



JOB DESCRIPTION

Job Title: Pupil Administration Manager
Reports to: Strategic Business Leader
Hours: 37 hours per week 52 weeks per year
Salary Range: Kent Range 8 (£26,205 - £29,885)

Purpose of the Job:

- To manage the Pupil Administration Team and provide support to the Senior Leadership Team regarding pupil administration matters, including tribunals.
- To ensure the responsibilities of the Pupil Administration Team are carried out in accordance with required deadlines.
- To ensure that the Pupil Administration Team have sufficient knowledge and capability to carry out all pupil administration processes.
- To co-ordinate and manage the school admissions process involving liaison with the Senior Leadership Team as necessary.
- To act as a point of contact for Kent County Council SEN Department.
- To oversee the co-ordination of all pupil related meetings including but not limited to Annual Reviews/Education Health & Care Plan meetings, and pupil transition meetings.
- To ensure that pupil administration processes are efficient and effective at all times.
- To perform the duties of a Pupil Support Officer in addition to management responsibilities.

Dimensions:

- To provide information, support and advice with regard to pupil administration matters to the Senior Leadership Team for both the school and the Observation & Assessment Unit.
- To line manage the Pupil Support Officers.

Key duties and responsibilities:

Specific duties are likely to vary from time to time and will be fully reviewed annually alongside the remainder of this job description

Management Responsibilities

- Day to day line management of the Pupil Support Officers, delegation of duties, resolution of issues, ensuring good quality communication to all parties.
- Be responsible for the supervision, training, development and performance management of the Pupil Support Officers.
- To ensure that the tasks performed by the Pupil Support Officers are of a high standard.

- To set up, review and monitor systems of work to support the school in the efficient co-ordination of workload and prioritization of tasks.
- Ensure sufficient cover for all pupil meetings and the weekly Senior Leadership Team safeguarding meeting.

Management Information

- To ensure that the Senior Leadership Team and the Pupil Administration Team are made aware of any changes to legislation, Kent County Council processes and procedures by actively researching such changes.
- To ensure that the SIMS database for pupils is maintained ensuring that all information is up to date and accurate.
- To ensure that the appropriate procedures are carried out at the end of the academic year on the SIMS database, and that the appropriate procedures are carried out at the start of the new academic year ensuring that class groups and pupil data is successfully promoted.
- To ensure that information is prepared and submitted to KCC Management Information by the prescribed deadlines and in the prescribed format by secure data transfer for all statutory returns including pupil census.
- To produce bespoke reports from the SIMS and other databases (including Microsoft Access) for the SLT when requested.

Safeguarding Meetings

- Attendance at and minuting of the weekly Senior Leadership Team safeguarding meeting.

Consultations

- Oversee the consultation process for all student applications received from Kent County Council SEN Department.
- To ensure the school's consultations email account is monitored daily and all applications are forwarded to the relevant SLT member for a decision and responded to within the agreed timescales.
- To ensure the consultation tracker spreadsheet is kept up to date with all decisions recorded accurately.

Education, Health & Care Plans (EHCPs)

- Assist with necessary preparation prior to the EHCP meeting, liaising with teaching staff, parents and other professionals.
- Chair the meeting with parents, carers, teachers and external agencies.
- Ensure the timely completion of the EHCP and to monitor responses from Kent County Council's SEN Department.
- Act as a point of contact for enquiries from parents and mainstream schools.
- Provide presentations to school staff to explain the process and their responsibilities within it including the implications of the SEND Code of Practice.
- Share information with special and mainstream colleagues as required.
- Provide support, advice and guidance on the Annual Review process to all stakeholders, pupils, parents / carers, school staff, and all other involved agencies
- Manage the Annual Review Diary on a day to day basis and plan all reviews in advance
- Maintain and update Annual Review Tracker on a daily basis

Care Plans

- Administration of Care Plans.

Admissions

- Assess new applications and determine whether the pupil's needs meet the school's admission criteria, liaising with the Senior Leadership Team as required.
- Ensure that decisions are conveyed to Kent County Council's SEN Department within the statutory timeframe.

Transition Meetings

- Assist with necessary preparation prior to the transition meeting, liaising with teaching staff, parents and other professionals.

Tribunals

- Assist with the preparation for pupil tribunals, collating evidence and providing information as necessary.
- Provide information and evidence for tribunal appeal cases for parents of pupils attending the school. Liaising with Kent County Council SEN Department as appropriate.
- Supporting families in seeking transport assistance from Kent County Council.
- Supporting families with Free School Meals applications where appropriate.

Primary Need Assessment

- Liaise with Kent County Council SEN Department to ensure that the correct primary need for pupils are recorded, following Annual Reviews.
- Follow up on cases where a change of primary need has been agreed to ensure that the school receives the appropriate funding.
- Liaise with the Strategic Business Leader regarding funding issues.
- Support the class teacher regarding the required paperwork for a change of primary need.
- To undertake any other duties commensurate with the grade of the post as requested by the SLT.
- To comply with policies and procedures relating to child protection, health, safety and security, confidentiality, records management and data protection, reporting all concerns to an appropriate person.

This Job Description is current at the date shown but in consultation with you may be changed by the Headteacher to reflect or anticipate changes to the job commensurate with the grade and job title.

PERSON SPECIFICATION

	CRITERIA
QUALIFICATIONS	GCSE English and Maths Grade C or above (or equivalent).
EXPERIENCE	<p>Experience of supervising staff and managing a team. Experience of HR processes and procedures would be desirable.</p> <p>Experience of undertaking a range of administrative duties at a senior level.</p> <p>Experience of providing a high level of customer service and liaising/relationship building with a wide range of individuals and agencies.</p>
SKILLS AND ABILITIES	<p>Able to plan, organise and prioritise work effectively and efficiently within a department by managing the workload of the team and balancing constantly changing priorities and meeting deadlines.</p> <p>Ability to work with a high degree of accuracy and attention to detail.</p> <p>Ability to draft correspondence and produce documents of a high standard.</p> <p>Able to use own initiative to solve problems and respond proactively to unexpected situations and to also be able to recognise when to seek help from manager.</p> <p>Ability to develop, monitor and maintain effective computerised and manual systems and to suggest improvements.</p> <p>Ability to take accurate notes and minutes of meetings.</p> <p>Ability to take a proactive approach to tracking action points from meetings and correspondence, in liaison with the managers concerned.</p> <p>Co-ordination skills when arranging meetings and appointments.</p> <p>Ability to work within a climate of change.</p> <p>Ability to deal confidently with people at all levels</p> <p>Ability to show sensitivity and objectivity in dealing with confidential issues.</p> <p>Diary and time management skills.</p> <p>High quality communication skills, both verbally and in writing.</p> <p>Ability to work effectively under pressure, prioritise and meet deadlines.</p> <p>Understands and is able to put into practice Health & Safety procedures.</p> <p>Ability to deal with all clients, work colleagues and students fairly regardless of race, colour, sex, disability, age or religious belief.</p>

KNOWLEDGE	Good knowledge of the work of the school and school systems and processes. Knowledge of a range of computer applications – including Word, Excel and SIMS. Knowledge of the School's Record Retention Policy and freedom of information protocols of awareness of the requirement for this policy and protocol. Knowledge of computerised and manual filing systems Awareness of Data Protection (GDPR) and confidentiality issues.
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