



**Office Manager/PA to
Headteacher
Busill Jones Primary School
Candidate Information Pack**



Message from the CEO



I am privileged to be the Chief Executive Officer of SHINE Academies. Having been part of the SHINE journey since its inception in January 2015, I am incredibly proud of the progress that has been made by all of our pupils, staff and stakeholders over the years.

Children only get one chance for their primary education. Whilst we all understand the importance of the core subjects, our pupils are much more than a numerical outcome. We strongly believe that all pupils should have an opportunity to find their niche and reach their potential in all areas. This is supported by a steadfast commitment to the arts and sport, as well as opportunities for exploring cultural capital making our pupils exceptional citizens. We have high expectations of our pupils and encourage them to have high aspirations – there should be no ceiling.

I am proud that our schools are recognised as inclusive environments for our pupils, and we pride ourselves on having skilled practitioners to support our diverse communities. Our family support team has broad expertise and the capacity to support our pupils and their families in many areas beyond the classroom, including mental health, bereavement and housing support. We offer a range of opportunities to our pupils, creating a high-quality educational experience, in a safe, creative and exciting learning environment.

I am proud that our schools maintain their own identity and characteristics, whilst joining a MAT that supports the strategy and school improvement journey, alongside the business elements of running an educational establishment, such as finance and HR. SHINE Academies has a mission to grow with likeminded schools joining our Trust, and whilst we have the capacity to support schools that need additional help in key areas, we are small enough to listen and work alongside our Headteachers to ensure support is tailored for their needs. All of our leaders recognise the need to evolve and take mitigated risks in order to ensure our pupils are ready for the challenges of secondary school and beyond.

Strong and robust governance is key to a successful MAT and I am lucky to work with some exceptional individuals who volunteer on our Member, Trust and Local Governing Boards. Each governance function aids the MAT delivery of its strategic objectives and ensures accountability of my role and that of other executive leaders within the MAT.

This is an exciting time to be part of SHINE Academies!

Gemma Draycott
Chief Executive Officer



Our Values

In 2024, our stakeholders developed a new set of values and a vision for SHINE Academies. These values are our drivers for change within all of our schools, and underpin everything that we do within the trust. We demonstrate working **COLLABORATIVELY**, with **COURAGE** and **COMPASSION** – we support staff and stakeholders to take calculated risks but always remember that children must be at the heart of everything that we do.

No matter the challenge, **SHINE** works **collaboratively** with **courage** and **compassion**, creating a child centered community

We launched our new values at our first Trust Collaboration Day in September 2024, which saw all our schools come together for the first time.

