



**Alma  
Primary**

עולם חסד יבנה  
A world built on kindness



# **School Business Manager**

## **Candidate Information Pack**

### **Contents**

Welcome from our Headteacher	Page 1
About our learning school	Page 2
• Our name	
• Our ethos and values	
• Our approach to learning	
• Our site	
Joining our growing school	Page 6
• Our commitment to staff	
• Our commitment to Safer Recruitment	
Job Description	Page 7
Person Specification	Page 8
Our recruitment process	Page 9

## Welcome from our Headteacher

Thank you for giving us the opportunity to introduce you to Alma Primary, a learning community that equips children to become creative, caring and committed learners in a changing world. Alma Primary sprang from the hopes and efforts of a group of volunteers who founded our school community in 2013.

From our site in Whetstone, we welcome families from across the Jewish community and beyond to be part of our school, where exploration of Jewish tradition is at the heart of everything we do. Our goal at Alma Primary is to help each person to become the best they can. As a small school with big aspirations, we also aim to make our school, our community, our society and our world a better place for all. Our curriculum supports the development of essential skills in science, language and literacy, humanities, maths, technology, sport and across the arts, which enable children to become successful learners, as well as an asset to the local community. Through deep engagement with the rich and varied heritage that Judaism offers, blended with the very best of twenty-first century understanding, we help children to find creative solutions to the challenges that tomorrow will bring.



We are looking for someone who has passion, enthusiasm for our school's inclusive Jewish ethos, problem-solving skills and a great sense of humour to join our team. Jewish tradition teaches that the world is built on study, prayer and acts of loving-kindness. At Alma Primary, we nurture each member of our learning community, helping them develop academically and spiritually, and enabling them to care for others.

We are proud of our inspections. In the summer of 2022, we were judged by Pikuach as an "Outstanding" school and in 2023 Ofsted inspectors judged the school to be "Good" in all five Ofsted categories.

This pack will tell you more about the school and I look forward to welcoming you to Alma Primary in the future.

*I'shalom – In peace,*

A handwritten signature in black ink, appearing to be 'Marc Shoffren'.

Marc Shoffren

# About our learning school



## Our Name

Alma has many meanings: In Aramaic, the language of traditional Jewish writings, Alma means 'world'. Alma Primary brings together children from across the Jewish community and from the wider local community. This inclusivity and diversity goes hand in hand with Alma Primary's Jewish values, including *derech erez* – respect for everyone. In Spanish 'Alma' is the soul, reflecting our desire to support children's spiritual and personal development.

In Latin, Alma means 'nourishing' and is the root of the phrase 'alma mater', the school from which one has graduated, reflecting our commitment to excellence in teaching and learning. Our school will

become the alma mater of a new generation of children who have been educated in a happy and nurturing community of learners and friends, enabling all our pupils to achieve their full potential in the world.

Alongside our school logo is the phrase from the Psalms, *Olam Hesed Yibane*, 'a world built on kindness'. Our vision is of a world built on caring and compassion, exemplified by a school where children experience kindness themselves and learn to be kind to others.

## Our Ethos and Values

We have a unique ethos, based on four key pillars:

- Excellence in teaching and learning;
- Inclusivity and diversity;
- Identity and values;
- Nurturing each child to achieve their best.

## Excellence in Teaching and Learning

Our school supports the highest level of academic attainment and places a priority on critical, independent and creative thought and expression. Every child is supported to make the greatest possible progress, achieve their maximum potential and make a successful transition to the secondary school of their choice. We provide all children with a thorough Jewish and Hebrew education of the highest standards that equips them with the skills, knowledge and confidence to participate in life and learning.



### ***Inclusivity and Diversity***

We are a community, non-selective free school welcoming children of all academic abilities. We support the abilities and learning styles of every child from the gifted and talented to those with specific educational needs. We welcome families from across the spectrum of religious observance and families who are of other faiths and none. All families are valued and included, regardless of how or whether they choose to be involved in Jewish life.



### ***Identity and Values***

The school is a caring, inter-generational community of children, parents and teachers in which we foster a love of Judaism, pride in Jewish identity and a commitment to the Jewish people and Israel. Through positive and inspiring Jewish experiences, including daily prayer, we enable the moral and spiritual development of the young people in our care. Our children are imbued with the ethical and moral values of the Jewish tradition including good citizenship, volunteerism, mutual responsibility, care for the natural world and positive relationships with other faiths and the wider community.



### ***Nurturing Each Child to Achieve their Best***

We believe that the most important contribution a primary school makes to a child's life is to create love of learning and an enjoyment of education. When this is achieved, school continues to have a positive impact right through to adult life. To this end, we have built a happy, warm and nurturing environment in which children experience success both in lessons and in extra-curricular activities; become independent and resilient learners; grow as people intellectually, spiritually and physically; enjoy warm relationships with their teachers and with each other; and are excited and inspired to challenge themselves within a safe and secure context.



