



# Beacon Academy

Ambitious for excellence in all we do

## FINANCE OFFICER

Information for applicants  
June 2022

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# Letter from our Headteacher



## **Post of Finance Officer**

We are looking for a Finance Officer to support this growing team within our trust. The successful candidate will be self-motivated and well organised. You will enjoy the challenges a busy environment brings and will form an integral part in the service we provide to all stakeholders of the trust. This is a new role in an ambitious academy trust, currently with one school but with plans for growth. We are seeking applications from dedicated, hardworking, highly skilled and knowledgeable professionals. Good communication skills are essential as well as an approachable and flexible manner. Knowledge and experience of school finance would be an advantage but not essential.

## **Context**

We are a split site, semi-rural, mixed 11-18 non-selective converter academy with approximately 1520 students, including over 220 students in our Sixth Form. We are situated centrally in Crowborough on the outskirts of the Ashdown Forest, an area of outstanding natural beauty. We are close to Tunbridge Wells and the South Coast. The vast majority of our staff travel to Beacon from a variety of destinations within the South East, including Brighton, Eastbourne, Lewes and Tunbridge Wells.

Our catchment area generates our truly non-selective intake, both in terms of ability and socio-economic background. We are an oversubscribed school. We draw students from more than 10 primary schools in Crowborough and the surrounding areas. We also attract applications from an increasing number of students outside of our catchment area, however, due to our oversubscription we are generally only able to offer places to those within our pre-defined community area.

Our sixth form provision is accommodated entirely at our Green Lane site, an 800m five minute walk from our main Beeches site which accommodates years 7-11. We are immensely proud that we retain a high proportion of our Sixth Form students from Beacon Academy as well as recruiting students from other local and international schools.

## **Vision, culture, expectations and outcomes**

Our vision is to provide the best possible education for all of our students and to be ambitious for excellence in all we do. Whether a member of staff, trustee (governor) or student, we all work relentlessly to inspire and believe in one another to achieve our ambitions and succeed in life.

At Beacon Academy there is an expectation that as staff and students, we will work hard, be ambitious, self-motivated, inquisitive, resilient and determined to succeed. Our students work incredibly hard, are polite, respectful, well behaved, well presented and ready to learn. They are expected to be caring, considerate and tolerant in lessons, social time and whilst travelling to and from school. These areas are reinforced and adopted positively by staff and students alike – there is a tangible sense of pride in being part of Beacon. Our students are meticulously supported by our experienced, loyal, highly skilled and highly effective team of staff. This includes a dedicated, non-teaching Student Support Team consisting of a Head of Year (teaching staff) and an Assistant Head of Year (non-teaching staff) for each year group who support them throughout their time at Beacon Academy.

The rigorous focus on all of our students as unique individuals is paramount. There is an unprecedented determination and commitment from everyone who works at Beacon that they will succeed. We work diligently on our unapologetically high expectations and standards, allowing us to foster exceptional relationships in an environment that is consistently calm, safe, happy and orderly. I have no doubt that the combination of this with our broad, balanced curriculum and outstanding teaching contributes significantly to our sustained improvements across the board. Our latest A-Level and GCSE results are testament to this and to the teamwork of our phenomenal students and staff.

In 2019 we were immensely proud and delighted to be celebrating the best ever A-Level and GCSE results in our sixty year history, and we found ourselves once again significantly above county and national averages. These results placed Beacon Academy as the top performing school in East Sussex and one of the top performing schools nationally.

### **Exam Success (last published results 2019 due to COVID)**

As confirmed by the Department for Education's national league tables, in 2019 Beacon Academy was the number one school in East Sussex for the third year running under the headline Progress 8 measure, in first place in Sussex overall and in the top 1.8% of all schools nationwide.

Progress 8 is the Government's main performance measure, and reflects the value that schools add to the progress of their students in respect of their final GCSE grades, compared to that of their peers of similar prior ability across the country.

