



**Finance Manager
Full Time
37 ½ hours per week
May 2022**



Kent College's Vision

To be the school of choice for its forward thinking, creative and adventurous approach to life and learning.

Kent College's Core Values

- Daily life at Kent College is underpinned by the Wesleyan values of 'doing all the good you can' in an accepting and supportive Christian ethos which welcomes pupils and staff of all faiths and none.
- We provide an educational framework in which intellectual curiosity and love of learning are fostered.
- We value and celebrate each child as an individual.

Kent College's Strategic Aims

- To maximise the academic achievement of all pupils whilst equipping them to make a purposeful contribution as global citizens.
- Place physical, spiritual and mental wellbeing at the heart of school life.
- To attract, retain and appropriately remunerate high quality staff.
- Develop our facilities to ensure that we are providing outstanding opportunities for the pupils.

**WE ARE THE
FUTURE.**





Background

Founded in Folkestone in 1886, Kent College is an independent day and boarding school for girls, with a Senior School (ages 11–18) and Preparatory School (ages 3–11) sharing the same site, facilities and some specialist staff. From September 2020 the Prep School, welcomed boys into the Nursery (rising 3's). This will mark the beginning of a gradual transition for the Prep School in becoming fully co-educational by September 2027. The school is one of a group of twelve schools within the Methodist Independent Schools Trust. The school has a resident Chaplain who leads the Christian worship in the school.

Since 1939, Kent College has been located on 75 acres of beautiful countryside in Pembury, near Tunbridge Wells. The school campus comprises an elegant Victorian manor house and purpose-built modern facilities, including boarding houses, a music centre, science building, sports hall and an A level study centre. The school is committed to a continuous programme of development and the resources are excellent.

The Senior School

The current roll in the Senior School is approximately 400 and attracts pupils from all over the world. Entry at eleven and thirteen is by the GL CAT4 test and the school accepts quite a wide range of academic ability, with approximately half of our KS3 intake within the top 25% of the national ability range.

Kent College offers a choice of over 26 GCSE subjects, with group sizes usually between three and eighteen. Most pupils complete 10 GCSEs or IGCSEs, but there is the opportunity to take more or less depending on interest or need. In summer 2019, 62% of GCSE grades awarded were 9–7 and the school's value added, based on predictions at KS3 baseline data, was among the best in the country. Excellence was seen in core subjects such as English, Languages and Science, with 93% of all English grades being 7–9. The school is in a highly competitive area with grammar schools, strong comprehensives and many independent schools locally.

Students are also accepted for entry at 16+ and there are approximately 100 pupils studying for A-level courses. In 2019, at A-level there were 72% A*–B grades and 37% A*–A Grades. We offer around 27 subjects: A-levels in most subjects including PE together with BTECs in PE and Drama. Class sizes at 16+ normally range between three and 12. Scholarships to the Senior School are offered at 11+, 13+, 16+ and means-tested bursaries are available.

The Prep School

In 1945, a Prep School, 'Aultmore' was opened in the centre of Tunbridge Wells and in 1989; it was moved to the main school site in Pembury into architect-designed purpose built accommodation. The move also enabled the Prep School to benefit from a range of excellent facilities, which now include two sports halls, professional theatre, dining hall and all weather pitch as well as extensive play areas and superb Forest School.

The Prep School is a friendly, caring and happy school with a current roll of approximately 110 pupils aged 3 to 11 (Nursery – Year 6). The majority are day pupils with a small number of boarders. In addition to the core subjects of English, Maths and Science, all of the pupils in Key Stage 2 study Geography, History, Art, DT and RE, ICT Taught from Year 1 upwards. Specialist teachers in Music, French, Drama, PE and Swimming work with pupils throughout the school and Mandarin is now also taught in Year 6. Class sizes in KS1 and KS2 are normally a maximum of 18. Each year, a number of pupils apply for and are awarded scholarships to the Senior School.

Extra-curricular Activities (ECAs)

Kent College places a strong emphasis on extra-curricular activities and has a flexible and innovative lunchtime and evening programme of prep and activity sessions. Boarders can choose when they do their prep and day pupils choose whether to do homework at home or at school. All pupils participate in extra-curricular activities and are encouraged to plan the use of their time so that they follow a balanced programme of academic work and extra-curricular activities. The pastoral care in the school is very strong and all staff are highly involved in PSHCE and general pastoral matters. All teaching staff are required to be involved in at least one ECA and most do more than this, as both subject and general ECA are available.

