



United Learning
The best in everyone™

Briefing Pack for Applicants

Receptionist/Administrator

July 2025

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Section 1 – Post Advertisement

Job title:	Receptionist/Administrator
Location:	Sheffield Springs Academy, Hurlfield Road, Sheffield, S12 2SF
Starting salary:	£23,400 FTE gross per annum, (actual of £22,261.50 gross per annum)
Contract:	Full-Time, 43 Weeks Per Year (Term Time Plus 20 days during school holidays, 10 of which must be during the summer holidays.) Part-time Working will be considered for the right candidate.
Start date:	ASAP

Sheffield Springs Academy is seeking to appoint a Receptionist/Administrator to join their established team. The academy is part of United Learning, a national group of schools and academies. Sheffield Springs Academy is an 11-16 secondary school serving the Park, Manor and Castle wards of Sheffield. As part of United Learning our aim is to bring out 'the Best in Everyone' and we continuously strive to ensure that students and staff have every opportunity to succeed, with their potential developed to the utmost.

The successful post holder will have a key position providing a professional and welcoming service for our busy school reception. The working hours for this post are **8:30am to 4:30pm Monday to Friday** during term time (39 weeks). You will also be required to work 20 days during school holidays, 10 of which are to be worked during the summer holidays. We are open to and can consider flexible working requests and different working arrangements.

In addition to reception duties, working as part of a small administrative team you will provide administrative and reprographics support to the school.

This is a very busy role, and you must have a positive 'can do' attitude, and remain calm in challenging situations. A strong team player you will be proactive and organised. Previous reception experience in a comparable environment is preferable.

This role includes:

- Warmly welcoming visitors to the building, providing refreshments for visitors, monitoring the gate intercom, signing visitors into school ensuring safeguarding compliance at all times.
- Taking all incoming calls to the school, directing callers to the right person, taking accurate messages, and screening calls, prioritising as needed and ensuring all messages are emailed to the right person promptly and accurately.
- Maintaining a tidy and welcoming reception area at all times, liaising with the Estates team to ensure deliveries are distributed promptly.
- Providing administrative support including preparing letters for parents and managing the reception diary and reception meeting rooms.

We are looking for someone who is:

- Reliable, highly motivated and self-driven.
- Proactive with the ability to use own initiative and problem-solving skills.
- Keen on attention to detail, has high standards and takes pride in their work.
- A team player with excellent communication and interpersonal skills, enjoys being part of a team.
- Able to maintain positive relationships with all members of the school community.
- Experienced in reception and/or administrative work in a busy work environment.
- Has an understanding of the importance of safeguarding in a school setting, including the monitoring and vetting of all visitors to school.

Please see the job description and person specification for further detail.

We will offer you:

- Highly competitive pay above national average.
- Excellent facilities and resources.
- Access to an outstanding professional development programme.
- A respectful working environment.
- Supportive, friendly colleagues who are committed to each other's professional development.
- A chance to become part of United Learning, one of the largest groups of academies in the country.
- Opportunities to work collaboratively with colleagues in each academy, across the Cluster and United Learning.
- Excellent employee benefits which include a highly sought-after pension scheme with high employer contributions.
- Access to training through the Apprenticeship Levy.
- Perkbox benefits platform.
- Free on-site parking.
- Access to an Employee Assistance Programme (EAP).
- We encourage open and regular conversations about work-life balance.

As part of United Learning our aim is to bring out 'the Best in Everyone' and we are dedicated to providing students and staff with every opportunity to reach their full potential and succeed with our support.

United Learning is one of the largest and most successful Trusts in the country who offers unrivalled Continuing Professional Development (CPD) and training, including opportunities for nationwide networking.

