****



**Administrator**

**Lealholm Primary School**

**Recruitment Information Pack**

Lealholm Primary School   
Lealholm  
YO21 2AQ

www.lealholm.n-yorks.sch.uk

## Contents

Welcome from the Headteacher 3

Our vision and values 4

Nurture Award 5

YEAT Schools 6

Application process 9

Job Description and Person Specification 10

****

**About Lealholm Primary School**

Our committed staff team are dedicated to providing a wealth of opportunities to all the pupils. Our broad, balanced and inclusive curriculum has been developed to ensure that it encompasses the local area and we pride ourselves on the strong links we have with our community. Currently, we are developing our bespoke ‘river school’ curriculum, making regular and responsible use of our picturesque location in the heart of the North Yorkshire Moors National Park. In addition to this, we have our ‘farm visit enhancement schedule’ which means that children learn more about their local heritage and the different types of farming that we have locally. We are embarking on our journey to achieving our silver Rights Respecting Schools Award which ensures that we create a safe and inspiring place for children to learn, be respected, their talents are nurtured, and it allows us to embed these values into daily school life: giving children the best chance to lead happy, healthy lives and to be responsible, active citizens. In order to support teaching and learning across the curriculum, and prepare children for 21st century Britain, we have 1:1 ipads for all pupils.

We ensure that within our curriculum we provide children with a vast range of adventurous sporting activities, which develop and build their resilience and allow them to gain worthwhile and extraordinary experiences such as canoeing, sailing and beck scrambling.

We are proud to be a founding member of the Yorkshire Endeavour Academy Trust. Opportunities to work collaboratively with pupils from other schools within the Trust are actively planned into the school year. We ensure that pupils from our small village community have opportunities to develop confidence and build relationships with their peers beyond Lealholm, in preparation for their eventual transition to secondary school.

Staff have high expectations of all pupils and are keen to develop their resilience, independence and communication skills. Staff, pupils, parents and governors have worked together to create a set of oaths, which aim to enhance pupils’ broader development during their time at Lealholm in order to ensure that all pupils are effectively prepared for the next stage of their educational journey.

Our small team of staff are welcoming and friendly. Their passion and motivation shines throughout the school. Don’t delay, come and see for yourself.

For more information about Lealholm, please visit our website: [www.lealholm.n-yorks.sch.uk](http://www.lealholm.n-yorks.sch.uk)

**Yorkshire Endeavour Academy Trust - Our Vision and Values**

## Vision

* **Ethical** action for a world class education.
* **Nurturing** relationships at the heart of our communities.
* **Brave** leadership in a changing landscape.

## Values

* Providing world-class education to all children through an ambitious curriculum.
* Encouraging curiosity and a lifelong love of learning.
* Wrapping around our community through an inclusive nurturing approach.
* Taking pride in local heritage whilst preparing our children to be global citizens.
* Collaborating with partners in education and universal services to support each child’s unique journey.
* Highlighting and sharing excellent educational practice for the benefit of all.
* Growing and developing people in all roles to be their very best.

**Nurture Award**

[](https://player.vimeo.com/video/803565553?app_id=122963)

All the schools within our Trust are working with Nurture UK on the Nurturing Schools Programme. We are developing our practice against the six principles of nurture, shown below (image courtesy of Nurture UK) and staff are accessing training in a range of areas including de-escalation strategies, sensory regulation, attachment theory and other aspects of social, emotional and mental health.

As part of our nurture journey, the staff team reviewed our behaviour policy to reflect our focus on inclusion, nurture and restorative practice. The full policy is available on the policy page of our website and is based on the nurture principles and our three rules: Be safe. Be kind. Be responsible.

We evaluated and further improved our practice across three key areas: stakeholders, delivery and leadership and management. We are working with a range of external agencies, including an Educational Psychologist, consultants from Nurture UK, and specialist staff from the coastal Opportunity Area, as well as liaising with colleagues from across YEAT schools.

We already pride ourselves on an inclusive and nurturing approach and look forward to developing our practice further as we continue on our nurture journey. Our school is well resourced with books, sensory objects, a sensory room, calm corner and much more to truly nurture our children and offer individualised support where needed.

