



Stour Vale Academy Trust

# REDHILL SCHOOL



**CANDIDATE INFORMATION PACK**

**Grade 5 Administrative Assistant**

# ABOUT OUR SCHOOL

## KEY FACTS AND STATISTICS

Type of School	Academy (Member of Stour Vale Academy Trust)
Location	Stourbridge, West Midlands
Age Range	11–16 years
Gender	Co-educational
Headteacher	Mr J Clayton
Number of students	1,232
Number of teaching staff	74.5 (FTE)
Date school established	1976
Budget	£7.5m
Pupil Premium	22%
% of students with SEN in the school	18%
% of students on free school meals	20%

## ACADEMIC ACHIEVEMENTS

GCSE Results 2022	<p>Progress +0.27</p> <p>Attainment 8—Whole School 52.03</p> <p>Basics Standard (English and Maths 9-4) - Whole School 74%</p> <p>Basics Good (English and Maths 9-5) - Whole School 56%</p> <p>E Bacc (4+) - Whole School 54%</p> <p>E Bacc (5+) - Whole School 42%</p> <p>Data used from SISRA Analytics Collaboration Data 2022.</p>
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# Message from the Headteacher



Dear Candidate,

Thank you for showing an interest in joining our wonderful school. Redhill School is a fantastic place to work and develop your future career. We are a school who places care and support at the heart of what we do. If you are successful, you will play a significant role in enhancing the exceptional Quality of Education and Pastoral support our school offers the children of Stourbridge.

Over the past 5 years we have increased in size, taking in additional students to meet the demand of the local community. We now have over 1200 students across years 7 -11. We are ambitious and have high aspirations for our school. We aim to provide the best opportunities for all members of our school community. Our campus is well maintained and well resourced. We take great pride in all aspects of our school. Our children and staff deserve the best.

We are a school where children flourish in all aspects of their school life. We place a high importance on wellbeing. Our staff are supported with additional time for family events and appointments.

If this role is of interest to you and you would welcome further information then please contact us and we will answer any questions you have.

I look forward to hearing from you,

Best wishes

Jamie Clayton

Headteacher

## About our School

Redhill School continues to provide an excellent all round education for our students. Our 'Commitment to Excellence' shines through in all of our work, with our success being built upon the high quality of our teaching and excellent pastoral support. The comments in the last school OFSTED report, which recognised the impact of the outstanding provision within the curriculum for care, guidance and support, are still true today. Since this inspection the school has not in any sense stood still but has built upon its strengths to demonstrate that it is fully committed to continuous improvement to meet the new challenges.

If you aspire to make an impact on the lives of the students in our care, Redhill offers you a wonderful professional opportunity to work alongside an excellent team of staff. We are fully committed to ensuring that our school is a place of learning where people are happy, healthy and successful.

Redhill School, is a founder member of the Stour Vale Academy Trust. The schools in the Trust are committed to excellence in teaching and learning and ensuring that every pupil enjoys learning and is able to flourish. By working together we aim to both develop and share the best practice and provide challenge to all our pupils and staff. Our core values include trust and transparency and these values will be exemplified by our leaders at every level.

Redhill serves the town of Stourbridge with the current pupil numbers on roll being 1232. We have recently expanded our PAN to ensure we can meet the demand for places.

Stourbridge is on the edge of the West Midlands conurbation with easy access to Birmingham, the Black Country, North Worcestershire and the motorway network. It is an educationally rich area with successful primary and secondary schools and Sixth Form Colleges.

Redhill School is popular with parents, being oversubscribed each year, and achieves excellent GCSE results. The school's appeal is based in its strengths in core subjects, modern foreign languages and its strong tradition in other areas such as sport, music and drama.

The school has benefited from a number of developments in the last few years, with new build science, language and sports facilities, the latter in partnership with the Football Association, and a complete refresh of ICT equipment. In 2018 we were successful in two CIF bids and the school estate and facilities have been well managed and are of high quality.

Redhill School is a great place to come to work. We have a full induction programme for new staff, who meet together regularly both formally and informally. The culture of challenge and support is shared not only with our pupils but with staff as well. New staff will often be given a peer mentor to support them in their first year.

## **Safeguarding**

Redhill School is committed to safe working practices and safeguarding for children. Applicants will be required to complete pre-employment checks on suitability for working in a school. We also promote equal opportunities for all.

**To view Redhill School's Child Protection  
Policy please follow this link:**

**<https://www.redhill.dudley.sch.uk/policies>**

# Message from the CEO, Stour Vale Academy Trust

I would like to thank you for your interest in the post of Administrative Assistant at Redhill School.

Stour Vale is a truly cross-phase multi-academy trust and currently has seven member schools, namely: Newtown Primary School, Northfield Road Primary School, Oldbury Academy, Olive Hill Primary School, Redhill School, Ridgewood High School and The Earls High School. This is an exciting time as we continue to grow; a further primary school is due to join next academic year.

