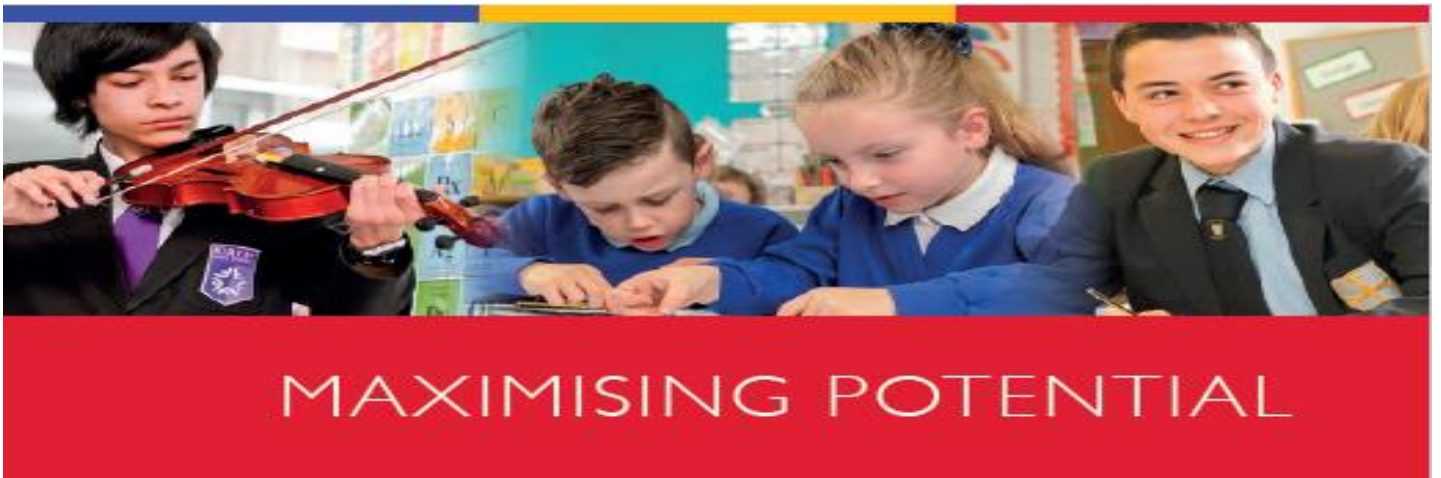




Finance Officer / Office Manager

Recruitment Pack

Hawkley Hall High School



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Welcome

Dear Applicant,

Thank you for your interest in the Finance Officer / Office Manager position at Hawkley Hall High School.

We are seeking to appoint a dedicated and enthusiastic individual who is ambitious and has an excellent work ethic to join our team on a temporary basis from February 2019 to cover maternity leave.

Hawkley Hall is a school with a very positive outlook and a “can-do” approach amongst staff and students. A strong learning culture is evident because there is an acknowledgement that we are all learners and we can all improve.

To help you decide if the job would suit you, please find enclosed some details, which we hope will give you a flavour of what Hawkley Hall High School and The Rowan Learning Trust are about.

If your values and ambitions mirror ours and you believe you can deliver that vision, then we would be delighted to receive an application from you.

Visits to our school are welcome and can be arranged by contacting my PA, Liz Roberts on 01942 204640 or email e.roberts@hhhs.net

We are committed to safeguarding all members of our community; therefore, all posts are subject to enhanced disclosure procedures and pre-employment checks.

Yours faithfully,

Mr P Rimmer
Headteacher
Hawkley Hall High School



Hawkley Hall High School

Hawkley Hall is a high performing, heavily oversubscribed, mixed comprehensive school of around 1060 students.

In June 2017, Hawkley Hall High School was awarded Teaching School status and in April 2018 became the lead school of the Greater Manchester Science Learning Partnership, part of the DfE funded national network, STEM Learning.

We see successful education as a partnership between parents, students and ourselves. Links with parents are of paramount importance, with regular and frequent contact via parents' evenings, reports, newsletters and the school planner contributing to a continuing dialogue about the education we provide for our children.

The school is situated in the south western part of Wigan, close to the M6 motorway, in an area of substantial private development. A wild fowl nature reserve borders the school grounds providing an open attractive outlook to the site.



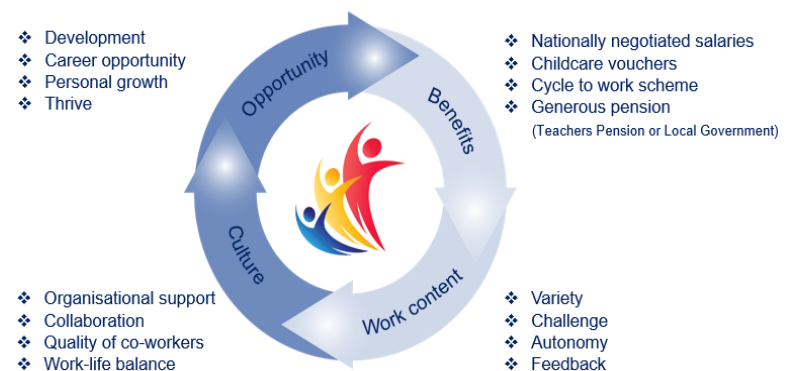
The Rowan Learning Trust

The Rowan Learning Trust (RLT) was established as a Multi-Academy Trust in 2012 to maximise potential of all children, students and adults in our schools and to support them in their journey to become outstanding.

