

Head of Finance & Administration



Information for Candidates



*A family of schools
with shared values*

Headteacher's Welcome

Woldgate is a school with a distinct vision for education. Our view of an outstanding school is based on shared values, where every child is known and cared for as an individual. To cultivate this, we build a supportive and caring community, where a child's talents can grow through academic study and the opportunity to participate in the many activities, productions and visits that make Woldgate School unique. We are a school with a positive, welcoming, warm atmosphere, in which pupils take pride in their achievements and where each individual pupil achieves academically through consistently good teaching, in an environment that seeks to nurture their love of learning and challenges them to excel.

Founded in 1958, Woldgate's original school motto celebrated the distinct education the school sought to bring. This motto is, for me, an integral part of our school life; it defines who we are as a community.

"Everything you do should be worthy, of great merit, character and value."

Of great merit:

The quality of being particularly good or worthy, especially deserving of praise or reward.

Of great character:

The moral qualities that define an individual.

Of great value:

The principles or standards of conduct we work to; our judgment of what is important in life.

I truly believe that part of what makes this community so special is the holistic education we provide for our pupils. Our Performing Arts status, extra-curricular clubs, sporting activities and House competitions, combined with our wonderful visits programme, provide pupils with a unique opportunity to appreciate the world around them. I have long believed that the creative arts provide an exceptional platform upon which pupils can develop new skills, grow in confidence and, as people, develop qualities, in an environment where their talents are nurtured and then celebrated. The arts offer us something special, whether it be learning an instrument, acting in a play, dancing, singing or just being involved in a production as part of a company. This holistic approach to school life, for me, is integral to a good education and wonderful preparation for future life.

As we look to the future, I am absolutely committed to ensuring Woldgate School continues to develop with a clear, confident and strong identity based on shared values and with each student known and cared for as an individual. Our culture of collaboration and success will be matched by our determination to do the very best, both pastorally and academically, for the children in our care.

- A School where each child is known and cared for as an individual.
- An environment in which our pupils feel valued, safe and enjoy school.
- A School where every child is challenged and supported to succeed academically.

Woldgate Sixth Form College also provides exciting opportunities for students to continue their educational journey, to build upon their GCSE results and progress onto qualifications that provide academic rigour and challenge. There is also a wide variety of enrichment opportunities, with students participating in the wonderful range of expeditions, visits, internships and leadership programmes.

Jonathan Britton

Headteacher



About Us

Woldgate School and Sixth Form College

Age range 11 – 18

Students on roll – 1050

Gender: Boys and Girls

Admissions policy: not selective

School Type: an Academy which is part of the Wolds Learning Partnership a Multi-Academy Trust

Ofsted Grades – May 2015

Overall effectiveness	GOOD
Achievement of pupils	GOOD
Quality of Teaching	GOOD
Leadership and Management	GOOD

Academic achievement is equally our top priority and an area in which we have received special recognition from the Department of Education. As I am sure you are aware, in 2015 70% of pupils gained the ‘Gold Standard’ of 5 or more A*-C grades including English and Maths. Indeed, 87% of our pupils achieved an A*-C grade in Mathematics and 75% in English. In 2016 50% of our pupils also achieved an A or A*. In 2017 48% of our pupils achieved at least one 9 to 7 (A*-A equivalent) grade at GCSE, 83% achieved a 9 to 4 (A*-C equivalent) grade in English and 76% of pupils achieved a 9 to 4 (A*-C equivalent) grade in Mathematics. In the Sixth Form, 48% of our pupils achieved an A*-A in Sixth Form, 100% of pupils studying vocational qualifications achieved the top two grades of a Distinction and Distinction* and 99% of our pupils achieved an A*-C at A-Level.

In 2017 Woldgate School was presented with an ‘Outstanding Outcomes Award’ from the SSAT for our academic results. We are also recognised by the Department of Education as being one of the ‘Top 100’ most improved schools in the country, out of three thousand eight hundred. As one of only ten schools nationally, we have been selected to appear in a Parliamentary publication which celebrates excellence in education. Achievements such as these are testament to the hard work and dedication of pupils, parents and teachers, and they draw upon a combination of academic rigour, pastoral care of the highest quality, excellent teaching and learning, complemented by structures that monitor progress and intervene to provide individual support for each and every pupil.



Job Information

JOB DESCRIPTION

JOB TITLE:	Head of Finance & Administration
REPORTS TO:	Chief Finance Officer (CFO) and Head of Operations
SALARY:	SCP 31 (£28,221 pro rata)
HOURS:	37 HOURS (Term time only plus 10)

Purpose of the job

Leadership of the Administrative and Finance Team in a high performing school that is part of successful Multi Academy Trust. Developing expertise, building a successful team and ensuring the school's reputation for excellence remains foremost in all of the work that the team undertake. This is an exciting opportunity for a colleague who is looking to develop their own skills and develop an inclusive leadership style, that inspires trust and confidence.

