E
Understanding of the issues surrounding the safeguarding of children and commitment to child welfare and safety.	E
Significant experience of a similar role in an education environment.	D
Experience of financial management.	D
Experience of coordinating events.	D
<b>Skills and Abilities</b>	
Ability to communicate effectively and courteously with staff at all levels, pupils, parents, suppliers, governors and visitors.	E
Ability to work confidentially, keeping work-related issues and discussions in the workplace.	E
Excellent literacy and numeracy skills.	E
Excellent computer and IT skills, including up-to-date knowledge of Microsoft Word, Excel, Publisher and Outlook, in order to produce a range of professional documents.	E
Supervisory skills.	E
Excellent interpersonal, organisational and administrative skills.	E
Ability to develop and maintain effective computerised and manual filing systems.	E
Ability to organise and prioritise workload to achieve deadlines.	E
Ability to work in a busy and dynamic office.	E
Ability to take accurate notes and minutes of meetings.	E
Ability to take a proactive approach to tracking action points from meetings and correspondence, in liaison with the managers concerned.	E
Ability to work effectively as a member of a team and on own initiatives.	E
Good listening skill and attention to details.	E
Able to design promotional flyers and leaflets, using a creative skill set.	D
<b>Personal Attributes</b>	
Sets consistently high expectations of self and others.	
Resilient and determined to achieve goals and targets set by Senior Leadership.	
Commitment to the highest standards of child protection.	
Able to exercise tact and diplomacy in dealing with situations of pressure and conflict.	
Be able to work at times which are convenient to the school, including evening meetings.	
Be able to travel to meetings.	





# Working at South Borough Primary School

## Benefits

- Discounts with local and national retailers, cinemas and restaurants
- Local Government Pension Scheme – with a generous employer contribution
- Self Sacrifice Shared Cost AVC (Additional Voluntary Contribution) Scheme
- Employee Referral Recruitment Incentive
- Access to training and development
- On-site Parking

## Well-Being

- Employee Assistance Programme – Wellbeing and advice
- Generous Holiday entitlement of 26 days (SAT A-E), 28 days (SAT F-J), 30 days (SAT K+) plus Public holidays, that increases on length of service
- Christmas Closure
- Cycle to Work scheme

# Finding Us

## South Borough Primary School

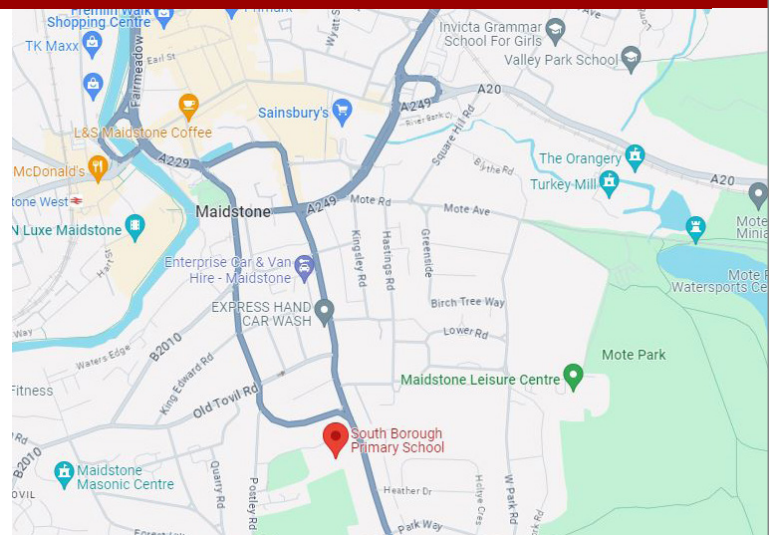
Stagshaw Cl, Postley Road, Maidstone ME15 6TL,  
01622 752 161  
sbps\_office@swale.at

## Closest Train Stations:

**Maidstone West Station** - Approx. 24 minute walk  
**Maidstone East Station** - Approx. 30 minute walk

## Closest Bus stop:

**Sheal's Crescent** - 5, 12,13,14,27,59,82,89,527,576  
**Postley Road** - 5, 12, 13, 14, 27, 59, 89, 527, 576





## **The Application Process**

Applications will only be accepted from candidates completing the appropriate application form. All sections of the form which are applicable to you must be completed as clearly and fully as possible.

