



Belong. Believe. Achieve. Grow.

Applicant Information Pack: Operations Lead

Closing date: 9am Monday 26th January

Applications can be made via
completing the [application form](#).

To arrange a visit or apply:
Please contact Mel Knight, Operations Manager, The Circle Trust
mknight@thecircletrust.co.uk tel. 0118 338 1961

“Leaders are determined that pupils do well and want the best for every child.”

Ofsted 2022



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An exciting opportunity in a popular, successful school

Grade 5 SCP 12-17 Actual Salary (depending on experience) £25,975-£28,176 FTE £28,598-£31,021

8am start - term time plus 5 inset days and 2 weeks during school holidays. Full-time | Permanent | Immediate start

Keen to apply your transferable operational skills to a school environment and make a real difference to the lives of our amazing young people?

You will relish the challenge of a fast-paced, diverse role where no two days are the same. A highly organised, pragmatic problem solver, calm under pressure with the ability to lead and effectively influence others, you will have excellent communication skills and enjoy the varied daily interaction with staff, parents and of course our children!

As Operations Lead, you will be an invaluable part of our school community who can create a happy, efficient and effective working environment.

We offer:

- A warm, friendly, supportive team
- A pivotal, diverse role at the heart of our school
- The support and opportunities of The Circle Trust - a well-respected local multi academy trust

As Operations Lead you will:

- Support the Headteacher in the safe and efficient operation of the school
- Be responsible for the management of the school office, administration, health & safety, premises and data protection functions

To arrange a visit or apply

Please contact Mel Knight, Operations Manager, The Circle Trust

mknight@thecircletrust.co.uk | tel. 0118 338 1961

Applications can be made via the [application form](#) on our school website and will be considered upon receipt

Closing date: 9am Monday 26th January | **Interview date:** Monday 2nd February

The school is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. The successful applicant must be willing to undergo screening appropriate to the post. This will include an enhanced DBS check.



Our school

The Hawthorn Primary School is a thriving and popular school at the heart of leafy Woosehill, with a strong sense of community. We are fortunate enough to have a well-equipped attractive building with spacious grounds. Our dedicated and skilled staff aim to provide the best education they can for all our children. We are well-supported by our strong partnership with our Trust, an engaged local community and wonderfully enthusiastic parents.

At The Hawthorns, we pride ourselves on our caring and friendly ethos, where everyone is encouraged to flourish as we nurture, develop and celebrate all talents and gifts. Our children come to school eager to learn and we aim to encourage this positive attitude by providing them with learning opportunities that are memorable, challenging and tailored to the way each child learns best.

We place children at the heart of everything we do, with the priority to keep them safe and happy. Our vision is underpinned by our core values of *Belong. Believe. Achieve. Grow.* The ethos of our school, our curriculum, policies and practice, and all that we put into place for our community, grow from these roots.





Job description

| | | | |
|-----------------|---|---------------------|-------------|
| Salary | Grade 5 SCP 12-17 Actual Salary (depending on experience) £25,975-£28,176 FTE £28,598-£31,021 | Reporting to | Headteacher |
| Contract | 8am start - term time plus 5 inset days and 2 weeks during school holidays. Full-time Permanent | Start Date | Immediate |

Job purpose

As Operations Lead you will:

- Support the Headteacher in the safe and efficient operations of school

Duties and responsibilities

Leadership

- To embody the values, vision and ethos of the school
- Ensure that all school operations are efficient and effective, leading the day-to-day work of the operations team
- Participate in training activities and improve professional expertise as required
- Comply with policies and procedures relating to safeguarding, health and safety, security, GDPR, reporting all concerns to an appropriate person
- To be the key Circle Trust contact for operational matters and attend meetings as required.

