



# JOB DESCRIPTION

|                      |                                                     |
|----------------------|-----------------------------------------------------|
| <b>JOB TITLE</b>     | School Business Manager                             |
| <b>SALARY RANGE</b>  | £45,672 to £51,489 plus 30 days annual leave (1FTE) |
| <b>GRADE:</b>        | KSI                                                 |
| <b>CONTRACT:</b>     | Permanent, Full Time/Part Time                      |
| <b>LIASION WITH:</b> | Executive headteacher                               |
| <b>DATE:</b>         | October 2025                                        |

## **Main Purpose of Job**

The school business manager (SBM) is responsible for managing the strategy and operation of the business functions of our school, including financial management, health and safety, human resources, compliance and administration.

They will advise on and implement the day-to-day support that enables the school to operate effectively and efficiently, and that allows other members of the leadership team to focus on teaching and learning.

## **Duties and responsibilities**

### **Leadership and strategy**

- Be responsible for line-managing support staff, including carrying out long-term resource planning and managing recruitment, appraisal and professional development
- Under the direction of the executive headteacher, lead on all financial matters in school, to ensure the school's successful financial performance and to ensure financial decisions are clearly linked to the school's strategic goals
- Implement school-wide changes and allocate resources in line with the school improvement plan, putting policies and procedures in place and communicating them to staff
- Take all decisions in line with the vision and the Grange Park values, and encourage others to do the same
- Implement a marketing plan for the school, which utilises the school website, signage, communications with current and prospective parents
- Monitor developments in technology and consider how it can be used to enhance the school's business processes, teaching and learning, and staff wellbeing

- As a member of the senior leadership team, attend all leadership team meetings and report to governors where appropriate

### **Financial management and fundraising**

- In partnership with the executive headteacher, manage the school's budget and ensure it is balanced, realistic, and represents an effective use of public funds
- Submit the budget to the governing board
- Monitor the budget all year round, advising the executive headteacher where revisions or changes are needed
- Forecast future years' budgets, based on the school's estimated funding and trends in expenditure, to enable the executive headteacher to make strategic, long-term decisions
- Comply with financial reporting requirements and submit statutory returns
- Oversee school bank accounts on a day-to-day basis, ensuring money is banked, invoices are paid promptly, money owed is collected, and clear records are kept
- Develop and implement the school's fundraising and income generation strategy, choosing fundraising priorities in line with the school improvement plan
- Find and apply for grants
- Lead on procurement processes, managing tenders where appropriate, conducting due diligence, benchmarking and evaluating suppliers, negotiating deals and ensuring value for money
- Ensure the effective and efficient operation of the office, delegating tasks to other office staff where appropriate

### **Human resources**

- Manage the school's payroll provision with the payroll provider
- Ensure that recruitment, appraisal, disciplinary and grievance policies are administered in accordance with employment law
- Advise on HR issues within school and liaise with the external HR provider
- Conduct reviews of the school's staffing structure to ensure effective deployment of staff and financial efficiency

### **Health and safety**

- With the SLT team and estates team, supervise the maintenance of the school site
- Manage the school's compliance with health and safety regulations, and put in place processes and procedures to ensure the safety of all in the school
- Organise health and safety training for staff

### **Compliance**

- Manage the school's compliance with statutory obligations, and advise others on the relevant legal, regulatory and ethical requirements
- Track all school policies and ensure they are updated in accordance with the policy review schedule
- Monitor and update the risk register

### **Administration**

- Keep records in accordance with the school's record retention schedule and data protection law, ensuring information security and confidentiality at all times
- Provide administrative support for the executive headteacher and governing body
- Be the school's data protection officer, taking responsibility for monitoring data protection compliance and advising the school community on data protection issues

The school business manager will be required to safeguard and promote the welfare of children and young people, and follow school policies and the staff code of conduct.

Please note that this list of duties is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the school business manager will carry out. The postholder may be required to do other duties appropriate to the level of the role, as directed by the executive headteacher.

## PERSON SPECIFICATION

| Qualifications and Training                                                                                    | Essential | Desira<br>ble | Evidence                 |
|----------------------------------------------------------------------------------------------------------------|-----------|---------------|--------------------------|
| A degree or other relevant qualification - ideally in accountancy, business management or a related discipline | ✓         |               | Application              |
| A school business management qualification is preferable                                                       |           | ✓             |                          |
| Any Health and safety training.                                                                                |           | ✓             |                          |
| Experience                                                                                                     |           |               |                          |
| Successful leadership and management experience in a school                                                    | ✓         |               | Application<br>Interview |
| Involvement in school self-evaluation and improvement planning                                                 | ✓         |               |                          |
| Line management experience                                                                                     | ✓         |               |                          |
| Contributing to staff development                                                                              | ✓         |               |                          |
| Working with children or young people                                                                          |           | ✓             |                          |
| Experience of Human Resources and data protection                                                              | ✓         |               |                          |
| Knowledge                                                                                                      |           |               |                          |
| Expert knowledge of financial management                                                                       | ✓         |               | Application<br>Interview |
| Excellent attention to detail                                                                                  | ✓         |               |                          |
| Previous use of Arbor or other Management Information Systems.                                                 | ✓         |               |                          |
| Effective communication and interpersonal skills                                                               | ✓         |               |                          |
| Ability to communicate a vision and inspire others                                                             | ✓         |               |                          |
| Understanding of data protection and confidentiality                                                           | ✓         |               |                          |
| Ability to build effective working relationships with staff and other stakeholders                             | ✓         |               |                          |

| Skills and Qualities                                                                                                                       | Essential | Desirable | Evidence              |
|--------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----------|-----------------------|
| Commitment to promoting the ethos and values of the school and getting the best outcomes for all pupils                                    | ✓         |           | Application Interview |
| Commitment to acting with integrity, honesty, loyalty and fairness to safeguard the assets, financial probity and reputation of the school | ✓         |           |                       |
| Ability to work under pressure and prioritise effectively                                                                                  | ✓         |           |                       |
| Commitment to maintaining confidentiality at all times                                                                                     | ✓         |           |                       |
| Commitment to safeguarding and equality                                                                                                    | ✓         |           |                       |
| Embraces change well                                                                                                                       | ✓         |           |                       |
| Deals with difficult situations effectively                                                                                                | ✓         |           |                       |

Agreed By: \_\_\_\_\_ Approved by: \_\_\_\_\_  
Job Holder
Executive headteacher