****

**Schools in Yorkshire Endeavour Academy Trust**

**Airy Hill Primary School**

Pupils succeed and flourish at our school. They achieve well across the whole curriculum. Our children love the outdoor spaces at school and they say learning at Airy Hill is fun. We are a nurturing, rights-respecting and pupil centred school. Our school vision runs deeply through the life of Airy Hill and is easily identified by anyone visiting us. We ensure our pupils have broad and exciting learning experiences and this is reflected in the way our pupils talk about school. Children learn about their local heritage as well as aspects of culture from around the globe – they value and celebrate the differences in each other. We work together so every child succeeds.

For more information about Airy Hill, please visit our [website.](https://airyhill.n-yorks.sch.uk/)

**Castleton Community Primary School**

Castleton currently has 53 pupils on roll across two classes: Acorns (EYFS/KS1) and Oaks (KS2). Outdoor learning is a key feature of our provision and children have regular opportunities to participate in a range of outdoor activities. Hidden behind our historic building are extensive grounds, which include tiered gardens featuring a pond, greenhouse, adventure play area, stage, quiet zone, forest school site and an outdoor classroom. Our children are also interested in music and the arts. Our parents are very keen to be involved in the life of the school and we have an active PTFA.

For more information about Castleton, please visit our [website.](https://www.castletonprimaryschool.co.uk/)

**Glaisdale Primary School**

Glaisdale school currently has 34 pupils on roll across two classes: Explorers (EYFS/KS1) and Adventurers (KS2). We have a relatively new staff team who have worked hard in recent months to develop our curriculum, sports offer, school council and EYFS provision.

Our children love the great outdoors and our rural location provides lots of opportunities for sport and adventurous activities. We would love our new teacher in charge to share this passion, taking the lead on improving our sports and PE provision in order to achieve local, regional and national recognition.

Staff have developed excellent relationships with our parents and 100% of those completing a recent survey said they would recommend Glaisdale to other parents.

For more information about Glaisdale, please visit our [website.](https://www.glaisdaleprimaryschool.co.uk/)

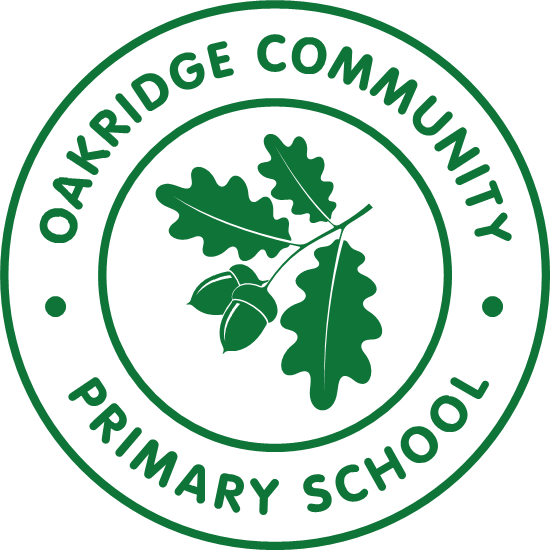
**Lealholm Primary School**

Lealholm is a very welcoming school with a friendly atmosphere. The small pupil numbers encourage a family feel, where pupils from Reception to Year 6 happily learn, play, eat and celebrate together. All pupils can identify trusted adults within school, including those in non-teaching roles, to whom they could turn to if they had any worries. Positive attitudes and kind behaviour are celebrated and awarded in weekly assemblies.

Pupils have access to a wide range of activities, as well as taking on leadership responsibilities, including being on the school council and being reading buddy. Opportunities to work collaboratively with pupils from other schools within the Trust are actively planned into the school year. This provides pupils from our small village community with useful opportunities to develop confidence and build relationships with their peers beyond Lealholm, in preparation for their eventual transition to secondary school in the nearest town, almost 10 miles away.

For more information about Lealholm, please visit our [website.](https://www.lealholm.n-yorks.sch.uk/)

**Oakridge Community Primary School**

Oakridge Community Primary School is situated in a most beautiful part of the country: the village of Hinderwell located between the North Yorkshire Moors and the North Sea coast.