Key responsibilities

- The daily supervision of administrative and finance staff including the prioritising and delegation of tasks and ensuring deadlines are met.
- Acting as central point of contact for parents, staff and visitors to the school
- Ensuring all safeguarding procedures are met to keep children safe
- Management of all administration including but not limited to: school reception, transport, reprographics, student records, internal and external events and meetings obtaining licenses and permissions where required
- Responsibility for the effective and efficient operation of the school uniform shop
- Preparation and provision of all school publications and printed material including letters and documents
- Build productive working relationships with all staff, to ensure effective, professional and productive administration and finance provision
- Review and development of administrative and financial support to build on positive working relations between teaching and support staff
- Act as point of contact for Friends of Woldgate and the school's 50/50 club
- Ensure first aid records, accidents and near-misses are recorded to facilitate wider reporting
- Prepares and distributes monthly budget monitoring reports to Department Heads, monitors all income and expenditure against budgets and takes action to ensure all commitments are contained within appropriate budget headings.
- Completes the monthly bank reconciliation for relevant bank accounts held by the School.
- Produce the monthly VAT126 return for the Trust, complete the HMRC claim and ensure VAT refunds are received.
- Raise invoices to external debtors and responsibility for the collection of outstanding debtor accounts within the school budget and the school fund accounts including making claims through the small claims court
- Negotiating and securing viable contracts for whole-school equipment and services including but not limited to: mobile telephones and print/copier contracts
- Ensure that all financial transactions are correctly authorised, processed and recorded in line with School and Trust procedures
- Assist Department Heads with use of the School's accounting system, including attending meetings and delivering training as required
- To advise leaders of educational visits on costings of trips to ensure viability
- Maximise income generation through regular review of income streams
- Prepare financial information as required to the CFO
- Act as signatory on the School Fund bank account
- Work at any school in the Trust if requested to do so
- Be flexible to meet the needs of the role

If you would like to apply for this vacancy, please download a support staff application form from the school website.

PERSON SPECIFICATION

JOB TITLE: Head of Finance & Administration
 REPORTS TO: Head of Operations and CFO
 SALARY: SCP 31 (£28,221 pro rata)
 HOURS: 37 HOURS (Term time only plus 10)

Qualifications and Experience:	Essential	Desirable
1. Office administration experience	√	
2. Experience of working in schools		√
3. Accounting/book keeping qualification and in-depth knowledge of accounting procedures and professional practise		√
4. Team supervision or management	√	
5. Experience of using SIMS.net (training available if required)		√
6. Certificate in School Business Management or equivalent skills and experience	√	
7. The equivalent of 5 or more GCSEs (including English and maths)		√
8. Experience of stock control and budgeting	√	
9. Experience of delivering training on systems and procedures		√
10. Current first aid at work qualification or equivalent		√

Professional knowledge and understanding, skills and attributes:	Essential	Desirable
11. A high level of ICT skills using a variety of software packages and MS Office	√	
12. The ability to achieve challenging professional targets/objectives	√	
13. The ability to develop and implement policy and practice which reflects the school's commitment to high achievement		√
14. To be able to judge when to make a decision, when to consult and when to defer to a senior member of staff	√	
15. The ability to promote the ethos aims and objectives of the school to the wider community	√	
16. The ability to prioritise own time and others, work under pressure and to meet workload demands with a sense of balance and perspective	√	

Personal skills/attributes:	Essential	Desirable
17. Decision making skills - able to make a decision on an informed basis taking into account all possible outcomes of this decision	√	
18. Problem-solving skills – able to investigate and solve problems with creative solutions	√	
19. Communication skills (both orally and in writing) – the ability to make points clearly and understand the views of others to a variety of audiences.	√	
20. Ability to develop new ideas with enthusiasm, commitment and accountability	√	
21. Be able to deal with possible contentious and complex relationships with some authority using tact persuasion, sensitivity and confidentiality	√	

22. A commitment to safeguarding and promoting the welfare of children and young people	√	
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Note - This person specification is not necessarily a comprehensive definition of the post. It will be during the first year and will be subject to modification and amendment after consultation with the post-holder.

How to apply

If you would like to apply for this vacancy, please download a support staff application form from the school website.

