

St. Giles' School

**School Finance Officer
Role Profile and Person Specification**

January 2025

ST. GILES' SCHOOL

Job Description

Job Title:	School Finance Officer
School /Academy:	St. Giles' School
Grade Range:	Grade 4 – Scp 8 – 10 (£29,763 to £30,630 FTE and will be pro-rata'ed)
Hours per week:	8.30am to 4.00pm with 45 minutes unpaid lunch – Part time three days a week – 20 hrs and 15 minutes
Work Pattern:	Term Time and one week during the summer holidays that is part of the contract and will not be paid overtime – 46.2 weeks of the year. Temporary from 1 st April 2025 to 31 st March 2026. Temporary/Fixed term contract for one year and will be reviewed on a regular basis in line with the requirements of the school due to fluctuations in student numbers.
Location:	St. Giles' School
Reports to:	School Business Manager
Responsible for:	Finance, Budgeting and administration relating to this area.
Role Purpose and Role Dimensions:	To provide an effective and efficient administrative financial support service to the Headteacher and Governing Board for the efficient conduct of the School/Academy's administrative affairs and to ensure the smooth running of the School/Academy.
Commitment to Diversity:	As a member of the School Team to take individual and collective professional responsibility for championing the School/Academy's diversity agenda and proactively implementing initiatives which secure equality of access and outcomes. Also to commit to continually developing personal understanding of diversity.
Key External Contacts:	<ul style="list-style-type: none">▪ LA Croydon▪ Contractors▪ Agencies▪ External finance consultants▪ HMRC▪ Pension providers▪
Key Internal Contacts:	<ul style="list-style-type: none">▪ School Business Manager▪ Teachers▪ Support staff▪ SLT▪ LMT▪ Headteacher▪ Governors▪
Financial Dimensions:	

Key Areas for Decision Making:

- Finance
- Finance administration
- Payroll
- Day to day
- Ordering and invoicing
- Maintaining accurate records for producing accurate finance reports and returns
- Bank reconciliations
- General finance duties
-

Other Considerations:

Key Accountabilities and Result Areas:

To be responsible for ordering and invoicing and to maintain controls checking authorisation for expenditure.

Key Elements:

This will involve:

- To raise orders and commitments for stock and services.
- To process orders, invoices, credit notes and local income.
- To check and following up all outstanding orders.
- To check the system for unauthorised/unprinted orders, and unauthorised invoices and ensure all cheques have been raised.
- To be responsible for receiving and checking goods on delivery.
- To administer and process the schools' insurance schemes and claims.

To be responsible for maintaining accurate records and producing reports and returns as appropriate.

This will involve:

- Check and process salary changes.
- To ensure that records are kept and re-claims made for individually funded pupils.
- To provide the Head Teacher and Governing Board with information which will help them to monitor the budget and take financial decisions.
- To assist the Deputy Head Teacher to make statistical returns to the LA and DfE as required.
- To be responsible for printing VAT returns and sending to the LA and processing VAT reimbursements.
- To inform curriculum budget holders of budget/expenditure on a half-termly basis.
- To produce absence reports.
- To assist the headteacher with preparing a 'best value' statement.
- To be responsible for back-up of the computer records.
- Assist the headteacher to maintain and update the equipment register.

To monitor and reconcile bank statements.

This will involve:

- To prepare banking and assist with the banking of monies.
- To reconcile the bank statement.
- To check and follow-up any out of date items on the bank statement.
- To be responsible for closing the period after processing transactions for the month.

To undertake general finance duties.

This will involve:

- To administer the school fund.
- To be responsible for processing funding income, delegated and ad hoc.
- Process petty cash in line with the financial regulations and process petty cash reimbursements.
- To be available to the finance committee of the Governing Board to explain and discuss budget detail.
- To liaise with the budget monitoring and advisory service and ensure that they are kept up to date with changes which will affect the setting and monitoring of the School/Academy budget.
- To carry out other related duties to meet the needs of the school.
- To raise cheques and be a named signatory and to monitor cash flow.

Key Accountabilities and Result Areas:

Green Statement

Key Elements:

This will involve:

- Seek opportunities for contributing to sustainable development of the borough, in accordance with the School/Academy's Green Commitment. In particular, demonstrate good environmental practice (such as energy efficiency, use of sustainable materials, sustainable transport, recycling and waste reduction) in management of the service provision.

Data Protection

This will involve:

- Being aware of the School/Academy's legal obligations under the Data Protection Act 2018 (the "2018 Act") and the EU General Data Protection Regulation ("GDPR") for the security, accuracy and relevance of personal data held, ensuring that all administrative and financial processes also comply.
- Maintaining customer records and archive systems in accordance with departmental procedures and policies as well as statutory requirements.
- Treating all information acquired through employment, both formally and informally, in accordance with the **Workforce Data Protection Policy**.

Confidentiality

This will involve:

- Treating all information acquired through employment, both formally and informally, in confidence.

There are strict rules and protocols defining employee access to and use of the School/Academy's databases. Any breach of these rules and protocols will be subject to disciplinary investigation. There are internal procedures in place for employees to raise matters of concern regarding such issues as bad practice or mismanagement.

Equalities and Diversity

The School/Academy has a strong commitment to achieving equality of opportunity in its services to the community and in the employment of people. It expects all employees to understand, comply with and to promote its policies in their own work, to undertake any appropriate training and to challenge racism, prejudice and discrimination. This includes respecting and valuing the different experiences, ideas and backgrounds others can bring to work and to teams.