We are a designated Community Primary School, including a nursery and cater for children between the ages of 3 and 11. The children are organised into two classes: Oak Class for KS2 pupils and Acorn Class for EYFS and KS1 pupils.

We provide a rich and exciting curriculum in a safe and caring environment, where children flourish and have the opportunity to build positive relationships, make reputable choices and be inspired to become innovative life-long learners.

We recognise that parents and carers are an integral part of our family of schools, and we strive to work with them to make positive contributions to our local communities.

For more information about Oakridge, please visit our [website.](https://oakridge.n-yorks.sch.uk/)

**West Cliff Primary School**

West Cliff Primary School is a warm and friendly community school that provides education from children aged 2-11. It currently has around 200 children on roll, divided into 8 classes (one for each year group). We also have the Rockpool, which is our Targeted Mainstream Provision for children with high level social, emotional and mental health needs. The school mainly takes children from the west side and the centre of Whitby but is accessible from all parts of the town.

We pride ourselves on providing a warm and welcoming environment for children and adults alike, and we strive to provide the very best standard of education possible for our children. The six principles of nurture run through our school.

We are a Beach School as we believe that the beach is a fantastic resource that can be used, both to learn and have fun on. We are located a short walk from the beach and you can even see the sea from our upper-floor classrooms!

For more information about West Cliff, please visit our [website](https://www.west-cliff.n-yorks.sch.uk/).

## Application Process

The closing date for all applications is **9am on Friday 12th September.**

Interviews will be held on **Wednesday 17th September.**

An email will be sent to candidates with the outcome of the shortlisting process.

**Application Process**

Please apply online via NYC Jobs

An email will be sent to candidates with details of the shortlisting process.

We do not accept CV’s.

**Queries / School Visits**

Informal chats with our Headteacher Ben Russell are welcomed. For queries or to arrange a call or school visit with the Headteacher / Head of Department, please contact **Chloe Bullen at** [**Chloe.Bullen@northyorks.gov.uk**](mailto:Chloe.Bullen@northyorks.gov.uk) **or on 01609 536 964**

Chloe has been engaged to support us with recruiting to this exciting opportunity.

**Job Description**

|  |  |
| --- | --- |
| **Post title:** | Administrator |
| **Grade:** | E |
| **Responsible to:** | Admin Officer / Headteacher/ Business Manager |
| **Staff managed:** | Admin Assistant |
| **Directorate:** | Children and Young People's Service |
| **School name:** | Lealholm Primary School |
| **Job family:** | **C&A - Customer & Administration** |
| **Date of issue:** | August 2023 |

|  |
| --- |
| Job Purpose |
| * To provide an effective administrative support service to the Headteacher and the School. The post holder will have some responsibility for the supervision of employees and/or for considerable expenditures. * Works within the busy environment of the school office managing the administration for the school, providing an administrative, reprographics, budget monitoring and reception service, where excellent organisational skills are essential in order to handle the variety of tasks the need to be undertaken * Enhanced DBS clearance required |

