



LINCOLN ANGLICAN
ACADEMY TRUST
DIOCESE OF LINCOLN

Friskney All Saints Church of England Primary School

Clerical Assistant

Clerical Assistant

SALARY

Grade 3 Points 6 – 9, £22,737 - £23,893 FTE
£17,687.17 - £18,586.42 (Pro Rata)

HOURS

33.5 Hours per week, 39 weeks per year (Term time plus inset days)

START DATE

June 2024

LOCATION

Friskney All Saints Church of England Primary School

APPLICATION DEADLINE

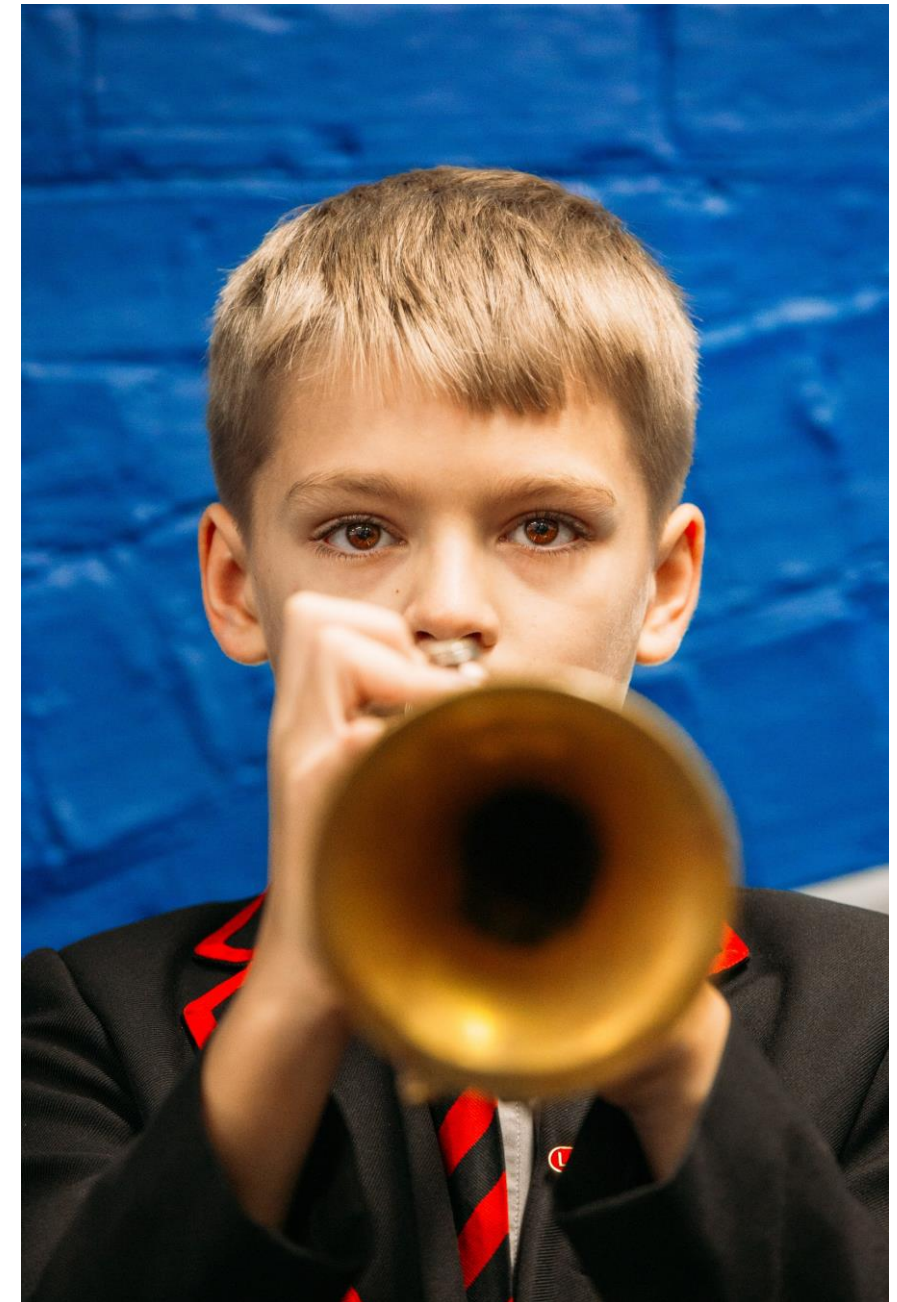
Tuesday 7th May 2024 (noon)

INTERVIEWS

Week Commencing 20th May 2024

For an informal discussion about the role, or to arrange a visit, please contact Friskney All Saints Church of England Primary School on enquiries.friskney@friskney.laat.co.uk or on 01754 820324

Please go to [My Trust Careers](#) to apply



Welcome from the CEO of The Trust – LAAT

Be a part of something bigger...

Dear Candidate

What if every child was unique with **intrinsic value**? What if every member of staff was unique with intrinsic value? What if every school was **unique** with intrinsic value? At LAAT we believe that they are.