Our aim is to achieve the excellence in teaching and learning which enables all of our learners to succeed. This 'commitment to excellence' is underpinned by strong collaboration within and between schools, which in turn provides our staff with many opportunities to develop professionally and to contribute to the continuous development of all Stour Vale schools. All we do in our schools reflects the Trust vision and values and high expectations are fully matched by the level of support and encouragement that schools in the Trust provide one another. Nothing makes us happier than seeing all members of our Stour Vale community flourish.

All applicants for posts need to demonstrate that they share our values, are highly motivated to work with our stakeholders and colleagues, and continually develop their skills, in pursuit of personal and professional excellence.

If you are someone who enjoys challenge and is ready to play a vital part in the team who will create a successful future for all of the pupils in Stour Vale Academy Trust, we would welcome your application for the post.

## About Stour Vale Academy Trust

Our multi-academy trust was founded in 2017 and developed from collaboration between schools, the significant positive impact of which convinced three schools, two secondary and one primary, that together we would have much greater capacity to continuously improve. Over time, Stour Vale has steadily grown. We began as a cross-phase multi-academy trust and as we have grown, both secondary and primary schools have joined us. There are currently seven member schools, three primary and four secondary, which are located across Sandwell and Dudley.

As a successful family of schools, delivering high-quality education for the communities we serve, Stour Vale values its diversity. Each school brings their own distinct character, community, history and identity. We celebrate the uniqueness of member schools, recognising that there is a great deal to learn from education in different contexts. This is also the reason why we remain outward-looking, committed to learning from research and excellent practice across the education system.

We intend to continue to grow because we believe that over time growth will increase the collective capacity of our family of schools to continuously improve and to provide excellent education and care.

## **Values, Ethos and Approach**

Stour Vale Academy Trust holds children and young people at the heart of all that we do. We recognise that as a multi-academy trust we exist in order to advance education for the public good. Our mission, therefore, is to improve life opportunities for children and young people by both providing the best possible education and care to pupils in Stour Vale member schools and by having a positive impact across the wider education system. Our values are encapsulated in four words:

**Excellence** – We are committed to constantly pursuing excellence by continuously improving all aspects of our work as a trust. Excellence in teaching and learning, curriculum and character development is our primary focus. We believe that by enabling our pupils to make strong academic progress alongside widening their opportunities for personal development, they will grow their potential enjoying their education to the full and be equipped to go on to be happy and successful adults contributing positively to society. This commitment to excellence in classrooms will be achieved by realising our ambition to provide excellent professional learning for all colleagues, by developing leadership in every role.

**Integrity** – By always acting with integrity we will ensure that we continue to deploy our resources appropriately in order to provide the very best education and care for pupils. This approach will also enable us to recruit and retain the best staff who share our values. Combined with a real recognition of our responsibility to both support and challenge member schools and to have a positive impact on the wider educational system, acting with integrity will enable us to build trust amongst member schools and more widely with schools and trusts who work in partnership with us. This trust underpins the truly effective collaboration which has a positive impact on the lives of children and young people.

**Respect** – We are committed to treating everyone with respect and to promoting equality. Stour Vale member schools are safe and inclusive schools, committed to meeting the needs of individual pupils. We value and celebrate the diversity of member schools, pupils, colleagues and the communities we serve. Much like integrity, we recognise that respect is vital to building trust. We believe that developing pupils' character and their own commitment to treating others with respect must sit alongside the pursuit of academic excellence.

**Collaboration** – Stour Vale Academy Trust exists because we believe that effective collaboration has a positive impact on the life opportunities of children and young people. We believe that working collaboratively together we have much greater capacity to realise continuous improvement in all member schools. Therefore, we seek to actively promote positive, impactful collaboration, most often with school-based staff taking the lead.

We describe our shared approach to school improvement as 'secure autonomy'. Headteachers, with school leadership teams and staff, have autonomy to lead school improvement in their own schools, responsively and in collaboration with others within and beyond our trust. We believe that this approach enables us to grow, attract and retain excellent school leaders and to develop the most innovative and impactful school improvement strategies. We recognise that this autonomy must be secured within the structure of the multi-academy trust, and our model of challenge and support for impact, underpinned by our shared values, ensures sustained school improvement and a sharp focus on outcomes for pupils. This in turn realises our ambition that **Stour Vale** member schools are *schools where learners flourish*.

# JOB DESCRIPTION

**Job Title: Administrative Assistant**  
**Contract: Permanent Term Time only (39 weeks) - 37 hours per week**  
**Salary scale: Grade 5 SCP 7-11**  
**Salary: £19224.12—£21138.01 (actual full time)**

The post holder will mainly focus on providing support to the school leadership team, organising data analysis programmes, supporting the Examinations/Data Manager and administrative tasks as identified within the job description. To work under the guidance of the Headteachers PA.

## **Main Responsibilities**

### **Administrative Duties**

- Act as Personal assistant to Senior Leaders including dealing with highly confidential and sensitive issues
- Managing stock processes
- Responsible for head teachers / leadership diaries and email and to take further actions as directed as appropriate
- Marketing the school by showing parents and visitors around
- Manage the organisation of school events, trips and related administration; ensure insurance arrangements made
- Responsible for administering, both placement and receipt under the School's work experience programme, including involvement in year group meetings, one-to-one sessions with individual students and conducting staff visits as appropriate
- Liaise with governor support to provide reports for meetings, ensuring deadlines are met
- Governors' agendas. Collate annual report for parents.
- Completion of statutory returns e.g. forms for DfES, Area Health, etc
- Co-ordinating the content for school publications and liaise with external publishers as necessary
- Maintain Register for annual license reviews and ensure renewal and where appropriate.