Safeguarding

This will involve:

- Displays commitment to the protection and safeguarding of children and young people.
- Values and respects the views and needs of children and young people.
- Demonstrates a commitment to fundamental British values and an awareness of how these can be promoted in direct work with children.

Customer Care

This will involve:

- Able to demonstrate a commitment to the School/Academy's Customer Care Policy

Health and Safety

Every employee is responsible for their own Health & Safety, as well as that of colleagues, service users and the public. Employees should co-operate with management, follow established systems of work, use protective equipment where necessary and report defectives and hazards to management.

To contribute as an effective and collaborative member of the School Team

This will involve:

- To participate in training to be able to demonstrate competence.
- To participate in first aid training as required.
- Participating in the ongoing development, implementation and monitoring of the service plans.
- Championing the professional integrity of the School Service
- Supporting Customer Focus, Best Value and electronic management of processes.
- Actively sharing feedback on School policies and interventions

To contribute as an effective and collaborative member of the School Team

This will involve:

- Attend and participate in relevant meetings as required including the weekly school briefings.
 - To read class and school briefing notes as necessary.
 - Promote good pupil behaviour, dealing promptly with conflict and incidents in line with established policy and encourage pupils to take responsibility for their own behaviour.
 - Appreciate and support the role of other professionals.
 - Participate in training and other learning activities including training to be able to demonstrate competence including first aid, Makaton, Eating and Drinking, moving and handling and food safety training as required.
 - To participate in performance development as required.
 - Participating in the ongoing development, implementation and monitoring of the school plans.
 - Championing the professional integrity of the school service
 - Actively sharing feedback on school's policies and interventions
 - Duties and responsibilities of the post may change over time as requirements and circumstances change. The person in the post may also be required to carry out such other duties consistent with the grade from time to time.
 - Contribute to the development, implementation and evaluation of the school's policies, practices and procedures, so as to support the school's values and vision.
 - Maintain a positive contribution to the wider life and ethos of the school.
 - Work with others on curriculum and pupil development to secure co-ordinated outcomes.
 - Lead by example, with the highest professional and personal standards.
 - To read safeguarding guidance (e.g. Keeping Children Safe in Education, Prevent) and our safeguarding and child protection policies".
 - Participate in safeguarding training and other learning activities including training to be able to demonstrate competence including first aid, Makaton, Eating and Drinking, moving and handling and food safety training as required".

Personal development

- Take part in the school's appraisal process.
- Take part in further training and development in order to improve own practice.
- Where appropriate, take part in the appraisal and professional development of Others

Communication

Communicate effectively with staff, pupils, parents, and carers

Working with colleagues and other relevant professionals

Collaborate and work with colleagues and other relevant professionals within and beyond the school

Develop effective professional relationships with colleagues with the focus on music.
Personal and professional conduct
Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school
Have proper and professional regard for the ethos, policies and practices of the school, and maintain high standards of attendance and punctuality
Understand and act within the statutory frameworks setting out their professional duties and responsibilities.

To contribute as an effective and collaborative member of the School Team

Safeguarding

Work in line with statutory safeguarding guidance (e.g. Keeping Children Safe in Education, Prevent) and our safeguarding and child protection policies
Work with the designated safeguarding lead (DSL) to promote the best interests of pupils, including sharing concerns where necessary.

Promote the safeguarding of all pupils in the school

The teacher/member of staff will be required to safeguard and promote the welfare of children and young people and follow school policies and the staff code of conduct.

“To read safeguarding guidance (e.g. Keeping Children Safe in Education, Prevent) and our safeguarding and child protection policies”

“Participate in **safeguarding** training and other learning activities including training to be able to demonstrate competence including first aid, Makaton, Eating and Drinking, moving and handling and food safety training as required”.

Other areas of responsibility

As agreed with the Headteacher. Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the teacher will carry out. The postholder may be required to do other duties appropriate to the level of the role, as directed by the headteacher or line manager.

Notes:

This job description may be amended at any time in consultation with the postholder.

Last review date: January 2025

Next review date: January 2026

Headteacher/line manager’s signature:

Date:

Postholder’s signature:

Date:

Person Specification

Job Title:

Generic School Finance Officer

Essential knowledge:

- Recognised business/finance qualification
- Understand the financial functions and duties of a locally managed school.
- A good understanding of and commitment to equal opportunities policies and its relationship to the School/Academy/ Local Authority.
- The ability to use information technology to an intermediate standard.

Essential skills and abilities:

- The ability to undertake a wide range of financial and administrative tasks.
- The ability to adapt to both varying tasks and those of a routine nature.
- The ability to absorb information readily and speedily and work under pressure.
- Excellent communication skills together with the ability to communicate fluently in English to fulfil the requirements of the post*
- Displays commitment to the protection and safeguarding of children and young people.
- Demonstrates a commitment to fundamental British values and an awareness of how these can be promoted in direct work with children
- The ability to respond effectively to staff, outside agencies, the Local Authority, suppliers and the general public at all levels, both in person and over the telephone.
- A good understanding of the need for confidentiality and secure financial systems.
- Proven literacy and numeracy skills.

Essential experience:

- Be able to demonstrate experience of providing effective financial support.
- Experience of using and developing financial systems and procedures.

Special conditions:

- Willingness to undertake further training as required for example for the software used by the school finance system.
- The ability to work flexibly and ensure that essential tasks are carried out within agreed timetables.
- The physical ability to perform the duties of the post with the support of aids and adaptations if necessary.
- Enhanced DBS check

*Further advice on specific points in this role profile can be obtained from your HR provider.