SHINE Academies Trust
Collaboration Day
4th September 2024



Click [here](#) to watch our values video

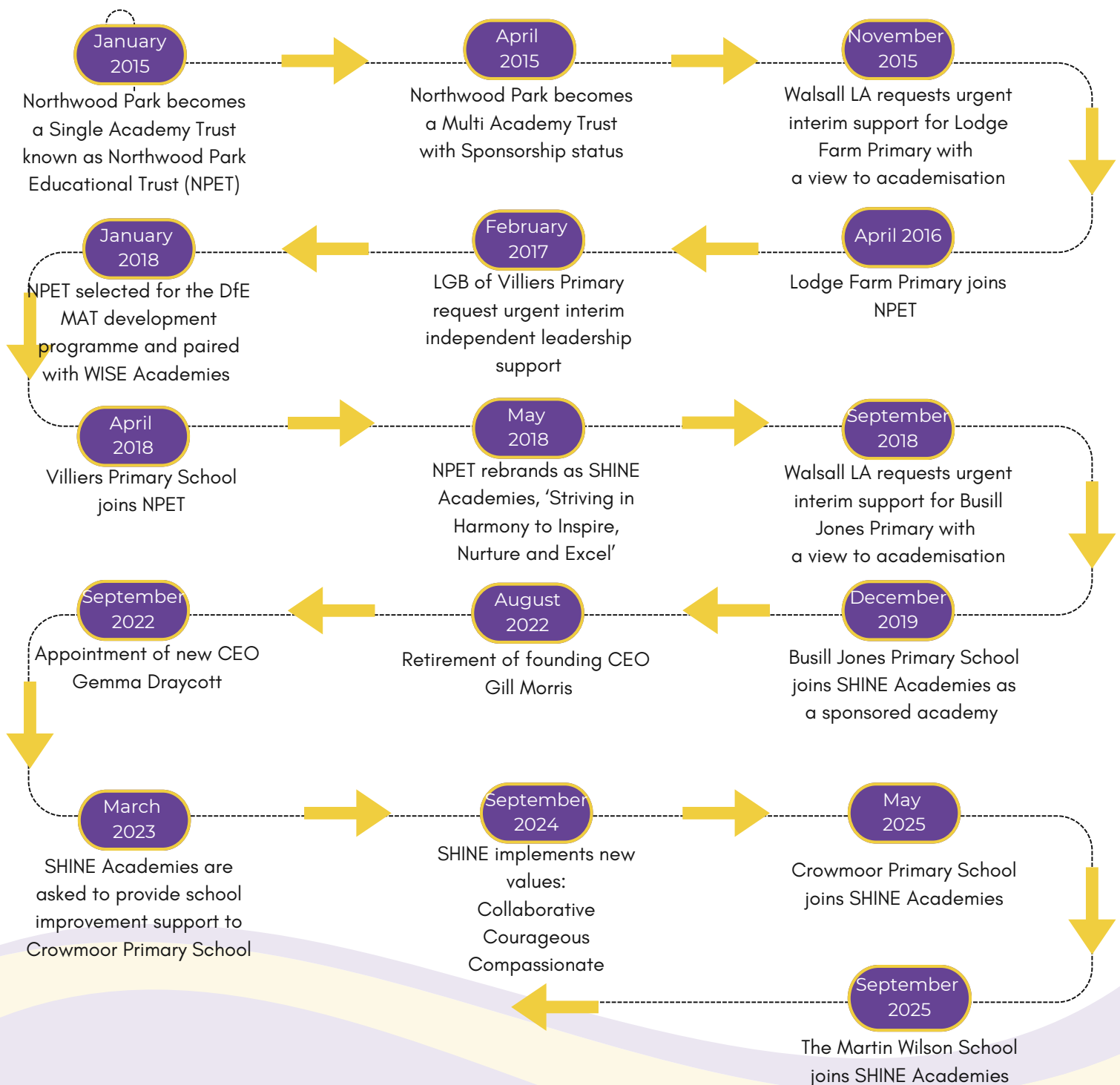
Our Values

Our most recent Trust Day, held on 5th January 2026, focused on our value of Courage. We were inspired by guest speakers Diana Osagie, Stephanie Davies and Matthew Holt, and also heard powerful personal stories from colleagues across the Trust who shared their own experiences of courage. The day also marked a special milestone as we hosted our first-ever SHINE Staff Awards.



We look forward to sharing details of our next Trust Day very soon.

Our Journey So Far



Our Schools

The Trust currently comprises of six schools: Northwood Park Primary School in Bushbury, Lodge Farm Primary School in Willenhall, Villiers Primary School in Bilston, Busill Jones Primary School in Bloxwich, Crowmoor Primary School in Shropshire and The Martin Wilson School in Shropshire. All our schools are large, and therefore progression opportunities are plentiful.

All our schools across SHINE Academies work collaboratively and to the same ethos. Our executive leadership, middle management teams, trust board, and local governing body are compassionate and supportive. Our talented, enthusiastic, and caring pupils are at the center of all that we do, and our staff are proud to be part of the SHINE family.

We recruit highly talented individuals for our schools, which are led by exceptionally talented Headteachers and their teams, who demonstrate a dedication, enthusiasm and commitment to their local community. We recognise talent and develop our staff to be the very best they can be through an intense internal and external CPD programme of support. Our staff and leaders refer to being part of an extended family.