### **Financial Duties**

- Year end procedure (academic year)
- Responsible and accountable for petty cash where referral to the Head is only for approval on individual spending items and where the Secretary/Administrator is in overall control
- Responsible for Capitation cheque book
- Preparation of orders and identification of budget code
- Maintain income and expenditure accounts for the School Fund
- Prepare School fund accounts for audit inspection
- Monitor travel claims and process for payment
- Responsible for reconciling bank statements monthly for both capitation and the school fund
- Safe key holder.

### **Personnel Duties**

- Process all documentation required for teaching and non-teaching staff appointments or changes
- Create, maintain and update confidential staff files
- Process all routine aspects of teaching and support staff appointments
- Record staff absences and ensure that education personnel are notified in the appropriate timescales
- Arrange supply / casual cover as required and process claim forms as necessary
- Personnel administration for out of schools clubs including identifying rates of pay and correct contracts
- Responsible for ascertaining cover requirements in school and arranging that cover, in conjunction with the appropriate line manager where appropriate
- Process timesheets for payment of supply cover
- Monitor sickness and holiday and complete / authorise timesheets as appropriate e.g. for Dinner Supervisors and Coach Escorts (special schools)
- Draw up advertisements for vacancies
- Deliver training to others as directed
- Monitor advertising, recruiting and selection process.

### **Staff Supervision**

- Supervise and motivate office staff for whom responsible
- Assist with the assessment and development of their training needs.

### **Data Management**

- Responsible for the management of schools information management systems
- Produce Plasc - responsible for collecting information for and completing PLASC for final approval only by

### **Headteacher**

- Responsible and accountable for producing assessment data for analysis
- Produce statistical information on key stage results.

### **Buildings and Estates Duties**

- Co-ordinate hiring process of school premises in accordance with governors policy.

### **Support for the School**

- Be aware of and comply with policies and procedures relating to child protection, health and safety, security, confidentiality and data protection. Reporting all concerns to the appropriate person
- Contribute to the overall ethos/work/aims of the school
- Participate in training, other learning activities and performance development as required
- Attend and participate in meetings as required
- Any other duties commensurate with the duties/responsibilities/grade of the post
- All staff in school will be expected to accept reasonable flexibility in working arrangements and the allocation of duties including duties normally allocated to posts at a lower responsibility level, in pursuance of raising pupil achievement and effective team working.

**Please note that you must be available to start work at 8am due to the nature of the role.**

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

This job description may be amended at any time following discussion between the head teacher and member of staff, to be reviewed annually.

# PERSON SPECIFICATION

Criteria	Essential
<b>Training and Qualifications</b>	<ul style="list-style-type: none"><li>• GCSE grade C or equivalent in English and Maths.</li></ul>
<b>Practical skills</b>	<ul style="list-style-type: none"><li>• Effective use of ICT package</li><li>• Good keyboard skills</li><li>• Ability to maintain high standards of accuracy and have a calm methodical approach to work</li><li>• Ability to prioritise and meet deadlines.</li></ul>
<b>Experience</b>	<ul style="list-style-type: none"><li>• Minimum of 2 years office experience including the development, management and operation of administration systems.</li></ul>
<b>Personal Qualities and Attributes</b>	<ul style="list-style-type: none"><li>• Ability to relate well to children and adults</li><li>• Ability to work constructively as part of a team, understanding school roles and responsibilities and own position in these</li><li>• Good organisational and communication skills</li><li>• Ability to identify own training needs and willingness to participate in training and development opportunities.</li></ul>



**REDHILL SCHOOL**  
**Junction Road**  
**Stourbridge**  
**West Midlands**  
**DY8 1JX**

**01384 816355**

**[www.redhill.dudley.sch.uk](http://www.redhill.dudley.sch.uk)**

**[www.svat.org.uk](http://www.svat.org.uk)**

**For an informal discussion please contact:**  
**Mr Gareth Scott, Deputy Headteacher**  
**([info@redhill.dudley.sch.uk](mailto:info@redhill.dudley.sch.uk))**

**Please send completed Application Forms to:**  
**Mrs S Williams, Redhill School, Junction Road, Stourbridge, DY8 1JX**  
**or [jobs@redhill.dudley.sch.uk](mailto:jobs@redhill.dudley.sch.uk) or apply via TES**

**CLOSING DATE: 30th January 2023 (9am)**  
**INTERVIEWS: To be advised**

**Only successful candidates will be contacted.**

**Please contact the Headteacher's PA, Mrs Joanne Endicott, to arrange a visit to the school.**

**Either call 01384 816355 or email [info@redhill.dudley.sch.uk](mailto:info@redhill.dudley.sch.uk)**  
**(please include a contact number).**

**NB. We reserve the right to close vacancies prior to the advertised closing date should a large number of applications be received.**