Information Management

- Ensure the school's information management system (Arbor) is accurate; including the timely onboarding information of new staff or admission of pupils
- Ensure collection of payroll information e.g. absence from work is accurate, is approved by the Headteacher
- Maintain all record keeping
- Keep records in accordance with the school's record retention schedule and data protection law
- Support the eligibility checks for Free School Meals
- Responsible for all school censuses
- Delegation of day-to-day tasks as required.



Health and safety

- To be responsible for the maintenance and security of the school site
- To lead and be responsible for the school's compliance with health and safety regulations
- To support the Headteacher in the completion of incident forms and risk assessments
- To manage the first aid provision (including medicines and care plans) for the school; ensuring that the statutory training for first aider is up to date and compliant.

Premises Management

- To manage the day-to-day tasks of the premises team to ensure timely delivery of all planned maintenance, statutory checks and ad hoc projects
- To manage contractors as required
- Oversee any letting agreements on the school premises to outside organisations including extra-curricular activities
- To be a key holder and as required open and close the school

Data Protection

- To act as Data Protection Officer for the school, ensuring compliance with the requirements of General Data Protection Register (GDPR).
- To maintain GDPRiS in respect of all relevant data protection issues.

Administration:

- To lead and be responsible for the day-to-day management of the school office, ensuring all parents and other visitors receive a courteous and warm welcome
- To ensure that all safeguarding procedures are followed for all entry into the school site
- To support in the maintenance of a fully compliant Single Central Record e.g. collating information for volunteers and 3rd parties
- To lead in the organisation of all special events
- To oversee and support the arrangement of school trips and ensure relevant risk assessments are in place
- To oversee and ensure all communications sent by the school are accurate and timely
- To manage all staff training requirements via National College including e.g. onboarding of new starters, allocating training, uploading external training certificates and providing compliance checklists.

This job description forms part of the contract of employment of the person appointed to this post.

It reflects the position at the present time only and may be reviewed in negotiation with the employee in the future.



Person specification

Qualifications and training

| Criteria | Essential | Desirable |
|--|-----------|-----------|
| 1. Good general education with a minimum of English and Maths GCSE grade 5 or equivalent | ✓ | |
| 2. Competent user of Microsoft Office systems | ✓ | |
| 3. Knowledge of Arbor software desirable | | ✓ |
| 4. Health and safety training | | ✓ |

Experience

| Criteria | Essential | Desirable |
|--|-----------|-----------|
| 5. Experience of working in a school office environment, previous experience as an Administration Lead | | ✓ |
| 6. Experience of administrative record-keeping | ✓ | |
| 7. Line management experience | | ✓ |
| 8. Experience of project or change management | | ✓ |
| 9. Experience of human resources or data protection | | ✓ |

Skills and understanding

| Criteria | Essential | Desirable |
|--|-----------|-----------|
| 10. Experience of financial systems and controls | | ✓ |
| 11. A working knowledge of procurement, facilities management, contracts and services, health & safety and data protection | | ✓ |
| 12. Knowledge and understanding of GDPR | | ✓ |
| 13. Knowledge of Human Resources including policies, codes of practice and legislation | | ✓ |
| 14. An understanding of resource management and procurement | | ✓ |

| | | | |
|-----|---|---|--|
| 15. | An ability to use initiative, delegate tasks and manage own workload to meet deadlines with a meticulous eye for detail | ✓ | |
| 16. | Excellent written and verbal communication to a variety of audiences | ✓ | |
| 17. | Ability to identify and manage potential risk | ✓ | |
| 18. | Able to lead projects | ✓ | |
| 19. | Ability to work independently as well as work collaboratively with other team members | ✓ | |
| 20. | Ability to build effective working relationships with staff and other stakeholders | ✓ | |