To apply, please click the 'Apply Now' button at the top of the advert on our website using the following link to our vacancies page: [Sheffield Springs Academy Vacancies](#) and complete our online application form. Please note that CVs are not accepted. **The closing date for this post is 9am on the 26 August 2025.**

If you would like to discuss this exciting opportunity or would like to arrange for a visit, please contact hr@unitedlearningyorks.org.uk

United Learning is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Employees will, in accordance with statutory guidance, be subject to a comprehensive checking process including references from current and previous employers, health, Right to Work in the UK, an Enhanced DBS check and a further check against the appropriate barred list.

Section 2 – United Learning

The Yorkshire Cluster is part of United Learning which is a large and growing group of schools aiming to offer life changing education to children and young people across England.

Our schools work as a team and achieve more by sharing than any single school could. Our Subject Specialists, Group-wide Intranet, our own curriculum and online learning portal all help us to share knowledge and resource, which supports simplifying work processes and managing workloads for an improved work-life balance.

As a Group we can reward our staff better and provide excellent career opportunities, better pay, employee benefits and ultimately, the satisfaction of helping children to succeed. We also invest in our staff wellbeing. Our academies each have at least eight INSET/training days per year (with three of those solely dedicated to planning) and an ongoing group-wide wellbeing programme. It is an ethos we call 'the Best in Everyone'.

We are working hard to become a more diverse organisation, which is key to our commitment to bringing out 'the Best in Everyone'. We welcome applications from everyone committed to this ethos and would particularly welcome applications from black and minority ethnic candidates who are currently under-represented in the Group as a whole. We always appoint on merit. We are open to discussing flexible working options.

<https://unitedlearning.org.uk/>

Section 3 – Letter from the Regional Director

Dear Candidate

Thank you very much for your interest in the role within the Yorkshire United Learning Cluster. The cluster itself is a close-knit group of three Secondary Academies: Barnsley Academy, Sheffield Park Academy and Sheffield Springs Academy, who work alongside a number of local Primary Academies; all from within the United Learning Trust.

The cluster is well-established and has excellent support from locally based cluster central services. These cover Business Management, HR, IT and Site/Estate Facilities. They are led by an Executive Business Manager. This provides our Academies with excellent trained advice and support in these areas; this benefits the leadership and wider staff of every Academy.

United Learning Trust is a national organisation serving Primary and Secondary Academies, all-through Academies and Independent Schools. Our ethos is, “the Best in Everyone”. This is a useful phrase that sums up the work and focus of the organisation. Every decision taken is done with this aim in mind: for staff, for students and for the community. The Trust values of Respect, Determination and Ambition are driven through the Character Programme, which each Academy has carefully interpreted in their own way. The Trust attributes of Creativity, Confidence and Enthusiasm are demonstrated at every level.

United Learning, and Academies within the Yorkshire Cluster, demonstrate a strong commitment to staff CPD and staff wellbeing. If you join our schools you will be inducted, supported and developed in a deliberate way from before you even take up post. Our status as an Academy Trust enables highly competitive rates of pay progression and our employee schemes, such as Perkbox, are an attractive feature of employment.

Above everything, we put young people first and seek to recruit adults who share this view. We work with students, parents and families to provide a structured, supportive experience that enables them to achieve as well as they possibly can and become excellent scholars and rounded individuals. We insist on classrooms and corridors that are respectful, orderly places where everyone is expected to display positive and mature attitudes.

Applying for a new job is a huge investment of time and emotional energy. The recruitment decision has to be right for employee and employer. I would encourage you to seek out any information you need in order to make the important decision to apply and we welcome visits to our schools in advance of applications wherever this might be helpful.

I do wish you the very best with your application and thank you again for considering us.

Best wishes,

Laura Moore
Regional Director
United Learning

Section 4 – Letter from the Principal of Sheffield Springs Academy



Dear Candidate

Thank you very much for your interest in the role at Sheffield Springs Academy. The school itself is a fantastic place to work and a brilliant place to learn. Our values are respect, excellence, ambition and pride; if you join our academy, you will see these demonstrated in all aspects of academy life and by all members of our wonderful team.

