

OFFICE MANAGER

Harris Primary Academy Beckenham

Grade 7

How To Apply

Please visit www.harriscareers.org.uk to apply online and submit your application. We only accept applications submitted before the closing date via our careers website. Please refer to the last page of this candidate pack and our website for guidance on applying to opportunities within the Federation.

Safeguarding Notice

The Harris Federation and all our academies are committed to ensuring the highest levels of safeguarding and promoting the welfare of children and young people, and we expect all our staff and volunteers to share this commitment. All offers of employment are subject to an enhanced Disclosure and Barring Service (DBS) check, references, an online search, and where applicable, a prohibition from teaching check will be completed. Before applying, please review our **Policy Statement on the Recruitment of Ex-Offenders.**

About the Harris Federation

The founder and sponsor of the Harris Federation, Lord Harris of Peckham, opened our first school in 1990. We have, over the past thirty years, implemented ideas and initiatives that have transformed the opportunities of pupils from working class and disadvantaged backgrounds. Harris academies are widely recognised as a force for social mobility. We are immensely proud of the role that our alumni are now beginning to play in the world and of what we believe our current generation of pupils will go on to achieve.

The Harris Federation has a track record of accomplishment in achieving success through rapid school improvement and has built an unrivalled reputation for running outstanding academies. We now have over 50 schools educating more than 40,000 young people across London and Essex, and employ over 5,000 staff across our academies and head office. With the majority of our academies located in areas of high socioeconomic disadvantage, a high-quality education is key to the futures of the pupils we serve.

Our Vision

We are a pioneering education charity, and one of the leading multi-academy trusts in the country. We have built a reputation for transformative change, taking on some of the most challenging schools in London and turning them into places where every young person can access a high-quality education and have opportunities to succeed.

Our vision, from the start, has been to provide the structure and services needed for our schools to amount to more than the sum of their parts, and to free-up our teachers and leaders to focus on one thing and one thing only: the outstanding education of all their pupils. Our young people and communities are at the heart of everything we do. Our core mission has always been to close the educational gap between young people from disadvantaged backgrounds and their peers. Our ambition is one where every child in London, no matter their background, has equal access to high quality education, giving them the same opportunities and potential to succeed.

Our Values

We have exceptional teachers, support staff, and leaders that come from a wide range of backgrounds. They bring many different skills, but they all share a strong commitment to delivering an outstanding education and creating an inspiring and happy school environment. We know there are many challenges facing our young people and the communities we serve, and that's why we need determined people like you to help us tackle those inequalities.

Whilst each of our academies has their own unique cultures and values; as a whole Federation, we have four core values which are central to successfully achieving our vision: **Excellence, Collaboration, Support, and Innovation**. We are proud of our values because they guide us in how we work allowing us to achieve the best possible outcomes for our young people, communities, and colleagues. No matter what your role is, where you're based, or what your career goals are, our values act as a guide to empower you to do your best work.

What Sets Harris Apart

We are a Federation rather than a chain, and the autonomy of our Principals, and their individual academies is a key element of our success. In addition, the support structure from our central team provides a range of efficient and time-saving services to our academies, but Principals have ownership of running their schools to determine the best curriculum and other local policies to suit the context of their school, staff, and students.

Our head office based in East Croydon, provides expertise and guidance across Commercial, Governance, IT and Data, Finance, Estates, Procurement, HR and Recruitment, Sixth Form and Marketing. Harris academies are funded on the same basis as other state schools in England, but by negotiating shared contracts and services, and delivering other economies of scale, our academies save over £5m per year, all of which goes back into the education of our students.

As part of the central team we have more than 70 consultants, each a subject specialist and highly-skilled teachers who are available to our academies as a resource to use as they need. Their job is to create curriculum excellence in every subject. Our schools are able to access their full support to ensure the most effective curriculum intent, implementation, and impact.

From Our CEO

We see Harris as a system disrupter – whose purpose is to make life fairer for children in and around London. Our focus is to take on the most challenging schools and turn them into exceptional places of learning where everyone – staff and students – thrives.

We strive to deliver an excellent education to our young people so they can progress into top careers and the very best universities and apprenticeships, giving them the chance to fulfil their potential, no matter their background.

The secret of our success is that every Harris academy is different; every school has its own culture and ethos nurtured by its leadership team to suit the local community and context. However, all Harris academies are united by a determination to constantly improve and to quickly identify and share what works to ensure that every pupil is successful regardless of background.

As we grow, we are delighted to welcome new and experienced teachers, leaders, and support staff into the Federation, all of whom are crucial to our ongoing success. We encourage staff in their learning and development, our CPD is regularly described as 'outstanding', and all of us are committed to growing our expertise and sharing it with each other.

