



School Business Manager – Henley Green Primary School

Job Description – Grade 6

Job Purpose

As a member of the School's Leadership Team, to ensure the provision of efficient and effective support services throughout the school taking a lead in the strategic planning, organisation and delivery of areas including:

- financial and budgetary management
- human resources
- site and administration management

Duties and Responsibilities

Strategic Role:

- To contribute to the strategic development of the school through membership of the management team.
- Ensure the school makes best use of its resources through strategic planning, the production of timely and fully costed proposals which are sustainable through 3-year budgets and development of effective strategies for current government initiatives and long-term educational trends and developments.

Finance

- To plan, monitor and review the school budget, ensuring adherence throughout the school to the associated financial procedures including the preparation of final accounts and initiation and management of audit procedures as appropriate.
- Produce regular analysis and reports on the schools budget for the Headteacher and Governing Body, provide advice on financial matters and attend Governing Body meetings as appropriate.
- Use financial management information, including benchmarking tools, to identify areas of relative spending, assess trends and directly advise the leadership group.

- To be responsible for the school accounting function, including monitoring its efficient operation according to agreed procedures and conducting at least an annual review, the ordering, processing and payment of all goods and services provided to the school, the operation of all accounts, ensuring that a full reconciliation is undertaken at least once per month, maintaining an assets register and the preparation of invoices and collection of fees and other dues.
- Prepare all financial returns for the DFE, LA and other central and local government agencies within statutory guidelines.
- Maximise income generation within the ethos of the school by investigating sources of funding, formulating bids for existing and future funding initiatives, acting as point of contact with regard to grant applications, gift aid and other donations and ensuring that best value principals are adopted.
- Seek professional advice on the appropriate insurances for the school and advise Governors accordingly. Implement approved insurances and handle claims as necessary.

Human Resources

- To be responsible for general personnel matters including ensuring new staff have DBS clearance, medical clearance and to ensure that contracts of employment are issued. To give advice to Governors on salaries, contract, expenses, sickness, maternity/paternity procedures, redundancy and other matters of dismissal by liaising with our HR partner.
- To have direct line management responsibility for non-curriculum support staff including Administrative and Clerical staff, Supervisory Assistants and the Site Services Officer including responsibility for their induction, training and development and performance management.
- To oversee the administration of all payroll and HR documentation including staff recruitment and the maintenance of staff records including contracts and pay statements.
- In conjunction with the Headteacher, to ensure that all support staff posts are correctly graded by liaising with the schools HR provider.
- To ensure that sickness notification, self-certification and absence recording procedures are correctly applied for all employees.
- Research, co-ordinate and implement the annual Teacher Absence Insurance scheme ensuring 'best value'. Monitor the scheme and ensure all appropriate documentation is completed.

Site Management

- In conjunction with the Headteacher and Site Services Officer, to be responsible for the maintenance, development and security of the school site and buildings, including the preparation of maintenance schedules and efficient operation of all facilities on the property and the purchase, repair and maintenance of all furniture, equipment and fittings.
- Oversee school lettings to external organisations and the development of extended school activities.
- To be responsible for the development and implementation of appropriate management plans including the Premises Development Plan and the Asset Management Plan and implement risk management and loss prevention strategies in the school to reduce insurance costs.
- Monitor and oversee all contracts for services to the school including service level agreements, negotiating, determining and monitoring contract specifications to ensure best value.

Deal with the day to day arrangements relating to;

- School services.
- Building cleaning.
- Catering.
- Grounds Maintenance.
- Site maintenance and repair, including liaison with the Site Services Officer, Premises Officers and other council services and outside agencies.

Health and Safety

- Act as the school's health and safety and fire co-ordinator including responsibility for development, implementation and review of the school's health and safety policy and procedures including fire safety and risk assessments; and the school's disaster and recovery plan.
- In co-operation with the Fire Service, be responsible for the installation and maintenance of equipment for protection against and escape from fire. To keep records of and to ensure regular fire practices and alarm tests. To ensure emergency procedures are current and timely.

Whole School Administration

- To manage the administrative function including ICT facilities, reception, reprographics, records and telephones, developing and implementing new systems where appropriate.
- Ensure pupil records are maintained and that statutory and statistical returns are completed in a timely manner.

Ensure the school Single Central Record is kept as directed and available for inspection when necessary.

Share, update and review all school policy and procedure files. Have files available for inspection to the Governing Body and other appropriate agencies.

GDPR – ensure school is compliant and procedures and policies in place and updated. Oversee staff and Governor training on GDPR. Attend regular meetings with school's DPO arranging regular audits of procedures. Report on any internal breaches and overseeing Subject Access Requests.

- Any other duties and responsibilities within the range for the salary grade.

In addition, you will lead a team of non-teaching lunchtime staff, acting as the Line Manager

Visits to the school are warmly welcomed – please contact our School office to arrange this. Alternatively, we are happy to organise a telephone conversation with the Headteacher if this would be preferred.

Please note that this is a term time only role and annual leave is not permitted to be taken during the working weeks of this role.

Following recommendations from Keeping Children Safe in Education (KCSIE) for an additional pre employment check with effect 1 Sept 22, please note, an online search may form part of this recruitment process.