The team

I am extremely proud to be the Principal of Sheffield Springs Academy, I have worked at the academy for over 15 years and many colleagues have been here longer than this still; I believe this shows the team ethos and community-feel of our academy. The team are deeply invested in our students and new employees are warmly welcomed into this team.

Where we are and where we're going

Sheffield Springs Academy is an outward-facing school, learning from outstanding schools both within the group and beyond. We are unapologetic about our high standards and unashamedly ambitious for all our students and our staff team, we are embarking upon a journey towards becoming a great school. As part of this journey, we are creating an academic culture that is warm, disciplined and joyful and ensures impeccable behaviour. We aim for a culture that means teachers can teach and students can develop their knowledge.

We are committed to staff wellbeing and have a wide-reaching wellbeing programme in place, we listen to the views of our staff team and we strive to make Sheffield Springs a brilliant place to work. We hold celebration briefings, ensure early finishes on INSET days, have a realistic marking policy, calendar in meeting-free-weeks and host a range of wellbeing activities to make sure staff have the time and support they need to fully support our pupils.

Location

Our academy is located at one of Sheffield's highest points, with incredible views across our catchment area directly to Stanage Edge, Hathersage and beyond into the Peak District. We are less than 30 minutes from the beautiful Peak District National Park, only 15 minutes away from the M1 motorway network and just a 5-minute walk to the nearest Supertram stop which provides efficient links to all areas of the city. Sheffield is a vibrant and diverse city; we are incredibly lucky to be in such a fantastic location which offers so much.

Applying for a new job is a huge investment of time and energy. I would encourage you to seek out any information you need in order to make the important decision to apply and I welcome visits to our school in advance of applications wherever this might be helpful.

I wish you the very best with your application and thank you for taking the time to consider Sheffield Springs Academy as a place of employment.

Best wishes,

Claire Cartledge
Principal
Sheffield Springs Academy

Section 5 – Job Description



Job Description

Post title	Receptionist
Salary	Band 1
Responsible to	Office Manager
Responsible for	No direct line management responsibilities
Role purpose	To maintain the smooth and efficient running of the reception area. To provide an excellent first point of contact to internal and external customers. To offer a high-quality service that is responsive to the needs of the academy.
Relevant qualifications	Minimum grade 4 in English and Maths

The postholder must, at all times, carry out their duties and responsibilities within the spirit of United Learning and academy policies and procedures, and within the legislative framework applicable to academies.

Role Summary

The successful post holder will have a key position providing a professional and welcoming front of house service for our busy school reception. The working hours for this post are **8:30am to 4:30pm Monday to Friday** during term time (39 weeks). You will also be required to work 20 days during school holidays, 10 of which are to be worked during the summer holidays. In addition to reception duties, working as part of a small administrative team you will provide administrative support to the school.

Key Responsibilities

Although not an exhaustive list the following gives an indication of the role and associated responsibilities.

Main Responsibilities

- To act as the first point of contact for all school enquiries either by telephone, email or face to face and ensure the smooth running of the school reception.
- To perform reception duties in an efficient, professional and courteous manner.
- To ensure that the reception area and meeting rooms are kept legal, tidy, informative and welcoming to visitors at all times.
- To record and sign visitors and pupils in and out of the school ensuring the gate intercom is monitored.

- Issue visitor passes, checking ID and DBS clearance certificate ensuring safeguarding compliance at all times.
- To undertake routine clerical duties, i.e. production of letters, photocopying, producing class lists, mail merge, etc.
- To use various software packages as directed by the school.
- To take all incoming calls to the school, directing callers to the right person, taking accurate messages, and screening calls, prioritising as needed and ensuring all messages are emailed to the right person promptly and accurately.
- Complete and obtain appropriate authorisation for pupils entering and exiting the academy building.
- Offer refreshments to visitors to school.
- Receive all parcels ensuring these are delivered to departments as soon as possible via the Estates team.
- Carrying out reprographics efficiently and smoothly to agreed policy within copyright laws as directed by the Office Manager.
- Liaise with appropriate people in the maintenance of reprographics printers.
- Support staff in producing resources for learning and administration.
- Ensure confidentiality at all times.
- To be a member of the academy's administrative team, completing administrative and reprographics duties.
- To maintain manual and computerised filing systems.
- To keep the list of authorised visitors up to date on EntrySign, liaising with HR and the Operations Officer.
- To develop and maintain professional relationships with Managers, Staff and Support Services colleagues to ensure consistency and enhanced service delivery