In 2019 our Progress 8 score was 0.97. As a non-selective, non-denominational, non-fee-paying school, we are immensely proud and delighted to have received this confirmation, once again, of our high-ranking position. We are in an esteemed group of 6% of schools nationally who are now categorised as 'well above average' for two years in a row. There are approximately 25 schools nationally who have been above us for each of the last three years (0.7% of all schools). As ever, this is a reflection of our vision and our determination to consistently provide the best possible education for all of our students, and to become an exceptional school for our community, both locally and nationally.

We are incredibly proud of our Sixth Form students. Amidst significant national changes to the structure and content of A Levels, they have achieved some excellent results and 94% of those who applied to university were accepted at their first choice institution.

Our results for 2019 show an increase in all A Level and GCSE attainment measures. Please note that due to the pandemic, we are not able to publish our 2020 results, however we would have continued and sustained our upward trajectory for both our GCSE and A Level outcomes.

### **To apply**

Once again, thank you for your interest in the post of Finance Officer. Further details are provided in this pack on how to apply for this role. Completed application forms should be e-mailed to the HR Department at [vacancies@beacon-academy.org](mailto:vacancies@beacon-academy.org)

If you wish to have an opportunity to discuss this post informally, please contact Holly Taylor, HR Manager on 01892 603000, or email [h.taylor@beacon-academy.org](mailto:h.taylor@beacon-academy.org).

Beacon Academy is committed to safeguarding and promoting the welfare of children and young people. Please come and visit us at any time and see for yourself. To arrange a visit please contact the HR Department.



**Anna Robinson**  
**Headteacher**

# Job Description

JOB TITLE	Finance Officer
PAYSCALE	Single Status Pay Scale Grade 8
HOURS	Full time
ACCOUNTABLE TO	Chief Finance Officer

## Main Responsibilities:

- To support in administering the academy's budget to the highest levels of accuracy and accountancy standards.
- To supervise the academy's financial transactions to include aspects of the purchase, sales and nominal ledgers and petty cash, with the Finance Assistants including:
  - Process BACS payments
  - Bank, credit card and petty cash reconciliations
  - Sales invoicing
  - Journals including payroll journals
  - Process creditor's invoices in accounting software
- To monitor the Academy's school fund accounts, reporting regularly to the Chief Finance Officer.
- Administer the school fund transactions and bank reconciliation process with the Finance Assistants.
- To supervise the collection of debts in accordance with the Academy's financial procedures.
- Preparation of VAT return.
- To support the Chief Finance Officer and Finance Manager with Teachers Pensions queries and administration.
- To support the Chief Finance Officer and Finance Manager with month end procedures including accruals and preparation of Management Accounts.
- To support in administering the procurement process and support the Chief Finance Officer and Finance Manager in securing value for money for the trust, when purchasing goods and services.
- To support budget holders in the monitoring of individual budgets and produce financial reports as required.
- Support the Chief Finance Officer and Finance Manager with year-end processes to ensure accurate production of academy annual accounts.
- Support aspects of the Finance Assistant's tasks during peak workloads.

# Job Description continued

## General Support

- Undertake lunch and/or break duties as required
- Report student and Academy issues in line with the Academy's policies for health and safety, child protection, behaviour management etc
- Attend meetings and training sessions as required
- Be aware of and act in line with Academy policies and procedures as outlined in the Staff Handbook
- Be involved in extracurricular activities, e.g. open days, presentation evenings as required
- To handle all confidential correspondence and matters with discretion at all times

*This job description sets out the duties of the post at the time it was drawn up. The post holder may be required from time to time to undertake other duties within the Academy as may be reasonably expected, without changing the general character of the duties or the level of responsibility entailed. This is a common occurrence and would not justify a reconsideration of the grading of the post.*



