

A CHURCH OF ENGLAND MULTI-ACADEMY TRUST  
DEDICATED TO TRANSFORMING CHILDREN'S LIVES



Lincoln Anglican Academy Trust  
**Finance & Payroll Data  
Administrator**



# Finance & Payroll Data

## Administrator



### SALARY

Grade 4 point 9 - 12 £25,989.00 - £27,255.00 FTE  
£14,048.11 - £14,732.43 Pro Rata

### HOURS

20 hours per week  
(Monday to Friday – 4 hours per day) – Full Year

### START DATE

September 2026

### LOCATION

Lincoln Anglican Academy Trust  
(This post is based at Ruskington Chestnut Street Academy but is not working directly for the school). Hybrid Working arrangements are available

### APPLICATION DEADLINE

Sunday 28<sup>th</sup> June 2026 (midday)

### INTERVIEWS

Wednesday 15<sup>th</sup> July 2026 (details to be confirmed)

For an informal chat about this role, please contact Aaron Spikings,  
Trust Accountant, at [Aaron.Spikings@laat.co.uk](mailto:Aaron.Spikings@laat.co.uk)

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'

## Benefits of working in our Trust

### We see you and believe that 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.

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.

LAAT has signed the [Department for Education's \(DfE\) Education Staff Wellbeing](#), joining schools and trusts across the country in making well-being the heart of education, reaffirming Commitment to a Culture of Care.

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
- Virtual GP - Accessible by smart phone, or computer with same day appointments
- Local Government Pension or Teachers Pension Scheme
- Competitive annual leave entitlements for support staff colleagues
- Favourable T&Cs for all colleagues to include enhanced HR policies for all colleagues
- Opportunities for PPA at home for most teaching roles
- Internal and external CPD and Networks for all colleagues
- Employee benefits from Specsavers and Halfords – cycle to work scheme



We have signed up to the  
education staff wellbeing charter  
because staff wellbeing matters



## Job Description

### Core Purpose

To provide high-quality, accurate and timely data entry and administrative support across payroll and finance functions within the Trust's central services team. The role will focus on maintaining financial and payroll records, ensuring compliance with Trust procedures, and supporting efficient financial operations across all academies.

### Key Tasks and Responsibilities

Input and maintain accurate payroll data, including sickness absence and unpaid leave records.

Process and organise communications via the payroll mailbox, ensuring queries are logged and actioned promptly.

Maintain and regularly update the payroll tracker, ensuring all changes are recorded accurately and deadlines are met.

Support payroll processes by preparing and checking data submissions for accuracy and completeness.

Set up and amend supplier and account records on the Trust's finance system (e.g. PSF), ensuring compliance with financial controls.

Accurately input credit card transactions and complete reconciliations in line with Trust procedures.

Process and reconcile Love as Action, LAAT charity requests, ensuring appropriate approvals and coding.

Support central procurement processes, including placing stock orders and arranging travel bookings (e.g. train tickets).

Undertake general accounts administration and maintenance, ensuring records are accurate, up-to-date, and audit ready.

Accuracy and compliance.

Ensure all financial and payroll data is entered accurately and in a timely manner, meeting internal deadlines.



## Job Description (continued...)

Follow Trust financial procedures, policies and audit requirements.

Maintain confidentiality and handle sensitive payroll and financial data appropriately.

Identify and escalate discrepancies or issues promptly

Work collaboratively with colleagues across finance, HR, and school-based teams.

Provide administrative support to the wider finance function as required.

Contribute to a professional, efficient and responsive central service for academies.

### 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 / GCSE's (to include English and Mathematics at Grade C or 4 or above)	*	
AAT Level 2 / Level 3 or relevant bookkeeping qualification or working towards		*
Experience of working in a finance role		*
Experience of using computerised accounting software		*

### Professional knowledge and understanding

Understanding of key financial controls		*
Good listening, oral and literacy skills	*	
To be able to effectively use IT, particularly accounting software and MS 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 deadline	*	

### Personal and Professional Skills and Attributes

Well developed interpersonal skills for working with a range of internal and external stakeholders	*	
Ability to explain basic financial concepts to non-finance colleagues	*	
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	*	

## Person Specification (continued...)

### Special Requirements

	Essential	Desirable
Be able to travel to meetings as required around Lincolnshire	*	
Be a positive role model		*

### Approach to work

Always maintain confidentiality	*	
Ability to accommodate changes in work practice	*	
Apply attention to details to ensure accuracy and validity	*	
Be able to work independently as well as part of a team	*	

### Behaviour Competencies

Have exemplary standards of conduct	*	
Be respectful and act with tact and diplomacy	*	
Possess sensitivity and awareness of others' needs	*	

## 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.



# 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](#) by clicking the link or using the QR code and create an account.

**In line with Keeping Children Safe in Education, 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.**

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Vacancies

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