General

This role includes:

- Warmly welcoming all visitors to the building, ensuring safeguarding compliance at all times.
- Taking all incoming calls to the school, directing callers to the right person, taking accurate messages, and screening calls, prioritising as needed and ensuring all messages are emailed to the right person promptly and accurately.
- Liaising with other stakeholders including external agencies, parents, and members of the public.
- Maintaining a tidy reception area, liaising with the Estates team to ensure deliveries are distributed promptly.

- Providing administrative support including preparing letters for parents and managing the reception diary and meeting rooms.

Role Tasks:

- To develop excellent working relationships with colleagues internally, centrally and externally.
- To be an effective and flexible member of the Support Services Team, contributing to the successful adherence to Safeguarding Policy.
- To uphold the Academy policies and procedures at all times.
- To ensure any documentation produced is to a high standard and is in line with the in-house style.
- Be aware and comply with policies and procedures relating to Safeguarding, child protection, health, safety and security, confidentiality and data protection, reporting all concerns to the appropriate person.
- Participate in training and other learning activities as required.
- Participate in the Academy's Performance Management process.
- Provide appropriate guidance and supervision and assist in the training and development of staff as appropriate.
- To promote the area of responsibility within the Academy and beyond.
- To represent the Academy at events as appropriate.
- To support and promote the Academy ethos.
- To undertake any other duties and responsibilities as required that are covered by the general scope of the post.

We are looking for someone who is:

- Reliable, highly motivated and self-driven with a 'can do' attitude.
- Proactive and the ability to use own initiative and problem-solving skills.
- Experienced in reception and/or administrative work in a very busy work environment.
- Keen on attention to detail, has high standards and takes pride in their work.
- A team player with excellent communication and interpersonal skills.
- Able to maintain positive relationships with all members of the school community.

General

- Develop excellent working relationships with colleagues internally, centrally and externally.
- Be an effective and flexible member of the team.
- Ensure any documentation produced is to a high standard and is in line with the in-house style.

- Participate in training and other learning activities as required.
- Participate in the Performance Management process.
- Provide appropriate guidance and supervision and assist in the training and development of staff as appropriate.
- To represent the academy at events as appropriate.
- To support and promote academy and United Learning's ethos, playing a part in strengthening relationships between academies and with central office.
- To be aware of, and comply with, United Learning's policies and procedures relating to child protection, health, safety and security, confidentiality, and data protection, reporting all concerns to an appropriate person.
- To actively participate in continuous professional development and act as a positive role model across the academies and Trust.
- The above duties are not exhaustive, and the post-holder may be required to undertake tasks, roles and responsibilities as may be reasonably assigned to them by the Executive Business Manager and Human Resources.
- This job description will be kept under review and may be amended via consultation with the individual, Executive Business Manager and Human Resources as required.

Information

The information contained above is to help staff understand and appreciate the work content of their post and the role they are to undertake in the organisation. However, it should be noted that whilst every effort has been made to outline all duties and responsibilities, a document such as this does not permit every item to be specified in detail. Broad headings have therefore been used in which case all the usual associated duties are included in this job description.

This job description will be reviewed annually as part of the performance management process and may be subject to amendment or modification at any time after consultation with the postholder. Elements of this job description and changes to it may be negotiated at the request of either the postholder or the incumbent of the post.

I accept my job description and job title as detailed above.