*Sir Dan Moynihan
Chief Executive*

Our Benefits

We know our success is a direct result of the hard work and dedication of our teams. No matter what your role, by joining the Harris Federation, you will be making a difference to young people across London and in recognition of this, you will be able to enjoy the tangible and intangible benefits of working at Harris.

Harris has a strong culture of collaboration and best practice, with professional development and career planning at its centre. We invest in our staff with support, coaching, mentoring, and a wide range of top-quality training programmes delivered at every level.

You will also have access to a variety of benefits, support programmes and initiatives including:

- Excellent opportunities for continuous professional development and support to progress your career
- A Harris Allowance for teaching staff in addition to your salary
- Annual performance and loyalty bonus
- Pension scheme (Teachers Pension Scheme or Local Government Pension Scheme) with generous employer contribution
- 25 days annual leave plus bank holidays (for non-term time only staff), rising to 26 days after 2 years' service, as well as Christmas Eve off for staff who work across the full year
- Affordable electric car salary sacrifice scheme (up to 40% discount on car lease costs)
- Lifestyle friendly working arrangements and policies
- Harris Wellbeing Cash Plan including cover for routine and specialist healthcare, and access to a virtual GP service
- Employee Assistance Programme for free and confidential advice
- Cycle to work salary sacrifice scheme
- Wide-range of shopping, leisure, and travel discounts, and exclusive to Harris employees, a generous 20% off at Tapi Carpets
- Interest-free ICT and season ticket loans

Diversity and Inclusion

We are committed to encouraging and sustaining a positive and supportive working environment for our staff, and an excellent teaching and learning experience for our young people. As a provider of employment and education, we value the diversity of our staff and students, and all our staff are equally valued and respected. We are committed to providing a fair, equitable and mutually supportive learning and working environment for our students and staff.

Our work will impact many generations to come, and our staff come from all backgrounds and walks of life, coming together to inspire young minds. We promote an inclusive culture that embraces the valuable and enriching contribution that all of our community make. We continue to be proactive in uplifting and supporting all voices at Harris.

Job Purpose

- Administration and diary management for the Principal
- Responsibility for HR processes and files
- Responsibility for the financial administration of the academy
- Line management of the office team, extra-curricular activities and midday supervisory staff

Main Areas of Responsibility

Administration and Diary Management

- To provide efficient administrative support to the Principal, ensuring an overview of approaching deadlines is maintained and documentation processed in a timely manner
- To present the professional and welcoming face of the Academy to all visitors, staff and students, including telephone callers and organising refreshments as appropriate.
- To ensure the office and reception environments are maintained in a professional, clear and welcoming manner.
- To Manage the Principal's diary for all appointments and meetings, ensuring a manageable schedule, and that all appointments/meetings are accurately noted and prepared for.
- To be the first line of contact between the Principal and any phone calls, requests from staff or visitors, ensuring only appropriate contact is made.
- To exercise complete discretion when dealing with issues of confidentiality and sensitivity.
- To liaise with Federation admin teams and PA's across the Federation as appropriate.
- To be able to proofread documentation on behalf of the Principal and make amendments or suggestions as necessary.
- To track delegated tasks where required and monitor progress, chasing any documentation or responses not received and keeping the Principal informed as appropriate.
- To maintain the Principal's filing systems, both hard and electronic copies as appropriate.
- To liaise with Academy Governors to ensure paperwork for meetings has been circulated and deal with any enquiries.
- Complete any ad hoc reports for Governors meeting as required.
- To deal with any enquiries from governors in the first instance.
- To collect any correspondence for Governors and forward as appropriate.
- Maintain manual and computerised records/management information systems.
- Compile the termly census returns for the DfE and ensure that all records are accurate and agreed with the Principal and Executive Principal prior to submission.

HR processes and files

- Responsible for the maintenance and accuracy of the academy's Single Central Record, in accordance with relevant legislation
- To support staff where appropriate on Academy procedures, to arrange meetings and maintain the necessary records
- Complete the monthly payroll for all school staff
- To coordinate the probation and performance appraisal processes; reminding staff of the relevant deadlines, ensuring all records are kept up to date and summary reports to the governing body completed as appropriate in a timely fashion
- As directed by the Principal, manage the recruitment and selection process for new staff, including advertising, coordinating interviews, completing appropriate pre-employment checks e.g. DBS
- Personnel file management and HR administration e.g. preparation of offer letters
- To maintain accurate and up to date staff sickness records and prepare report to Principal as required
- To direct staff to the correct source of information regarding any of the Academy or Federation policies.