# Person Specification

Essential	Desirable
<p>Qualifications</p> <ul style="list-style-type: none"> <li>• GCSE in English and Mathematics</li> </ul>	<ul style="list-style-type: none"> <li>• Finance qualification</li> <li>• Appropriate degree standard in financial management or equivalent</li> </ul>
<p>Experience</p> <ul style="list-style-type: none"> <li>• Working knowledge of financial policies and procedures</li> <li>• Working effectively as part of a finance team</li> <li>• Ability to undertake complex financial/budgetary calculations and complete complex accounting return</li> <li>• Experience in financial management and budgeting</li> </ul>	<ul style="list-style-type: none"> <li>• Working knowledge of school financial policies and procedures</li> <li>• Practical experience of managing school accounts and budget setting</li> </ul>
<p>Knowledge, skills and abilities</p> <ul style="list-style-type: none"> <li>• Ability to undertake complex financial/budgetary calculations</li> <li>• Ability to use word processor and wide range of financial and administrative IT packages</li> <li>• Ability to complete returns and financial information appropriate to the role</li> <li>• Ability to negotiate effectively to achieve best outcomes</li> <li>• Excellent organisation skills and able to delegate effectively and appropriately</li> <li>• Able to ensure that tight, strict deadlines are met</li> <li>• Able to take the initiative when dealing with familiar tasks</li> <li>• Understand the importance of discretion and confidentiality at all times</li> <li>• An appreciation of the importance of the Data Protection Act and GDPR within the role</li> </ul>	
<p>Qualities</p> <ul style="list-style-type: none"> <li>• Enthusiasm and positivity</li> <li>• Resourcefulness and creativity</li> <li>• Flexibility and ability to work both independently and cooperatively as part of a team</li> <li>• Strives for continuous improvement</li> </ul>	







## Staff Testimonials

Beacon Academy is an amazing place to work because of the friendly and helpful staff, there is a strong culture of collaboration and support that allows everyone to develop their practice. The strong focus upon CPD provides everyone the opportunity to learn the latest cutting-edge developments in education and this is a major benefit for anyone wishing to further develop their practice. Our facilities and new technology allow us to provide engaging lessons to provide our learners with the perfect learning environment.

I would recommend Beacon Academy to anyone wanting to teach in a school that favours aspirational ethics and outstanding practice, because there are so many opportunities for ambitious staff who are keen to collaborate, develop and share best practice in order to progress in their career.

**Senior Deputy Headteacher**

I have thoroughly enjoyed coming to work at Beacon Academy. The commitment and dedication from the staff to ensure students are achieving, and going above in and out of lessons is amazing to see. As an NQT I received so much support from other members of staff and feel like I can ask anyone for help. The commitment and extra time given to the students is what makes Beacon such a good school to work in.

**Teacher of Mathematics**



# Applications

Please note that applications will be considered as they are received and you are therefore advised to submit your application as early as possible, as some interviews may take place, and an appointment may be made, before the closing date is reached for this position.

If, like us, you are passionate about providing the best possible education for all students in a school with sustained improvement and a culture of high expectations and ambition, please ensure you:

1. Complete the statutory application form.
2. Provide a letter of application that is no longer than 2 sides of A4. It is recommended that your letter is structured according to the main headings of the person specification. Please include any achievement data that are applicable to the role you are applying for. If possible, this should be across 3 years; otherwise please provide your latest set of results.
3. Provide two references, one of whom must be the Headteacher from your current school or most recent significant employer.

Beacon Academy is committed to providing the best possible care and education to its students and to safeguarding and promoting the welfare of children and young people. The Academy is also committed to providing a supportive and flexible working environment to all its members of staff.

The Academy recognises that, in order to achieve these aims, it is of fundamental importance to attract, recruit and retain staff of the highest calibre who share this commitment. Please refer to our Recruitment, Selection and Disclosure Policy and Procedures which supports our statutory obligation to comply with Keeping Children Safe in Education 2021.

Further information can be found on our website.

Completed applications should be sent to:

Human Resources  
Beacon Academy  
North Beeches Road  
Crowborough  
East Sussex TN6 2AS  
Telephone: 01892 603078  
Email: [vacancies@beacon-academy.org](mailto:vacancies@beacon-academy.org)