## Our Approach

### *Educational Vision for a Learning School*

Alma Primary is a learning school, where every member of the school community is involved in learning and improving. We believe that the individual child's learning journey is a responsibility shared by the whole school professional team.

### *Nurturing Emotional Literacy, Individuality and Difference*

An essential component of our school is the development of children's emotional literacy, helping them to understand their own emotions, and those of others as well as encouraging children to look at the impact of their behaviour on others. Through understanding and celebrating different cultures, staff at Alma Primary enable children to develop their own unique identities, and become confident participants in a diverse world, with a passion to improve and care for it.

### *21st Century Learning Skills*

Alongside the traditional set of skills, children at Alma Primary benefit from learning a range of 21st century learning skills. These include creativity and innovation, critical thinking and problem solving, communication, and collaboration. Central to our teaching philosophy is the importance of giving children the opportunity and encouragement to use creativity to solve problems and generate solutions to challenges. We use innovative approaches, including iPads, to enable children to use technology as an aid to learning. Through the use of philosophy for children we enable children to ask questions and work collaboratively.



### *Deep Learning and Imagination*

Children at Alma Primary enjoy an approach to learning, which nurtures learning skills and develops the imagination, where children have structured encouragement and support to become experts in a designated field, enabling them to become mature, confident learners.



## Our



## Site

Alma Primary moved to its own purpose-built site in Whetstone in 2016. The site provides exceptional facilities close to Totteridge and Whetstone tube station in North London. It has large classrooms and additional learning spaces which we have designed to meet the needs of our primary school. The classrooms create flexible learning environments, with the use of up-to-date IT equipment. As well as the classrooms, the site also contains offices, a hall, library and small group learning spaces. There are full-time security guards on site during school hours.

## Transport

the traffic, we actively support families in sharing their school journeys. Many of our families use the tube to bring children to school and we run an onsite drop-off and collection system.

There are bike racks and a shower for staff.

To minimise our footprint, as amount of local

carbon well as



# Joining our caring school

## Our commitment to staff

We are committed to nurturing and developing staff at Alma Primary. We are an equal opportunities employer and welcome applicants from varied backgrounds to work in our learning community.

We provide a bespoke training program and provide access to high quality CPD courses including Jewish communal education training events. In addition, our staff supervision program is focused on enabling each individual member of staff to thrive.

We are closed for both days of major Jewish festivals and we close early on Fridays during the winter.

As a one form entry school, there are frequent opportunities for additional responsibilities, gaining experience and developing new initiatives.



## Our Commitment to Safer Recruitment

We are committed to safeguarding and protecting children and we expect all staff and volunteers to share this commitment.

This post is classified as having substantial access to children, and appointment is subject to an enhanced police-check of previous criminal convictions (DBS). Applicants are required, before appointment, to disclose any conviction, caution or binding over including 'spent convictions' under the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975. Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar individuals from employment – this will depend upon the nature of the offence(s) and when they occurred.

# School Business Manager

**SALARY:** Alma admin scale L30- L42: £29,658 - £38,324

**POSITION:** Permanent part-time Role. 29 hours p.wk. Term time including INSET days + 4 SLT days over the year.

**PURPOSE OF POST:** Our School Business Manager is a key member of the School Leadership Team, working closely with the Headteacher to ensure the effective and strategic management of the school's finances, HR, premises and catering functions.

The SBM will implement the day-to-day support that enables the school to operate effectively and efficiently, ensuring other members of the leadership team can focus on teaching and learning.

**REPORTS TO:** Headteacher

**MAIN DUTIES:** The SBM will be responsible for managing the strategy and operation of the business functions of our school, including:

- Oversee the school's financial management, including budgeting, forecasting, and reporting
- Strategic leadership in financial growth and management to ensure long-term sustainability
- Take overall responsibility for human resources, including managing payroll, ensuring that recruitment, appraisal, disciplinary and grievance policies are administered in accordance with employment law, and advising on HR matters
- Oversee site and premises services, managing the school caretaker, supporting premises management and project planning, health and safety, risk assessments, and emergency planning
- Ensure compliance with health and safety legislation and school policies
- Manage the school's compliance with statutory obligations, and advise on the relevant legal, regulatory and ethical requirements
- Track all school policies and ensure they are updated in accordance with the policy review schedule
- Liaise with catering providers and school chef
- Generate income through funding sources including applications for grants and overall management of clubs and wraparound care
- Support the Senior Administrator in the management of the office team, ensuring a culture of excellence and efficiency
- Contribute to the wider life of the school
- Support the school's data protection officer with ensuring data protection compliance and helping the school community understand how to comply with data protection law
- Driving improvement of the school, working with the Headteacher to meet the school's educational aims, contributing to strategic decision-making at senior leadership level
- Participate in meetings which relate to the school's management, curriculum, administration or organisation, in agreement with the Headteacher;
- Communicate and co-operate with advisors and specialists from outside agencies;
- Carry out other such duties as are required to support the Headteacher in the efficient and effective running of the school.