Inspection

The school underwent a full integrated inspection by the Independent Schools Inspectorate in December 2015 and was found to be excellent in all areas. A compliance Inspection was carried out in January 2019, the inspection was a great success and the findings affirm the excellent quality of education and care that we provide here at Kent College. The reports together with other information about Kent College can be found on our website at www.kent-college.co.uk





Kent College Pembury is a happy and thriving school, offering a broad education aimed at developing character, inter-personal skills and all-round wellbeing. This is reflected particularly in our Growth Mindset, and Sport and Wellbeing programmes. It is hoped therefore staff joining the school would share the same sense of openness and enthusiasm that we aim to cultivate in our students.

Benefits

Kent College Pembury employs over 200 people in both academic and support staff positions. The school excels in adding value both academically and pastorally and the highly skilled, dedicated and passionate staff are the driving force behind this.

We are delighted to welcome applications from candidates who share our core values and who are able to contribute to our continued future success. We recruit staff of the highest calibre who will inspire, support and challenge the pupils, and fellow colleagues, to achieve their full potential.

We believe in rewarding our staff and offer a complete range of employee benefits including:

- Reduced school fees on permanent roles (Rec-U6 Pupils)
- Meals whilst at school during term time working hours
- Reimbursement for eye tests
- On-site Flu Vaccinations
- Employee Assistance Programme for Staff Wellbeing
- Free on-site parking
- On-going professional training and development
- Use of fitness suite (at allocated times)





Bursary Department

The Bursary Department is an integral part of the success of the school. The team consists of The Bursar, Finance Manager, Payroll and Accounts Manager, Purchase Ledger and Accounts Manager, Bursary Assistant and HR administrator. The team works collaboratively and focuses on supporting the operation of the school through strong financial management and accurate forward planning. The successful applicant should expect to become embedded in the life of the school and there will be opportunities to engage with different departments and teams, as well as developing skills through training opportunities.

The Post

An exciting permanent opportunity has arisen for an outstanding financial professional to take up this opportunity to be part of the school's finance team. We are seeking someone who is a qualified financial professional with strong technical capabilities. The person appointed will be responsible for managing the day-to-day finances of the school, supporting, and reporting directly to the Bursar, to ensure compliance with the Financial Procedures Manual and maintain a robust financial control environment, whilst contributing to the financial aspects of the school's strategy. Strong verbal and written communication skills are essential.

The nature of the role is such that duties are varied and may include but are not limited to the following:

- Day to day financial accounting and cash management including reconciliations
- Management accounts and reports preparation
- Maintenance and operation of the school's financial accounting system
- Compliance with the Financial Procedures Manual
- Management of departmental budgets
- Day to day management and control of Kent College Pembury Enterprise Company.

Salary

The post is full time all year round, normal hours of work are 8.30am until 4.30pm. Annual leave entitlement is 25 days (increasing to 28 after 5 years) plus bank holidays. Salary will be on the Kent College Management Scale (indicative range MAN1.5 –MAN2.5) dependent on experience.

Application process

The completed application form, including the names and addresses of two referees, cv and a letter of application should be sent to Bursar, Mrs Angela Jenkins, Kent College, Old Church Road, Pembury, Tunbridge Wells, Kent TN2 4AX by letter, fax (01892 820232) or email (hr@kentcollege.kent.sch.uk)

Closing date: Monday 11 April 2022 by Midday

Interviews Likely to be in week commencing 19 April 2022.

Candidates are encouraged to apply well before the deadline. We reserve the right to interview candidates before the closing date.

References will be taken up prior to interview. One of the referees should normally be the applicant's current or most recent employer. The post requires the highest level of clearance through the Disclosure and Barring Service (DBS).

Kent College is committed to safeguarding and promoting the welfare of children. Appointees must be prepared to undergo child protection screening Child Protection and welfare are taken very seriously at Kent College, with guidelines on confidentiality and staff-pupil relationship procedures well-publicised to staff.

All gaps of employment are to be accounted for and rigorously investigated. Referees are contacted to ensure the validity of the reference. Testimonials are not acceptable in place of confidential references.