We are proud of our SHINE family of Schools



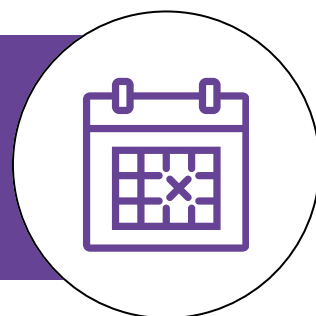
Employee Benefits

We offer a range of employee benefits, including:



Excellent CPD Opportunities

**One term time wellbeing day
per year**



**Lifestyle & Shopping
Discounts**

**Employee Assistance
Programme**



**Generous Occupational
Pension Schemes**



Your Award-Winning Employee Benefits Provider



Working for SHINE Academies you will have access to our employee benefits platform in partnership with Vivup, a leading and award-winning employee benefits provider



24/7 counselling support, options include telephone, virtual and face to face counselling sessions

Online GP with video and telephone consultation options

Access to health and wellbeing resources such as recipes, podcasts & health assessments

Busill Jones Primary School

Message from the Headteacher



Welcome to Busill Jones Primary School, home of the Busill Bees!

Busill is a family and we support each other to be our best. We are very proud to be at the heart of our local community; working together with our families, external agencies, other professionals and community groups to create a bright future for all.

Our children experience an exciting and varied curriculum taught by a dedicated team of staff who go above and beyond to support them. They have a wide range of opportunities to experience the world around them; trips to the theatre, activity weekends, sporting events and competitions are amongst just a few of the ways in which our Busill Bees spread their wings.

We are also very lucky to have such spacious classrooms and fantastic outside spaces to learn and play together. Our well stocked libraries, sensory room, reading sheds, outdoor classroom and even our amazing outdoor firepit ensure there is something for everyone!

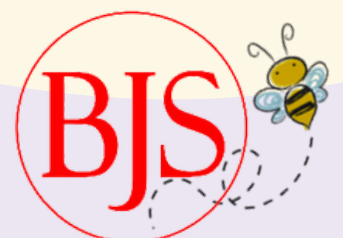
Our values underpin everything that we do; Be Positive, Be Respectful and Be Your Best. We live by these values every day, demonstrating what it is to be a Brilliant Busill Bee!

Our Bees leave the hive with the confidence and skills to pursue their dreams, living our values and knowing that they will always be a part of the family.



Our doors are always open, come along and experience the buzz for yourself!

Nicola Bayliss
Headteacher



PA to Headteacher and Office Manager

NJC Grade 5

Term Time + 1 week

Head Teacher

School Office Staff

The postholder will manage a comprehensive administrative support service for the Headteacher, teachers and school in general. They will implement and develop quality administrative procedures and systems. They will organise, maintain and monitor the financial processes systems within the school and assist with personnel administration as well as maintaining the staff MIS system.

The postholders responsibilities will include providing personal assistant support to the Headteacher. This will include providing a comprehensive administrative support to the Headteacher which includes managing communications, coordinating schedules, and assisting with the efficient operation of the headteacher's office to enhance overall school administration.

Organisation

- Be responsible for the planning, organisation and monitoring of the Admin Team and whole school systems/procedures.
- To ensure the effective and efficient running of the school office
- To be responsible for the management of the Administrative Team including the development and implementation of recruitment, induction, performance management, training and mentoring
- Represent the Admin Team at relevant meetings

Administrative Duties

- Take lead role in the development and maintenance of record/information systems
- Undertake word-processing and IT based tasks
- Produce and respond to correspondence
- Provide organisational and personal advisory support to other staff
- Provide organisational support to the Governing Body
- Manage complex administrative procedures
- Be responsible for completion and submission of forms, returns etc, including those to outside agencies
- Manage the administration of MIS
- Oversee administration of school Web site and text message service

Financial Administration

- To be responsible for the effective management of school financial administration procedures
- Responsible for budget monitoring the weekly / monthly expenditure and advising the Headteacher / Finance Team of possible under / over spending
- Monitor accounts against budgets and report on financial state of the school to the Head Teacher.
- ordering, processing and payment for all goods and services, preparations of invoices, collection of fees, recovery of bad debts.
- Manage procurement
- Identify the need for, select and manage the ordering of supplies and equipment for the school including the issuing of invoices and ensuring settlement of accounts
- Preparation of work specification for tender and assisting with selection of contractors
- Implement financial procedures and oversee all financial transactions / activity with the school
- Ensure all expenditure is correctly coded to ensure maximum use of all budgets and grants
- Support the School in the management and maintenance of an assets register and inventory
- To be responsible for seeking professional advice on insurance and advising the Governors on the appropriate insurances for the school. Implementing the approved insurance, and handling any claims that arise
- Maximise income generation within the ethos of the school. Ensure Best Value principles are adopted, for example, in extended school activities