|  |  |
| --- | --- |
| Operational Issues: | * Collate information for statistical returns, including attendance and the completion of administrative forms including assistance with examination entries. * Analyse and evaluate data and information and produce reports * Deal with administration in relation to staff appointments, including advertisements, arrangement of interviews, standard correspondence and expenses etc. * Deal with maintenance requests and oversee contractors where appropriate. * Be responsible for confidential information e.g. policies, staff, pupils and parents records. * Produce documents for the school e.g. Newsletters, brochures. * Ensure the provision of administrative, clerical and secretarial duties e.g. typing, copying, diary management, using appropriate technology. * Take minutes at meetings as required. * Undertake personnel administration relating to the pay and conditions of all staff, in liaison with central offices of the LA. * Organise school trips, room bookings for meetings and arrange supply cover for teaching absences. * Organise school lettings. |
| Communication: | * Communicate effectively with other staff, Governors, visitors, contractors, pupils and their families/carers. * Remember and understand the procedures and legislation relating to confidentiality issues that apply to your job role. * Liaise with parents, staff, pupils and external agencies as required. * Ensure the delivery of an efficient reception service. |
| People/Resource Management: | * Contributes to setting and monitoring the school budget. * Input income and expenditure information. * Undertake the administration of all accounts relating to the school, including handling of small amounts of cash, payments of bills and invoices, reconciliation of bank statements and preparation of month end returns etc. * Reconcile ORACLE statement and checking queries. * Process orders and payments for stationary, equipment etc. * Participate in the school’s performance management scheme. * Attend staff meetings and training days and management team meetings by agreement with the Headteacher. * Participate in training & other learning activities. * Manage the day to day activities of the office and staff including the induction, training and allocation of work to other administration staff |
| Safeguarding: | * Adhere to data protection legislation. * Maintain confidentiality as appropriate. * Be responsible for promoting and safeguarding the welfare of children and young people that you are responsible for and come into contact with, by knowing who to report your concerns to. * Have an awareness and basic knowledge where appropriate of the most recent legislation. |
| Systems and Information: | * Be aware that different types of information exist (for example, confidential information, personal data and sensitive personal data), and appreciate the implications of those differences. * Share information as appropriate– in writing, by telephone, electronically and in person. * Maintain and update accurate computerised and manual records as appropriate. |
| Equalities: | * We aim to make sure that services are provided fairly to all sections of our community, and that all our existing and future employees have equal opportunities. * Ensure services are delivered in accordance with the aims of the equality Policy Statement. * Develop own and team members understanding of equality issues. |

|  |  |
| --- | --- |
| Person Specification: |  |
| Essential | **Desirable** |
| Knowledge and Experience   * Experience in public or private sector finance and administration * Experience of operating administrative systems, including Microsoft office * Knowledge of admin and office systems * Knowledge of health & safety regulations & procedures * Knowledge of school procedures | * Supervisory experience |
| Occupational Skills   * Good ICT skills and the ability to use the keyboard with speed and precision * Good written and verbal communication skills * Budget management skills * Statistical skills * Analytical Skills * Problem solving skills |  |
| Behaviours   * [link](https://www.northyorks.gov.uk/your-council/our-role-structure-and-objectives#accordion-content-0-0) |  |
| Qualifications   * Level 2 Qualification to evidence good numeracy & Literacy Skills | * Level 3 qualification in Business / Finance / Administration or equivalent * Level 2 Word Processing qualification or equivalent * Appropriate first aid training |
| Personal Qualities   * Attention to detail, neatness and accuracy * Organisational skills * Ability to work successfully in a team * Confidentiality * Ability to work to deadlines and prioritise own workload |  |
| Other Requirements   * To be committed to the school’s policy and ethos * To be committed to continual professional development * Motivation to work with children and young people * Ability to form and maintain appropriate relationships and personal boundaries with children and young people * Enhanced DBS clearance required |  |
| Equal Opportunities   * To assist in ensuring that equalities policies are considered within the school’s working practices in terms of both employment and service delivery. |  |

**APPLYING FOR A JOB WITH NORTH YORKSHIRE COUNCIL**

**IMPORTANT ADVICE ON COMPLETING THIS APPLICATION**

Your application form plays an important part in your selection. Please ensure you address all the essential requirements listed in the specifications. The following advice should help you to complete the application form as effectively as possible.

**Data Protection**

The information that you state on this application form will be used by the school and the Council to consider you for a job vacancy. To find out about how we use your personal data for the purposes of recruitment please see our Privacy Notice at [www.northyorks.gov.uk/working-us](http://www.northyorks.gov.uk/working-us).

**Rehabilitation of Offenders**

The post you are applying for requires you to have an enhanced Disclosure and Barring Service criminal records check for work with children, with a barred list check if you work in regulated activity. This check for disclosure of criminal history will include spent convictions, pending prosecutions / current court proceeding and police enquiries.