## Person Specification for School Business Manager

To be evidenced through application form, references, interviews and tasks

FACTORS	ESSENTIAL	DESIRABLE
Personal Qualities & attitudes	<ul style="list-style-type: none"> <li>Adaptable and flexible approach</li> <li>Full agreement with the school's ethos, including the principal of a Jewish school open to children of other faiths and none</li> <li>Well-organised; able to set targets and meet deadlines</li> <li>Commitment to safeguarding and equality of opportunity irrespective of ability, gender, ethnic or social background</li> <li>Ability to problem-solve and create innovative solutions</li> <li>Commitment to maintaining confidentiality</li> <li>Embraces change well</li> <li>Deals with difficult situations effectively</li> </ul>	<ul style="list-style-type: none"> <li>Commitment to acting with integrity, honesty, loyalty and fairness to safeguard the assets, financial probity and reputation of the school</li> <li>Reliable and efficient.</li> <li>Able to respond to challenge</li> <li>Good communication skills – able to relate to people at all levels</li> <li>Commitment to promoting the ethos and values of the school and getting the best outcomes for all pupils</li> <li>Ability to work under pressure and prioritise effectively</li> </ul>
Qualifications and training	<ul style="list-style-type: none"> <li>Accountancy or equivalent financial qualification</li> <li>An appropriate School Business Manager qualification (e.g. Level 4 Diploma for School Business Managers) or readiness to gain a suitable qualification</li> </ul>	<ul style="list-style-type: none"> <li>Health and Safety training</li> <li>Safer recruitment training</li> <li>Experience as a school business manager in an academy or free school</li> </ul>
Skills and abilities	<ul style="list-style-type: none"> <li>Ability to analyse data</li> <li>Possess excellent technical / ICT skills with a knowledge of school financial software packages</li> <li>Ability to communicate financial information to key stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>Ability to balance multiple responsibilities</li> <li>Ability to manage a school budget</li> </ul>
Knowledge and experience	<ul style="list-style-type: none"> <li>Successful School Business Management experience in a school or other business management environment.</li> <li>Expert knowledge of financial management</li> <li>Excellent attention to detail</li> <li>Involvement in school self-evaluation and improvement planning</li> </ul>	<ul style="list-style-type: none"> <li>Experience of working with payroll, pensions and budgeting software</li> <li>Experience of contributing to staff development</li> <li>Understanding of kashrut (kosher food)</li> <li>Working with children or young people</li> <li>Line management experience</li> </ul>

### NOTES

This job description above may be modified by the Headteacher, with your agreement, to reflect or anticipate changes in the job, commensurate with the salary and job title as the school evolves. This job description will be reviewed annually in consultation with the Headteacher and Governors according to the changing needs of the school as outlined in the School Improvement Plan.

*Long-listed candidates may be required to complete tasks including IT, literacy and numeracy activities, prior to interview. This post is exempt from the provisions of the Rehabilitation of Offenders Act 1974 and is subject to an enhanced Disclosure and Barring Service check.*

*The school reserves the right to require the successful candidate to undertake a medical examination prior to a contract of employment being issued.*

## Our recruitment process

### Long Listing

We will 'long-list' candidates whose applications meet our criteria.

Long listed candidates will be invited to have an informal discussion. For teaching positions we will arrange to observe candidates teaching a lesson and other candidates will be asked to complete online assessments.

### Shortlisting

Following lesson observation and/or online assessments a shortlist of candidates will be drawn. References from the previous and current employer will be taken up for shortlisted candidates, and where necessary employers may be contacted to gather further information.

Successful candidates will be invited to interview. Candidates invited to interview will be asked to address any discrepancies, anomalies or gaps in their application form

### Applying

Full details of the school are on our website:

[www.almaprimary.org](http://www.almaprimary.org).

Please note that applications can only be accepted Alma staff application form, which is on our website from 'Recruitment' page, available under 'About Alma'.

For an initial discussion about the role, please e-mail [recruitment@almaprimary.org](mailto:recruitment@almaprimary.org) or call 020 8343 9988. We look forward to receiving your application.



up.

on the  
the



**Alma  
Primary**

עולם חסד יבנה  
A world built on kindness

Friern Barnet Lane, Whetstone N20 0LP

Tel: 020 8343 9988

[www.almaprimary.org](http://www.almaprimary.org)