Financial Administration

- To be responsible for the school accounting function, ensuring its efficient operation according to agreed procedures
- Ensuring the collection on all revenue associated with sales invoices in a timely manner
- Raising cheques/BACS for purchase invoices
- Responsible for collecting, banking and accounting for cash for various purposes such as school trips, clubs, milk and dinner
- Assist with bank reconciliations and audit requirements
- To be responsible for the Academy banking; dealing with queries both internal and external
- Liaising with the central Federation Finance team, particularly the Finance Business Partner
- Ensuring an appropriate filing system is maintained
- To keep a record of general fund raising activities income

Line Management

- Full line Management of Office team, extra-curricular activities and lunchtime staff
- To delegate work to admin staff and manage their workload and output, ensuring adequate staff levels to cover for absences and peaks in workload

Communications

- Manage all media interactions with the academy and liaise with Harris Federation media teams to ensure best practice is followed.
- Develop and lead a consistent and effective strategy for communication between the academy and parents/pupils/community.

Additional Duties

- To lead on admissions procedures and protocols, liaising with the admissions authority as required.

Academy Ethos

- To undertake such other duties as may be required, commensurate with the level of responsibility of the post
- To engage actively in the performance review process, addressing appraisal targets set in conjunction with the line manager each autumn term
- To participate in training and other professional development learning activities
- To promote equal opportunities and celebrate diversity in all aspects of the academy
- To play a full part in the life of the academy community, to support its distinctive aim and ethos and to encourage staff and students to follow this example
- To support and attend academy events such as Open Evening
- To promote actively the academy's corporate policies
- To adhere to the academy's Dress Code
- To comply with the academy's Health and Safety policy and undertake risk assessments as appropriate
- To be familiar with and promote safeguarding requirements, demonstrating adherence to the DfE Guidance 'Keeping Children Safe in Education and the academy's Safeguarding/Child Protection policies
- To be aware of and comply with all academy and Federation policies and procedures, in particular those relating to conduct, child protection (as above), health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description. Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.

The academy will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition (as defined in the Equality Act 2010).

Following consultation with you this job description may be changed by management to reflect or anticipate changes in the job which are commensurate with the salary and job title.

Person Specification

| Area | Essential | Desirable |
|---|---|--|
| Qualifications, Knowledge & Training | <ul style="list-style-type: none"> • IT literate, proficient with MS Office and databases • Working knowledge and awareness of employment law, policies and procedures • Working knowledge of safeguarding processes and legislation • Secure knowledge of HR and payroll administration | <ul style="list-style-type: none"> • NVQ3 or equivalent qualification or experience in relevant discipline • Evidence of continuing professional development |
| Experience | <ul style="list-style-type: none"> • Experience of diary management for several stakeholders including a Principal/ CEO • Demonstrable experience of producing quality documentation • Experience of leading a team of people with successful outcomes • Experience of operating effective financial processes in line with procedures, legislation and best practice • Experience of HR administration | |
| Personal Qualities | <ul style="list-style-type: none"> • Excellent numeracy and literacy skills • Ability to organise, lead and motivate other staff • Excellent organisational skills, with high level of attention to detail • Ability to maintain confidentiality; having tact and diplomacy where necessary. • Ability to work as part of a team; working effectively with people across a wide range of levels and responsibilities • Ability to work under pressure and ensure deadlines are met • Ability to organise and prioritise workload and work on own initiative. • Commitment to delivering excellent level of professional customer service • Ability to remain calm and deal with challenging callers or visitors in an appropriate manner | |
| Academy Ethos | <ul style="list-style-type: none"> • Enthusiasm for and commitment to the achievement of the Academy's overall vision for success at all levels • Motivation to work with children and young people • Ability to build & sustain professional standards, relationships & personal boundaries with young people • Emotional maturity & resilience in dealing with challenging behaviours • Ability to contribute towards creating a safe & protective environment • Empathy with the aims and objectives of Harris Federation • Willingness to continue professional development • Commitment to maintaining high standards & expectations • Commitment to contributing to academy life as a whole | |

- Commitment to equality of opportunity, valuing diversity and the safeguarding and welfare of all students

We will consider any reasonable adjustments under the terms of the Equality Act (2010) to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post. The job-holder will ensure that academy policies are reflected in all aspect of his/her work, in particular those relating to:

1. Equal Opportunities
2. Health and Safety
3. General Data Protection Regulations (2018) and Data Protection Act (2018)
4. Safeguarding children

Applying For The Position

We encourage you to apply as soon as possible as we may interview and offer to a candidate before the closing date. Please note that we only accept applications submitted before the closing date via our careers website.

Thank you for your interest in the Harris Federation. We look forward to receiving your application.

Before You Start Your Application

Please remember to check your junk mail folders for our email communications and add us to your safe senders list to ensure all future email communication is received. This is important to ensure you are kept up to date on the status of your application and to avoid delays in the recruitment process.

To submit an application, you'll need to have ready:

- Personal information about you
- Details of your education and employment history
- Details of any qualifications and training gained
- A CV and/or supporting statement to upload

Help and Support

For our Help and Support completing your application, visit www.harriscareers.org.uk

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