Currently the RLT family comprises four schools: two high schools, an all-through alternative provision academy and a primary school. Together we share a set of common values:

- Mutual respect
- Fairness
- Equality of opportunity
- Individual growth
- Kindness

We believe in an inclusive workplace – one that is built on fairness, merit and respect to help our employees perform to their greatest potential.



Job Description

Finance Officer / Office Manager (Maternity Cover)

Reports to: School Business Manager

Location: Hawkley Hall High School, Carr Lane, Wigan, WN3 5NY

Salary: Grade 6, scale points 22-27 (£21,074 - £24,657)

Hours: 37 per week, full year

Overall purpose of post

- Ensure the efficient, effective and compliant financial operation of Hawkley Hall High school in support of their educational and organisational aims and objectives.
- Line manage and supervise finance, reception and reprographics staff.
- Input of financial information onto the schools financial systems.
- Deputise for the schools Business Manager.

Finance

- Assist Business Manager with financial administration of the finance system.
- Responsible for financial administration of banking system and main point of contact for the school's banking provider
- Reconcile Bacs Bureau payments generated against system payments raised and payroll reports.
- Prepare and generate Bacs and cheque payments.
- Accounts Receivable - issue invoices, chase outstanding payments in line with the Debt Management policy & income reconciliation
- Complete weekly/monthly bank reconciliations.
- Post income receipts to finance system
- Prepare monthly VAT reclaim figures for submission to Trust CFO
- Ensure Academy and Trust financial procedures are followed and adhered to throughout school
- Prepare necessary documentation for external audit, internal audit and liaise with auditors
- Assist with month end management accounting processes (e.g. posting accruals, prepayments, preparing reconciliations etc.)

- Monthly reconciliation of school trips, ensuring all income and expenditure can be fully reconciled
- Management of ParentMail (online communications and payments system) and ensuring all income collected via ParentMail is reconciled and correctly posted to the Finance system
- Maintain Register of Business Interests for school staff
- Maintain monthly finance checklist
- Oversea duties carried out by Finance Assistant
- Deputise for Business Manager as and when necessary.

Governance

- Assist Business Manager with preparation of financial reports, statements and documents for the Finance Committee and Local Governing Body meetings.

Management

- As Office Manager, lead and manage the finance team and office administrators
- Continual review of office/reprographics procedures and processes to ensure promotion of a positive, efficient and effective service to both staff and students.
- Act as mentor for Office Apprentice
- Maintain School Key Register
- Undertake professional review procedure of finance and admin staff

General

- Take, type and distribute minutes as necessary
- Be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person
- Be aware of and support difference and ensure equal opportunities for all
- Contribute to the overall ethos/work/aims of the school
- Appreciate and support the role of other professionals
- Attend and participate in relevant meetings as may be reasonably directed
- Participate in training and other learning activities and performance management as may be reasonably directed
- Other duties commensurate with the grade as specified by the Headteacher



Person Specification

Essential

- Finance qualification (e.g. AAT/CSBM) or equivalent qualification by experience
- Maths and English GCSE Grade C or equivalent
- Significant experience of working in a busy finance team
- Excellent IT skills and the ability to interpret complex financial data
- Significant experience of drafting and editing financial spreadsheets & documents
- Ability to work under pressure and accurately to deadlines
- Excellent organisational skills.
- Ability to prioritise and commitment to successfully completing a range of demanding tasks to meet deadlines.
- Methodical approach to tasks with a keen eye for detail
- Ability to review, develop and implement new procedures.
- Experience of supervision and management of staff and ability to direct others.
- Ability to promote equal opportunities, participation, diversity and responsibility
- Ability to bring out the best in other people to achieve business outcomes.
- Personal enthusiasm, energy, integrity and professionalism
- Flexible approach to work
- Commitment to self and team development - undertake further qualification and training as necessary
- Excellent record of attendance and punctuality.
- The ability to work as a member of a team and independently with sound personal, administration and time management skills.
- The ability to maintain confidentiality.
- Sense of humour
- An empathy with children

Desirable

- Experience of working in a school / academy setting
- Experience of education financial management software

How to Apply

Please submit the enclosed application form and a supporting statement of no more than two sides of A4 outlining why you are interested in the opportunity and how your application addresses the requirements for the role.

Applications should be returned electronically to jobs@hhhs.net

Alternatively, send a hard copy to:

Mr P Rimmer
Headteacher
Hawkley Hall High School
Carr Lane
Wigan
WN3 5NY

Closing Date: Sunday 30th December 2018 at 11.59pm
Interview Date: Week commencing Monday 14th January 2019





The Trust will make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

All appointments are subject to satisfactory references, proof of qualifications and eligibility to work in the UK.

The Trust is committed to safeguarding and promoting the welfare of all children and young people and expects all staff to share this commitment. An enhanced DBS check will be required.