Should you be shortlisted, you will be asked to disclose full details of your criminal history prior to your interview. This includes any information deemed relevant as part of Keeping Children Safe in Education which may arise in an online search undertaken on shortlisted candidates. This information may be discussed with you at your interview in order to assess job related risks, but we emphasise that your application will be considered on merit and ability and you will not be discriminated against unfairly. Failure to disclose this information will result in any offer of employment being withdrawn.

Please also see the policy statement on the Recruitment of Ex-offenders below.

**Information in Support of your Application**

Every post advertised is supported by a full person specification. The specification lists all the essential skills, experience and qualifications which are necessary for the job and the criteria against which you will be assessed, both through your application form and at interview.

As part of the application process, you may have been asked to demonstrate within this application form how you meet some or all of the criteria or key competencies outlined in the person specification. Rather than simply repeating your career history, look at the skills and experience required by the job and provide evidence that you possess them by giving **specific and detailed examples** which include a focus on outcomes and on your own contribution to the scenario. Try to use different and varied examples wherever possible.

When completing these sections, do not forget the skills and experience you have gained outside full-time work. Outlining your previous work experience or other responsibilities may help you to uncover skills which you have taken for granted and which are clear signs of your ability to do the job.

**Canvassing**

You must not try to influence an elected Council Member, any council employee or a member of the school governing body, to act in your favour, as this will disqualify you. If you are related to a Councillor, a Council employee or a governor you must indicate this in the relevant section of the application form.

**Policy Statement on the Recruitment of Ex-offenders (Source** [**www.gov.uk**](https://www.gov.uk/government/publications/dbs-sample-policy-on-the-recruitment-of-ex-offenders/sample-policy-on-the-recruitment-of-ex-offenders)**)**

1. As an organisation assessing applicants’ suitability for positions which are included in the Rehabilitation of Offenders Act 1974 (Exceptions) Order using criminal record checks processed through the Disclosure and Barring Service (DBS), this school complies fully with the DBS [code of practice](https://www.gov.uk/government/publications/dbs-code-of-practice) and undertakes to treat all applicants for positions fairly.
2. This school undertakes not to discriminate unfairly against any subject of a criminal record check on the basis of a conviction or other information revealed.
3. This school can only ask an individual to provide details of convictions and cautions that it is legally entitled to know about. Where a DBS certificate can legally be requested (where the position is one that is included in the Rehabilitation of Offenders Act 1974 (Exceptions) order 1975 as amended, and where appropriate Policy Act Regulations as amended) this school can only ask an individual about convictions and cautions that are not protected.
4. This school is committed to the fair treatment of its staff and potential staff, regardless of race, gender, religion, sexual orientation, responsibilities for dependents, age, physical/mental disability or offending background.
5. This school has this written policy on the recruitment of ex-offenders, which is made available to all DBS applicants at the start of the recruitment process.
6. This school actively promotes equality of opportunity for all with the right mix of talent, skills and potential and welcome applications from a wide range of candidates, including those with criminal records. Candidates are selected for interview based on their skills, qualifications and experience and criminal record information is only requested from short-listed candidates.
7. A disclosure is only requested from the DBS after a thorough risk assessment has indicated that one is both proportionate and relevant to the position concerned. For those positions where a criminal record check is identified as necessary, all application forms, job adverts and recruitment briefs will contain a statement that a DBS certificate will be requested in the event of the individual being offered the position.
8. This school ensures that all those who are involved in the recruitment process have been suitably trained to identify and assess the relevance and circumstances of offences.
9. This school also ensures that they have received appropriate guidance and training in the relevant legislation relating to the employment of ex-offenders, e.g. the Rehabilitation of Offenders Act 1974.
10. At interview, or in a separate discussion, this school ensures that an open and measured discussion takes place on the subject of any offences or other matter that might be relevant to the position. Failure to reveal information that is directly relevant to the position sought could lead to withdrawal of an offer of employment.
11. This school makes every subject of a criminal record check submitted to DBS aware of the existence of the [code of practice](https://www.gov.uk/government/publications/dbs-code-of-practice) and makes a copy available on request.

This school undertakes to discuss any matter revealed on a DBS certificate with the individual seeking the position before withdrawing a conditional offer.