We're a **Church of England** trust so we call it being made in the image of God. But you don't have to. You just need to be able to look at our children and young people – however deprived or privileged, however difficult or compliant, whatever their background, or ability, or culture, or gender – and know that what you do, how you teach them, what you give to them, how you relate to them can **transform** their lives. And then you must have the energy, and passion, and drive, to give them your best.

We don't ask you to do this alone. We'll provide you with the **support** of a MAT who believes that you too are unique and **valuable** – valuable for who you really are.

So, is now the time to think hard about what you want and to look at what Greater Lincolnshire and Lincoln Anglican Academy Trust can offer you? A chance to grow your career, **professional support** and the opportunity to transform lives.

Within fabulous **Greater Lincolnshire** with its beautiful beaches, woods, Wolds, fields and fens its 2-university city and its access to new and growing technologies. Its **reasonable priced houses** and home to the Red Arrows.

Is now the time to find out more about us and to join our **community of Excellence, Exploration and Encouragement?** To change lives with us, for the better .

Jackie Waters-Dewhurst
Chief Executive Officer

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We will require the successful applicant to undertake an enhanced criminal record check via the DBS.



What our Colleagues say about us...



'I have never been happier in a job than I am in this one. I feel extremely well supported by the Trust and colleagues in school and know that this school has been able to make rapid improvements in part due to the support we have had from Trust colleagues'

"SLT are caring and understand us as humans that have issues out of school. We are treated fairly and as part of a family' 'The Christian values of our school are lived out by stakeholders' 'As much is done as possible to support mental health and work / life balance"

'Just think we are flippin' awesome! We have passionate and dedicated teams and enable staff and children to flourish. I love my role and I am proud to be a part of this Trust. I wouldn't want to work anywhere else'

'Good working relationships, easy to talk to senior staff at school and trust level, supportive culture, wealth of knowledge and experience within the trust' 'Our links to our community, the children and parents. The support from the trust with curriculum'

'I like being part of a Christian school. I like how daily worship is valued. I appreciate the staff team in the school I work in. I appreciate the health care package and online health support'

'The sense of shared purpose to make changes for children to improve their life chances'

You are the God who sees me (Genesis 16:13)

We see you and believe you deserve the very best

- We firmly believe that, to ensure the best outcomes for our pupils, we must ensure the best support and career development for our colleagues.
- We provide opportunities from initial teaching training to supporting Headteachers who wish to take on Executive Headship, Specialist Advisor roles or supporting wider Trust work.
- We also offer apprenticeships within the Trust that support career pathways for Teaching Assistants, provide opportunities for Wellbeing Champions and enhance digital skills.
- All colleagues benefit from bespoke learning journeys to ensure that we are not only compliant with our statutory responsibilities, but so that our colleagues can be confident in fulfilling all aspects of their role to the highest standard.
- Our focus on Growth and Development rather than 'performance management', ensures that all colleagues are empowered to do their job to the highest standard and cements our commitment to the continuous support and development of our colleagues, enhancing their skills and knowledge.
- All colleagues have access to;
 - Over 70 online courses to support development
 - 24 hour confidential helpline covering legal, financial and health and wellbeing guidance
 - Free of charge counselling sessions
 - Free of charge physiotherapy
 - Personalised wellbeing coaching
 - Virtual GP - Accessible by smart phone, or computer with same day appointments



About Friskney All Saints Church of England Primary School



Friskney All Saints Church of England Primary School are part of the Lincoln Anglican Academy Trust (LAAT). LAAT is a multi-academy trust formed by the Diocese of Lincoln. We are a growing and thriving family of schools who are dedicated to providing an excellent education for pupils across Lincolnshire. We place a strong emphasis on continued development. The relationship with the Trust brings great strength to all schools and enhances CPD opportunities for all staff.

We have a vision to deliver the very best for our children both within and beyond the curriculum. We work hard to develop the trust built throughout our school community and our Christian values of Love, Trust, Kindness, Hope and Respect underpin everything we do. We aim to be a school where every individual in our community knows they are treasured and loved as a unique child of God. Our curriculum is creative, rich and coherent and makes learning stimulating, meaningful and relevant.

Our staff are skilled, creative, reflective and collaborative practitioners and this enables our pupils to embrace the future with hope and confidence. We recognise the importance of engagement with home and encourage all of our parents to be active partners in their children's learning and also in the life of the school.

Individuality and diversity is celebrated in our school and is evident in all classrooms. Every child is treated as an individual. Our school is one where everyone is valued and encouraged to take an active role in our school community.

We believe positive role models and strong, supportive relationships help children feel safe and secure enough to take the risks necessary to learn.

The skills, knowledge and dedication of all of our staff and community volunteers help to enthuse and motivate our children to achieve their very best.



Job Description

Core Purpose

To provide clerical support to the school

Key Tasks and Responsibilities

To be the first point of contact at the school by welcoming pupils, parents and visitors; answering the telephone, dealing with incoming and outgoing mail and other deliveries.

To carry out data input - word processing/spreadsheets.