Personal qualities

| Criteria | Essential | Desirable |
|--|-----------|-----------|
| 21. Commitment to promoting the ethos and values of the school and getting the best outcomes for all pupils | ✓ | |
| 22. Commitment to acting with integrity | ✓ | |
| 23. Commitment to maintaining confidentiality at all times | ✓ | |
| 24. Commitment to safeguarding and equality | ✓ | |
| 25. A sense of responsibility and accountability | ✓ | |
| 26. Empathy, respect and a caring attitude for all school stakeholders | ✓ | |
| 27. Ability to maintain a positive and professional demeanor, remaining calm under pressure | ✓ | |
| 28. Flexible, approachable, committed and resourceful – prepared to attend evening meetings and work during school holidays when appropriate | ✓ | |



About The Circle Trust

The Circle Trust, established in 2018, was created to serve Wokingham and the surrounding area. The Circle Trust was borne out of a desire that all children and young people have an excellent, well-rounded education and flourish in first-rate schools where the best teaching, the best facilities and the most up-to-date resources are made available to them.

 [An introduction to The Circle Trust](#)

We are a community of schools that have shared values and an essential common ethos and vision for education and learning. At the centre of our work together is improving the educational outcomes for our pupils.



Our Trust's vision is

All children and young people deserve to have an excellent well-rounded education and **to flourish** in first-rate schools with the best teaching, the best facilities and the most up to date resources made available to them.





Our values are our cultural north star they drive our behaviour and decision making.



The highest educational outcomes
for every learner is paramount



Preserving the unique identity and
ethos of all partner schools is
essential



To be anything but utterly
inclusive is non-negotiable



Being self-reflective is essential in
encouraging innovation, our Trust is
always driven to improve further



What we say is what we do, we
recognise talent, foster expertise,
believe well-being for all is
fundamental



Our Trust promotes collaborating
with others and being outward
looking



Our schools

We understand how to manage the balance between effective and efficient common systems whilst ensuring that the individual character and ethos of different schools is maintained. We work in a very transparent way, where schools have the opportunity to influence and their views are taken into account.

As a trust we are rooted in this approach and our ambition is clear; to improve the educational outcomes for children and young people. We don't want to change schools; we want to help them progress.



Badgemore Primary School



Emmbrook Infant School



Emmbrook Junior School



The Hawthorns Primary School



Opening September 2027



Nine Mile Ride Primary School



Owlsmoor Primary School



Shinfield Infant and Nursery School



St Crispin's School



The Emmbrook School



Wescott Infant School



Westende Junior School



Our name

In the early days, we spent hours debating our name! We chose “The Circle Trust” as it symbolically reflects our approach and ethos. It is a name that is deliberately neutral, without association to a specific school. One of our core values is inclusivity, and we wanted our name to encapsulate that. We include any type of school or phase and appreciate the importance of treating every school as unique.

Our support

Our Trust provides the support and infrastructure that schools need to enable them to develop and improve, and for the school leadership and their local governance to achieve their objectives.

At the heart of our Trust is access to school improvement advice and guidance. We call this package of support “The Learning Curve!” As an all-through Trust (nursery—18 years), we are able to provide school improvement advice and strategy based on consistent and fluent approaches to education provision.



To find out more:

Please visit [The Circle Trust](#) website and [Family Circle guide](#).

If you would like to arrange a meeting, please get in contact via the school office.

We'd love to have a cuppa with you!



About Wokingham

Wokingham has plenty to offer and our historic market town is by no means standing still. We are coming to the end of a £100m town centre regeneration programme and the population continues to grow.

We are often found at or near the top of surveys for the best place to live and to raise a family. We are surrounded by spacious woodland and lush green fields. There are plenty of options for being active in the great outdoors – we are near excellent mountain bike trails, water sport centres, play areas, skateboard parks, golf courses and bridle paths. There are also many other ways to keep busy with nearby cinemas, ten-pin bowling and theatres.

We enjoy good transport links by road and rail to key towns such as Reading, Bracknell, Windsor, Basingstoke and Guildford, in addition to being just 40 miles from central London and 25 miles from Heathrow Airport. Reading is an award-winning shopping destination in the Thames Valley region and Windsor is of course world-renowned for its Royal residence, Windsor Castle.