Please note CVs will not be accepted in place of a completed application form.

Application forms can be found on the Kent-Teach website and applications should be made via this route. Alternatively, completed [SAT Application Forms](#) can be sent by email to [deborah.reardon@swale.at](mailto:deborah.reardon@swale.at) or by post to the following address:

Mrs Deborah Reardon  
South Borough Primary School  
Stagshaw Close  
Postley Road  
Maidstone  
ME15 6TL

## **The Shortlisting and Interview Process**

After the closing date for this post a panel will conduct the shortlisting process. You will be selected for interview based entirely on the contents of your application form, it is therefore important that you fully read the Job Description and Person Specification prior to completing your form. South Borough Primary School may complete online checks of any candidates as part of the Shortlisting Process.

After the shortlisting process has been completed candidates who have been selected for interview will be informed, and provided with full details of the interview programme. If you have not heard from us within 10 working days of the closing date for this post, you have, on this occasion, unfortunately been unsuccessful.

All candidates who are invited to interview must bring the following original documents:

- Documentary evidence of right to work in the UK
- Visual identification which includes a photograph, usually a passport or driving licence
- Documentary proof of current name and address
- Where appropriate any documentation evidencing change of name
- Certificates of educational or professional qualifications that are necessary or relevant for the post

## **Conditional Offer**

Any offer of employment will be conditional upon a number of formalities, including, but not restricted to the following:

- Verification of right to work in the UK
- Receipt of two satisfactory references
- Verification of identity checks and qualifications
- Satisfactory enhanced DBS check, as well as additional checks that may be appropriate if you have worked or been resident overseas in the previous five years
- Satisfactory pre-employment health clearance
- A check against the Teacher Service Register for any teaching prohibition or restriction orders where you are applying for a teaching role or if you have previously held a teaching role in past employment.





## **Safeguarding**

Our Trust has robust safer recruitment procedures to help prevent unsuitable people from working with children.

All individuals working in any capacity at our Trust will be subjected to safeguarding checks in line with the statutory guidance Keeping Children Safe in Education.

## **Retention of information**

All information is stored securely and any information supplied by unsuccessful candidates will be destroyed through the confidential waste system after six months from the date of the interview, in accordance with our retention of records procedure.

## **Privacy Notice**

Please refer to the Trust's Privacy Notice for job applicants for information about how we use any personal data about them we hold.

This can be downloaded here: <https://www.swale.at/page/?title=Privacy+Notice&pid=33>

# Overview of Swale Academies Trust

Since its creation in September 2010, Swale Academies Trust has developed into one of the South East's leading Multi-Academy Trusts.

Our purpose is to develop good and outstanding schools and ensure the rapid improvement of schools with challenges.

As the Trust has grown and developed, we continue to ensure that effective school support and leadership is maintained. The Trust's approach to school improvement is based on a combination of CPD, capacity building and collaboration, with a relentless focus on teaching and pupil progress, in order to effect rapid and sustained improvements in outcomes for young people.

The Trust is an organisation which is driven by the belief that all children deserve a good quality education where they are seen as individuals and above all are exceptionally well cared for.

## Swale Academies Trust - Schools

### Primary

- Beaver Green Primary School, Ashford
- Istead Rise Primary School, Istead Rise
- James Dixon Primary School, Bromley
- Langney Primary Academy, Eastbourne
- Parkland Infant School, Eastbourne
- Parkland Junior School, Eastbourne
- Regis Manor Primary School, Sittingbourne
- Shinewater Primary School, Eastbourne
- South Borough Primary School, Maidstone
- Westlands Primary School, Sittingbourne

### Secondary

- Meopham Secondary School, Meopham
- Peacehaven Community School, Peavehaven
- The Eastbourne Academy, Eastbourne
- The Holmesdale School, Snodland
- The North School, Ashford
- The Sittingbourne School, Sittingbourne
- The Turing School, Eastbourne
- The Whitstable School, Whitstable
- Westlands Secondary School, Sittingbourne

## Central Support Services

- Human Resource Team
- Finance Team
- ICT Team
- Estate Management
- Governance and Communications





# Swale ACADEMIES TRUST