Name (print)	
Sign	
Date	

Section 6 – Person Specification



Person Specification

Post title	Receptionist
Salary	Band 1

Education and Qualifications	Essential	Desirable
Excellent literacy and numeracy to support delivery in the role	X	
Evidence of further professional development and training.		X
A formal Health and Safety qualification.		X
GCSE English and Maths		X
Experience	Essential	Desirable
Experience in a similar role in a reception or school reception.	X	
Experience of administration tasks.	X	
Experience operating in a fast-paced environment.	X	
Experience of taking phone calls, taking messages or directing calls to the correct person.	X	
Experience of using management information systems.	X	
Knowledge and Skills	Essential	Desirable
Knowledge of what an effective administrative service can offer.	X	
Good interpersonal skills to ensure effective communication at all levels.	X	
Good competency in office applications, for example, Microsoft Office (Word, Outlook and Excel)	X	
Good written and verbal communication skills.	X	
Teamwork	Essential	Desirable
Recognises the contribution and achievement of colleagues.	X	
Keeps colleagues, stakeholders and/or customers informed of progress.	X	
Treats others fairly, openly and consistently.	X	
Expresses disagreement or challenges views calmly, constructively and tactfully.	X	
Supports and co-operates with colleagues.	X	
Personal Attributes	Essential	Desirable
High levels of discretion, confidentiality, and awareness of Data Protection.	X	
High levels of personal and professional integrity.	X	
A facilitative approach to problem-solving and a 'can do' mindset.	X	

Good written and verbal communication skills.	X	
Ability to prioritise, multitask and manage workloads while maintaining a flexible response to urgent requests.	X	
Good interpersonal skills and ability to work with stakeholders.	X	
Organised and good attention to detail.	X	
Maintains high standards and takes initiative to make things better.	X	
Make recommendations for improvements to enhance quality of service.	X	

Section 7 – The Appointment Process

These notes are intended to guide you when making an application.

The Application Form

The application form is accessible via the 'Apply' link on the job advertisement. Please complete the application form neatly, fully and accurately, including exact dates. You are requested to submit a concise application. CVs are not accepted.

Education and Training

State your qualifications and any training you have undertaken relevant to the post.

Present Appointment

Make it clear what your present post is, which establishment you work in and who your employer is.

Previous Appointment

When completing this section it is important that you offer a continuous record, or an explanation of any gaps to allow full account to be taken of your experience, for example, child raising, voluntary work.

Referees

Suitable referees are people who have direct, recent experience of your work and who are in responsible positions. References will be taken if the candidate is successfully short-listed for interview. We may need to contact them at short notice so please be specific with regard to contact addresses including e-mail and telephone numbers.

The Supporting Statement

The supporting statement is regarded as a very important part of your application. You should make statements that demonstrate how your qualifications and experience match the post.

Arrangements for Interview

Shortlisted applicants will be contacted as soon as possible after the closing date. Referees are contacted prior to the interview stage for teaching and support staff posts. We would ask that all shortlisted applicants read the safeguarding information on the academy website/s prior to attending the interview.

The Interview

Candidates will be invited to interview at the academy during which time they will have the opportunity to meet staff and students and see the academy at work.

Feedback

Feedback is offered to those candidates who are shortlisted, interviewed and not recommended for appointment. It is hoped that this information will help you with future applications.

Section 8 – Visitors/Contacts

The academy is located in a thriving town close to the beautiful Peak District



Sheffield Springs Academy

The best in everyone™

Part of United Learning

Sheffield Springs Academy
Hurlfield Road
Sheffield
South Yorkshire
S12 2SF

Website: www.sheffieldsprings-academy.org

Email: enquiries@sheffieldsprings.org

Telephone: 0114 2392631

Sheffield Springs Academy is an 11-16 secondary school and is Ofsted rated 'Good'. As part of United Learning, our aim is to bring out 'the Best in Everyone'. Our values are Respect, Excellence, Ambition and Pride, and these are demonstrated in all aspects of academy life by all members of our wonderful team.