Management Information Systems

- Ensure all pupil records on Scholarpack are accurate and kept up to date
- Produce detailed attendance reports on Scholarpack
- Develop and monitor management information systems
- Ensure the effective delivery of the school reports process and data collection systems by the Admin Team
- Provide detailed analysis and evaluation of data and produce detailed reports as required
- Be responsible for the design and effective operation of administrative procedures
- Administer the School's admissions and withdrawal procedures maintaining accurate numbers on roll
- Ensure that electronic pupil attendance records are up to date and meet LA regulations
- Ensure all personnel records on MIS are accurate and kept up to date
- Be responsible for the production of Pupil CENSUS and School Workforce CENSUS
- Be responsible for the production of 618G and other LA returns
- Maintain the confidentiality of all the School's records in relation to staff and pupils, in line with the latest requirements of the Data Protection Act and Freedom of information Act.

Resources

- Be responsible for the selection and management of resources, including management of a budget and regular audit of resources
- Interpret matters of policy/procedure to ensure the school's compliance and initiate appropriate action arising
- To be responsible for marketing and promotion including the preparation and production of all school publications
- To be responsible for obtaining the necessary licenses and permissions and ensuring their relevance and timeliness

Staffing:

- Line manage the Administration Team on a day to day basis, completing induction, performance management and training of staff
- Handle personnel administration processes relating to the appointment of all staff
- Maintain Staff records of employment
- Update Single Central Record regularly
- Contribute to the monitoring and reporting of staff absence

Responsibilities

- Comply and assist with the development of policies and procedures relating to attendance, absence, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person Be aware of and support difference and ensure equal opportunities for all Contribute to the development and implementation of the overall ethos/work/aims of the school Develop constructive relationships and communicate with other agencies and professionals Participate in training and other learning activities and performance development as required Recognise own strengths and areas of expertise and use these to advise and support others To act as first point of contact with the School for parents and visitors Contribute to the safeguarding and promotion of the welfare and personal care of the children and young people with regard to the Every Child Matters agenda and Area Child Protection Procedures and ensuring that confidentiality is adhered at all times Contribute to the overall aims and ethos of the school.

Other Duties

- To undertake such other duties which may reasonably be regarded as within the nature of the duties/responsibilities/grade of the post
- The postholder must comply with the Equal Opportunities Policy and Health and Safety Policy

Signature of Manager:

Date: / /

Signature of post holder:

Date: / /



Person Specification

Qualifications

- NVQ Level 3 or evidence of working towards a relevant discipline.
- Minimum GCSE (or equivalent) Maths and English at grade A-C

Professional Development

- Evidence of further professional training.

Experience

- Experience working in a Financial and / or Administrative role preferably in an educational setting #
- Good knowledge of Microsoft office including Word & Excel
- Experience of maintenance and development of website

Skills / Abilities

- Ability to manage the schools administrative and financial systems
- Ability to manage, organise, deploy and motivate a team Ability to formulate ideas and solutions and present them effectively to the Headteacher
- Proven ability to liaise with external agencies, businesses or contractors
- Ability to persuade, motivate, negotiate and influence
- To be able to work under pressure in a very busy and diverse environment
- Proven organisational skills. High level of accuracy and attention to detail
- Prioritise, plan and organise.
- Ability to manage a variety of competing priorities and meet deadlines
- Advance skills to use and manage ICT systems and resources effectively

Personal Qualities

- Excellent personal and written communication skills
- Ability to work as a member of a team.
- Able to respond flexibly and adapt to changing and challenging circumstances
- Operate calmly and effectively
- Show initiative and self- motivation
- Recommend and show a positive attitude to change
- An ability to positively promote the school to pupils, parents, colleagues and other community groups.
- Highly motivated with high expectations, a positive attitude
- The ability and willingness to work partnership with other members of the School team
- A high level of personal integrity
- An approachable professional who responds well to and offers constructive advice

Other

- To demonstrate success in involving parents, governors and the community in the school where appropriate
- Be committed to staff development
- Promotion of positive behaviour strategies
- An awareness, understanding and commitment to equal opportunities