Wokingham has a strong community spirit which is highlighted by the fabulous May Fair, International Street Concert, Food and Drink Festival and Winter Carnival. The town truly comes alive during these events.

We love our town, and we look forward to welcoming you.





The process and how to apply

The Hawthorns Primary School is committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo screening appropriate to the post. This will include an enhanced DBS and checks on references.

| | |
|--------------------------|--|
| Visits to the School | Visits to the school are warmly welcomed, please contact Mel Knight tel: 0118 338 1961 to arrange a visit. |
| Application form | Please complete The Circle Trust application form . This is the only form that will be accepted. You should ensure that your personal statement is no more than two pages of A4 and that it reflects your suitability in terms of the Person Specification. |
| References | We require two references from all candidates, one of which must be from your most recent employer. If any references relate to employment at a school/college, your referee must be the Headteacher/Principal. If you are short-listed, the school will contact your referees without further reference to you. |
| Equal opportunities | We are committed to recruiting, retaining and developing a workforce that reflects at all grades the diverse communities that we serve. It is vital that we monitor and analyse diversity information so that we can ensure that our HR processes are fair and transparent. Any information provided on this form will be treated as strictly confidential, will not be seen by staff directly involved in the appointment and no information will be published or used in any way which allows any individual to be identified. The completion of this equal opportunities monitoring form is entirely voluntary. However, it will assist us in carrying out this monitoring. We would therefore be grateful if you would complete the questions on this form. Prior to shortlisting this information will be removed from your application form and used only to provide data for statistical purposes. |
| Application closing date | The closing date for applications is 9am Monday 26th January. Applications can be made via the application form on our school website. Please send your application to Please contact Mel Knight, Operations Manager, The Circle Trust - mknight@thecircletrust.co.uk tel. 0118 338 1961 |
| Shortlisting | Shortlisting will be against the Person Specification criteria as detailed in this pack. We will also check all applicants for gaps in employment history. Those applicants that best meet the Person Specification will be invited to interview. |
| Interview Dates | Monday 2nd February |

Checks

If you attend the interview, you will be required to bring photographic identification, proof of the right to work in the UK and proof of qualifications.

Offer of employment

We will make a verbal offer of employment to the successful candidate by telephone. This will be followed up by a written offer which will be emailed or posted. Any offer is made subject to satisfactory references, enhanced DBS clearance and other safeguarding checks as required.

All unsuccessful candidates will be notified by email

How we use your data

In completing this application form you should refer to the Recruitment Privacy Notice on our website. The personal information collected on this form will be processed to manage your application in accordance with the Recruitment Privacy Notice.

If successful, your personal information will be retained whilst you are an employee and used for payroll, pension and employee administration in accordance with the Staff Privacy Notice which is available on our website and will be issued on appointment. Information will not ordinarily be disclosed to anyone outside The Circle Trust without first seeking your permission, unless there is a statutory reason for doing so.

In accordance with our statutory obligations under Keeping Children Safe in Education, The Circle Trust is required to conduct an online search as part of our due diligence on the successful candidate. This may help identify any incidents or issues that have happened and are publicly available online. If there are any, we may wish to explore them with you prior to confirming your appointment. We carry out these searches for SLT roles using a trusted third party.

If you are not shortlisted or appointed, then your information will only be retained by us for 6 months from the shortlisting date, in accordance with the Recruitment Privacy Notice.



The Hawthorns Primary School
Northway, Woosehill, Wokingham, Berkshire, RG41 3PQ
t: 0118 9791676
[website](#)

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The Hawthorns Primary School is an academy and part of The Circle Trust. The Circle Trust is a charitable company registered in England and Wales (number 11031096) whose registered office is The Oval Offices C/O St Crispin's School, London Road, Wokingham RG40 1SS. Further information about The Circle Trust is available at www.thecircletrust.co.uk