Applications should be returned to Sharon Hogg Head of Operations, Woldgate School and Sixth Form College, 92 Kilnwick Road, Pocklington, York. YO42 2LL or via email to shogg@woldgate.net. **If you would like an informal discussion about the role please contact Terrie Bixby (Chief Financial Officer) – by email tbixby@woldgate.net, or Sharon Hogg, shogg@woldgate.net.**

CLOSING DATE: Sunday 29th July at midnight

**Interviews are scheduled to take after the
6th August 2018**

The school is committed to safeguarding and promoting the welfare of young people and expects all members of staff to share this commitment. An enhanced DBS disclosure is required for all posts.

Staff Information

Senior Leadership Team

Headteacher – Mr Jonathan Britton

Deputy Headteacher – Ms Irie Grant

Assistant Headteacher – Mr Luke Sloman (Head of Lower School)

Assistant Headteacher – Ms Amanda Longstaff (Head of Upper School)

Assistant Headteacher - Mrs Katy Lawson (Head of Sixth Form)

Assistant Headteacher - Mr Philip Johnson (Director of Studies for English)

Assistant Headteacher – Mr Kieran McCausland (Director of Studies for Mathematics)

Assistant Headteacher – Mr Robert Jones (Director of Studies for Science)

Assistant Headteacher – Mr Martin Trevaskiss (Director of Holistic Education)

Assistant Headteacher – Mrs Coppelia Webster (Professional Tutor)

Assistant Headteacher – Mrs Sarah Geary (Head of Inclusion)

Key Contacts

Sharon Hogg Head of Operations, shogg@woldgate.net



Child Protection Policy

Woldgate School fully recognises its responsibilities for child protection. Our policy applies to all staff, governors and volunteers working in the school. There are five main elements to our policy:

- Ensuring we practice safe recruitment in checking the suitability of staff and volunteers to work with children.
- Raising awareness of child protection issues and equipping children with the skills needed to keep them safe.
- Developing and then implementing procedures for identifying and reporting cases, or suspected cases, of abuse.
- Supporting pupils who have been abused in accordance with his/her agreed child protection plan.
- Establishing a safe environment in which children can learn and develop.

We recognise that because of the day-to-day contact with children, school staff are well placed to observe the outward signs of abuse. The school will therefore:

- Establish and maintain an environment where children feel secure, are encouraged to talk and are listened to.
- Ensure children know that there are adults in the school whom they can approach if they are worried.
- Include opportunities in the PSHE curriculum for children to develop the skills they need to recognise and stay safe from abuse.

We will follow the procedures set out by the Area Child Protection Committee and take account of guidance issued by the Department for Education and Skills to:

- Ensure we have a designated senior person for child protection who has received appropriate training and support for this role.

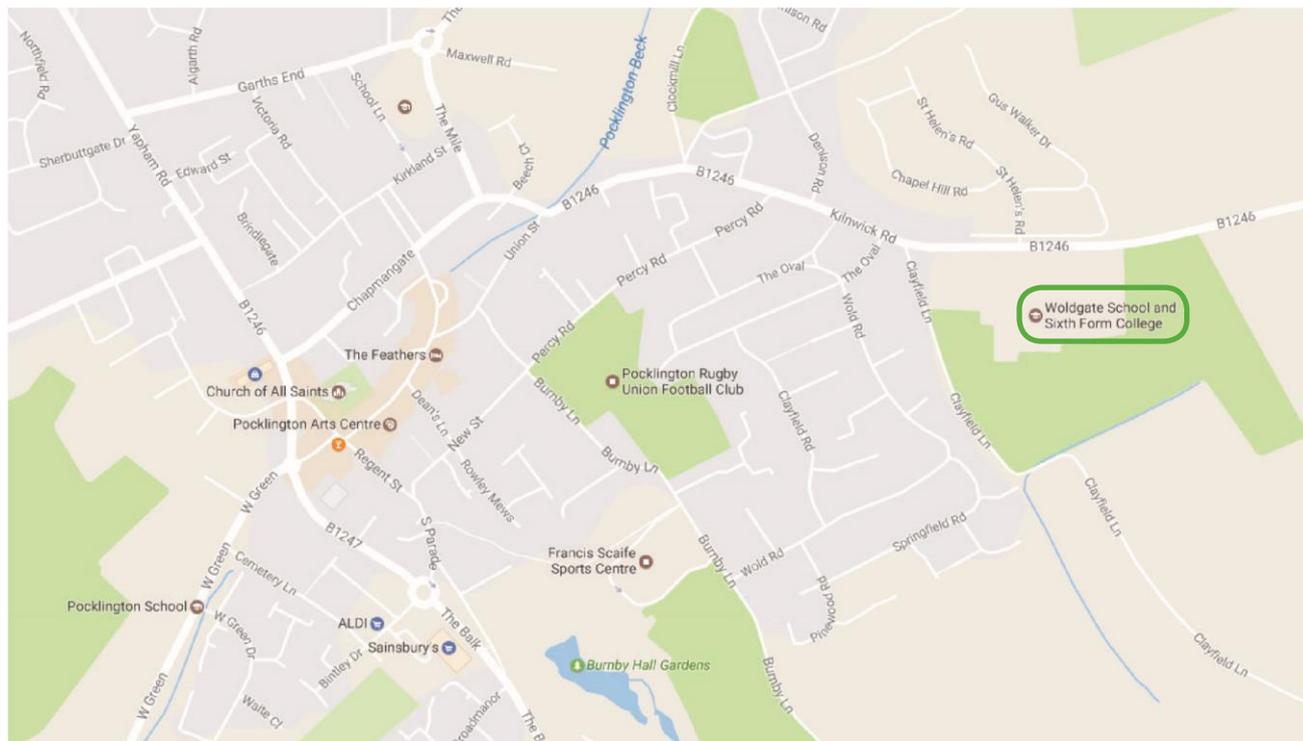
- Ensure we have a nominated governor responsible for child protection.
- Ensure every member of staff (including temporary and supply staff and volunteers) and governing body knows the name of the designated senior person responsible for child protection and their role.
- Ensure all staff and volunteers understand their responsibilities in being alert to the signs of abuse and responsibility for referring any concerns to the designated senior person responsible for child protection.
- Ensure that parents have an understanding of the responsibility placed on the school and staff for child protection by setting out its obligations in the school prospectus.
- Notify social services if there is an unexplained absence of more than two days of a pupil who is on the child protection register.
- Develop effective links with relevant agencies and co-operate as required with their enquiries regarding child protection matters including attendance at case conferences.
- Keep written records of concerns about children, even where there is no need to refer the matter immediately.
- Ensure all records are kept securely, separate from the main pupil file, and in locked locations.
- Develop and then follow procedures where an allegation is made against a member of staff or volunteer.
- Ensure safe recruitment practices are always followed.