The Rowan Learning Trust

Registered Office: Carr Lane, Wigan, WN3 5NY

Company Number 8010464



Maximising Potential | www.rowanlearningtrust.com



HAWKLEY HALL HIGH SCHOOL

JOB APPLICATION FORM FOR SUPPORT STAFF IN SCHOOLS

The School and Governing Body are committed to equal opportunities in employment and welcome applications from all sections of the community.

CARR LANE,

WIGAN, WN3 5NY

TELEPHONE: 01942 204640

FACSIMILE: 01942 403570

EMAIL: jons@hhhs.net

1. POST APPLIED FOR

Post Applied For:			
School:	Hawkey Hall High School		
As advertised in:		On date:	

2. PERSONAL DETAILS

SURNAME:		FORENAME:	
TITLE: (Optional)		Date of Birth: (Optional)	
Address:			
POSTCODE:		Email:	
Telephone No:		Mobile No:	

3. CURRENT POST

CURRENT EMPLOYER AND JOB TITLE:			
DATE OF APPOINTMENT:		SALARY:	
NOTICE PERIOD:			
MAIN DUTIES AND RESPONSIBILITIES			
Reason for this application			

4. PREVIOUS WORK EXPERIENCE

Name of Employer	Dates of employment		Post(s) held	Reasons for leaving
	From	To		



5. OTHER RELEVANT WORK EXPERIENCE

Post	Dates		Employer	Grade/Salary	Reason for Leaving
	From	To			

6. GENERAL EDUCATION

School	From	To	Qualifications – Grades, awarding bodies and dates



7. FURTHER AND HIGHER EDUCATION

Name of College/ University	From	To	Qualifications – Grades, awarding bodies & dates

8. ANY OTHER RELEVANT QUALIFICATIONS

Please give details of any other relevant qualifications you have for this post.

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9. ADDITIONAL INFORMATION

Are you related to, or a close friend of, any member of the Trust or of the Governing Body of the school? <i>(If yes, please state relationship)</i>	Yes / No
Have you left any previous job for the reason of redundancy or are you in receipt of an occupational pension? <i>(If yes, please give details)</i>	Yes / No
Have you ever been dismissed from any previous employment on the grounds of misconduct or incapability? <i>(If yes, please give details)</i>	Yes / No
Do you hold a current and valid driving licence? <i>(if yes, please state the category)</i>	Yes / No



Please indicate if you have any special requirements to allow you to participate fully in an interview.	
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10. Criminal convictions or cautions

<p>You should note that the disclosure of any offence will not necessarily prevent the Rowan Learning Trust from employing you, but we reserve the right to consider its significance in relation to working with children.</p> <p>Work at the school is exempt under the Rehabilitation of Offender Act 1974. Any offer of appointment will be dependent upon the successful completion of the Disclosure and Barring Service (DBS) check at the Enhanced level.</p> <p>Where serious concerns as to an individual's suitability to work with children are expressed, the facts will be reported to the relevant authorities.</p>	
<p>Do you have any unspent criminal convictions, cautions or bind-overs?</p> <p>If yes, please forward details (date, offence and sentence) with a covering letter, in a sealed envelope marked "Addressee Only – Headteacher".</p>	<p>Yes / No</p>

11. REFERENCES

Please state the names and addresses and telephone numbers of two persons from whom references may be obtained. **One must be your current or most recent employer.** In the absence of previous employment experience, a reference from your last place of full-time education will be a suitable alternative.

REFEREE 1				REFEREE 2			
TELEPHONE NO:				TELEPHONE NO:			
EMAIL:				EMAIL:			
Reference Type: (Please circle)	Employer	Education	Character	Reference Type: (Please circle)	Employer	Education	Character
Can this reference be taken up immediately YES/NO				Can this reference be taken up immediately YES/NO			

12. FURTHER INFORMATION FOR CANDIDATES

- * You will receive no further communication unless selected for interview. If you have therefore not been contacted within three weeks of the closing date for applications, you should conclude that, unfortunately, you have been unsuccessful on this occasion.
- * Under the Data Protection Act, the Trust and the Governing Body will use the information given for the purpose of recruitment and selection. Strict confidentiality will be observed and if you become an employee, the information will be used for personnel, pay and pensions administrative purposes only.
- * To comply with the Asylum and Immigration Act 1996 (as amended by S.147 of the Nationality, Immigration and Asylum Act 2002), all prospective employees will be required to supply evidence of eligibility to work in the UK. If you are appointed to the post you will be provided with further information detailing what documents will be required.

THANK YOU FOR YOUR INTEREST SHOWN IN THIS APPOINTMENT

13. DECLARATION

To the best of my knowledge and belief all the particulars I have given are true. I understand that any false statements may disqualify me from employment or render me liable for dismissal. I also understand that no offer of employment made to me will be binding unless confirmed in writing.

I also understand that this post is subject to a satisfactory enhanced Disclosure and Barring Service (DBS) check and to satisfactory medical clearance and the provision of documentary evidence (e.g. NI Number) that shows I am entitled to work in the U.K.

Signature:.....Date:.....