To carry out filing, photocopying, absence reporting.

To liaise with suppliers of school meals, milk, uniform and stationery, ensuring the school’s requirements are in place.

To assist with the arrangement of routines in school activities such as medical/dental examinations, school photographs, induction evenings etc.

To assist with the general administration of school trips and assist with collecting money from students.

Day to day contact with parents/ carers, staff and external bodies on routine matters.

Other

The duties and responsibilities in this job description are not exhaustive. The postholder may be required to undertake other duties that may be required from time to time within the general scope of the post. Any such duties should not substantially change the general character of the post. Duties and responsibilities outside of the general scope of this grade of post will be with the consent of the postholder.

The postholder is required to carry out the duties in accordance with LAAT Equal Opportunities policies.

The postholder is required to carry out the duties in accordance with the LAAT Health and Safety policies and procedures.

All employees need to be aware of the possible abuse of children and vulnerable adults and if you are concerned you need to follow the Academies’ Safeguarding Policy. In addition, employees working with children have a responsibility to safeguard and promote the welfare of during the course of their work.

Person Specification

Selection decisions will be based on the criteria outlined below. At each stage of the process an assessment will be made by the appointment panel to determine the extent to which the criteria have been met. When completing your application paperwork, you should ensure that you address each of the selection criteria and provide supporting evidence of how you meet the criteria through reference to your work or relevant experience.

Training/Qualifications/Experience

	Essential	Desirable
Minimum of 5 O Levels/GCSEs (To include English and Mathematics at Grade C or 4 or above)	*	
Experience of working in an Administrative role	*	
Experience of working in a school environment		*
Experience of Scholapack or similar MIS systems		*

Professional knowledge and understanding

Understanding of administrative processes	*	
Good listening, oral and literacy skills	*	
To be able to effectively use IT, particularly MS Word and Excel	*	
Good time management skills and prioritisation	*	
Ability to use appropriate judgement to seek and clarify detail where appropriate and escalate issues when necessary	*	
Ability to manage and prioritise a varied workload and work to deadlines.	*	

Safeguarding Children

Current Safeguarding Training		*
Enhanced DBS Clearance	*	
Awareness of the importance of safeguarding and promoting the welfare of children	*	
A commitment to maintaining up to date knowledge of child protection legislation and guidance	*	

Personal and Professional Skills and Attributes

Well developed interpersonal skills for working with a range of internal and external stakeholders	*	
Able to explain clearly communicate message to parents, pupils, colleagues and others	*	
Have an openness to learning and change	*	
Have a positive attitude to personal development and training	*	
Empathy with the mission and vision of the Church of England and the Diocese of Lincoln.	*	

Approach to work- Candidates should

Maintain confidentiality at all times	*	
Ability to accommodate changes in work practice	*	
Apply attention to detail to ensure accuracy and validity	*	
Be able to work independently as well as part of a team	*	

Behaviour Competencies - Candidates should

Be respectful and able to act with tact and diplomacy	*	
Be empathetic and demonstrate an awareness of the differing needs of colleagues and pupils	*	

Other - Candidates should

Be an outstanding role model	*	
------------------------------	---	--

The LAAT Trust promotes diversity and wants a workforce which reflects Christian Values. Applications are welcome from all, irrespective of gender, sexuality, race, religion, marital status, age, or disability.



THE LAAT VALUES

These are not values we aspire to, they are the words that members of our tribe have used to describe our Trust. They are our DNA. They inform every action and decision we take. To our staff they are the standards by which we operate, to our leaders they are our code of conduct.



BE PART OF SOMETHING BIGGER



LINCOLN ANGLICAN
ACADEMY TRUST
DIOCESE OF LINCOLN

Our commitment to you

We believe that all our Schools are fantastic places to work. Our commitment to you is important, throughout the recruitment process and beyond. Our culture is one of development, equality, and consistency. We aim to demonstrate this through the below:



Transparency – we will treat you with respect, honesty, and fairness.

Protecting your privacy – we will ensure your information is secure and handled sensitively and in line with our Privacy Policy for prospective staff.

Showcasing talent – we'll provide a good opportunity for you to share your skills, experience, and potential.

Feedback – we will provide constructive feedback professionally.

Listening – we welcome feedback.

We hope to ensure that you have a positive experience throughout the recruitment process by:

- Providing you with clear, accurate and timely information.
- Giving you the opportunity to ask questions – and providing you with answers.
- Following a fair assessment process

Please see link to our privacy notice for prospective candidates:

[Opportunities - LAAT \(thelaat.co.uk\)](https://thelaat.co.uk)

To apply, register interest or get live updates of all our current vacancies please visit

[My Trust Careers](#) and create an account.

In line with Keeping Children Safe in Education 2023, please be advised that if shortlisted, we will carry out internet searches to support our commitment to safer recruitment. Please note that the purpose of this is to identify any incidents or issues that have happened, and are publicly available online, which the school might want to explore with applicants at interview. Internet searches will be carried out by someone who is not directly involved in the recruitment process and only relevant information will be shared with the interview panel.