We recognise that children who are abused or witness violence may find it difficult to develop a sense of self-worth. They may feel helplessness, humiliation and some sense of blame. The school may be the only stable, secure and predictable element in the lives of children at risk. When at school their behaviour may be challenging and defiant or they may be withdrawn. We will endeavour to support the pupil through:

- The content of the curriculum.
- The school ethos, which promotes a positive, supportive and secure environment and gives pupils a sense of being valued.
- The school behaviour policy, which is aimed at supporting vulnerable pupils in the school. The school will ensure that the pupil knows that some behaviour is unacceptable but they are valued and not to be blamed for any abuse which has occurred.
- Liaison with other agencies that support the pupil such as Social Services, Child and Adult Mental Health Service, Education Welfare Service and Educational Psychology Service.
- Ensuring that, when a pupil on the child protection register leaves, their information is transferred to the new school immediately and that the child's social worker is informed.

How to Find Us

**Woldgate School and Sixth Form College, 92 Kilnwick Road, Pocklington, York.
YO42 2LZ Tel: 01759 302395**



A. From Hull - Take the A1079 including the by-passes of Beverley and Market Weighton

1. Take the right hand fork from Pocklington at the Yorkway Hotel
2. Take the 3rd exit from the roundabout; past the Rugby field on your right
3. Turn right at the B1246 signposted Warter, Driffield, Bridlington
4. Woldgate School is the last building on the right as you leave the town.

B. From Humber Bridge - Take the Westward route towards Leeds along the A63

1. Leave the A63 at the slip road and bridge over signposted for Market Weighton, Bridlington
2. Pass through villages of South Cave and Sancton
3. Turn west at Market Weighton bypass, A1079 towards York
4. Follow instructions A3, A4, A5

C. From Leeds - Take A64, York by-pass towards Scarborough

1. Leave A64 at Grimston Bar roundabout signposted York, Bridlington, Hull
2. Exit from roundabout onto A1079 towards Hull
3. Twelve miles approximately along A1079 after Pocklington Industrial Estate, turn left for Pocklington, just after Bonds International.
4. Pass Pocklington School on left, at roundabout take 3rd exit past bus station, fire station
5. Take the first exit from the roundabout
6. Follow instructions A4, A5

D. From North-East England - Take A19 southwards until Northern by-pass of York

1. Follow signs for Hull, Bridlington
2. At A64 turn West for Leeds
3. Follow instructions C2, C3, C4, C5, C6

E. From Scarborough, Bridlington - Follow sign from Driffield

1. By pass Driffield along North and West side
2. Leave by pass where signposted for M62, Market Weighton
3. At Bainton roundabout take second exit along B1246 towards North Dalton, Warter, Pocklington.
4. Woldgate is the first building on the left as you reach Pocklington.