



LINCROFT  
ACADEMY



Lincroft Academy  
School Medical and  
Administration Assistant  
Recruitment Pack







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Valuing People



High Quality  
Learning  
Environment



Pursuit of  
Excellence



Extending the  
Boundaries of  
Learning



Achievement  
for all





## About Lincroft Academy

I am very proud to be Principal at Lincroft Academy and look forward to welcoming you to the school. Within our vibrant learning community, we share a common goal: to continually strive for excellence.

At Lincroft, we maintain exceptionally high expectations and standards in everything we do, ensuring that our students receive the best possible education. We commit to educating, inspiring, and supporting our students so that they can become exceptional learners, confident and empowered to make a rewarding contribution to society.

Our curriculum is designed to seamlessly build upon the foundation laid in primary school, preparing our students for post-16 education. High-quality teaching enables our students to achieve very well. Lincroft Academy now has some of the highest-performing GCSE outcomes in Bedford and is above the national average.

Throughout Lincroft Academy, we are committed to providing the highest possible standard of education for our pupils and follow these values:

- We want the children to attend, enjoy, and be ready for school.
- We aim to achieve stretching national educational standards.
- We promote healthy lifestyles and choices for the students.
- We ensure that children have security and stability, are cared for, and are safe.
- We encourage law-abiding, positive behaviour, with students choosing not to bully or discriminate.

- We ensure that students engage in decision-making and support their community and environment.
- We develop students' self-confidence, self-esteem, and independence, and encourage enterprising behaviour.
- We provide opportunities for the students to personalise their learning and to engage in a wide range of activities that prepare them for modern life.

We are part of Meridian Trust, and our school values are supported by its ethos and values. The core of the Trust's philosophy is:

- Achievement for All
- Valuing People
- A High-Quality Learning Environment
- The Pursuit of Excellence
- Extending the Boundaries of Learning

At Lincroft Academy, we live the Meridian Trust values through our CARE values:

- Community
- Aspiration
- Respect
- Excellence

We very much look forward to welcoming you to Lincroft Academy to ensure that every child fulfils their potential.

Emma Appadoo, Principal



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## A Brief History

Meridian Trust, formerly known as Cambridge Meridian Academies Trust (CMAT), is a values-led Trust and has risen to be one of the highest performing academy groups in the country. Our Trust was first formed as an educational trust to create a federation of schools in 2006 with a desire to provide high quality and dynamic education for everyone, right in the heart of our community. Through various government policies, our commitment to collaboration has remained consistent.

Meridian Trust was formed in 2011 to deliver more widely on that clear vision to provide high quality and dynamic education for all at the heart of the communities we serve. Our steady growth since then reflects our commitment to the communities we serve and our track record of success. The period since 2018 has seen an increase in speed of growth as many long term projects matured and our relationship with Sharnbrook Academy Federation emerged.

We are currently a family of 30 academies (including 14 primary, 3 special and 13 secondary schools). The secondary schools include a University Technology College, an Upper School, four 11-16 schools and six 11-18 schools. We also have 2 new secondary free schools in development. All within 20 miles of Cambridge and Peterborough and the main communication routes between. We merged with Cambridge Primary Education Trust to become the Meridian Trust in April 2022. In addition to operating schools, we are the home of the Cambridgeshire and Peterborough Teaching School Hub, and train more than 150 new teachers each year through Meridian Trust ITT. We retain a strong commitment to growing and supporting staff throughout their training and career development. We have a

proven track record of school improvement and transforming the lives of children and young people over the last 10 years.

Students thrive in Meridian Trust academies as a result of the implementation of our values, our successful and proven systems and our commitment to valuing people. We are among the highest performing multi-academy trusts in the country for student progress. Our academies are well-run and our staff benefit from excellent access to professional development.

Our commitment to the education system goes beyond just our own academies. We operate 'The Cambridge Partnership', one of the largest initial teacher training providers in the country which has recently merged with the SAF ITT, and 'Leadership East' these further strengthen our capacity and commitment to professional development. We also provide support through various SLAs to a number of other trusts and academies.

As a strong, regional multi-academy trust we currently operate schools across Bedfordshire, Cambridgeshire, Lincolnshire, Peterborough, and Northamptonshire. We are proud to have strong partnerships within all these communities.



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## Trust Vision, Mission and Values

### Our values and who we are:

Meridian Trust is a successful multi-academy trust founded on its commitment to people and communities.

Our proven approach over more than a decade has elevated us to a respected and admired academy trust, a national leader in education and a source of great pride to the communities we serve.

Every child is known, equally valued and supported to achieve their potential in all our academies. Every community we serve benefits from the facilities and services we provide.

Our staff benefit from strong networks, excellent career opportunities and a human approach where they are equally valued and supported.

We ensure that well-run schools retain and develop their distinct contextual identity, while sharing and contributing to Meridian Trust values, practices, curriculum approaches and operational systems.

### Our Vision:

High-quality educational provision for all at the heart of local communities.

### Our Mission:

To deliver, promote and inspire high quality educational provision in schools at the heart of their local communities so that:

- Young people become successful learners and confident, empowered individuals;
- Young people are encouraged to think for themselves and act for others, equipping them with the values,

attributes, knowledge and skills to make a rewarding contribution to society;

- Every school is a hub for community activities, a centre for extended services and a source of immense pride for students, their families, and other local stakeholders;
- Our staff benefit from strong networks, excellent career opportunities and a human approach where they are equally valued and supported;
- Well-run schools retain and develop their distinct contextual identity while sharing and contributing to the Meridian Trust values, practices, curriculum approaches and operational systems.

### The enactment of our values for staff:



Valuing People

Engaged, developed, supported, and consulted.



High Quality Learning Environment

Experts who strive for continual development. Collaborative networks, trusted to deliver.



Pursuit of Excellence

Set ambitious goals and model what success looks like. Eager to improve.



Extending the Boundaries of Learning

Make connections, provide opportunities. Generous and sharing of knowledge and expertise.



Achievement for all

Are accountable for the outcomes we contribute towards and strive for the very best.



Valuing People



High Quality Learning Environment



Pursuit of Excellence



Extending the Boundaries of Learning



Achievement for all



## Why work for us

Meridian Trust aims to be the employer of choice for the communities we serve. Since 2010 we have nurtured and developed the careers of many people. You can read about some of those journeys in the 'Meridian Trust People' section of this website. We are committed to making a difference to young people's lives and the communities we serve. Help us make our mission a reality.

### Benefits:

As a multi-academy trust of 30 schools, Meridian Trust can provide a wide network of opportunities for collaboration and career development for both teaching and support staff. With an initial teaching training facility and a teaching hub network within our Trust, there are ample opportunities to both, get into teaching, and develop within the profession.

- As well as the above we also offer:
- Unlimited access to CPD via Meridian Learning
- Free annual eye tests
- Access to a free Employee Assistance Programme, offering mental health and wellbeing support
- Unlimited value cycle to work scheme



To see the full range of benefits available, please visit [Employee Benefits – Meridian Trust](#)

## How to apply

To apply please complete the online form on MyNewTerm. Your supporting statement should address and evidence the selection criteria detailed in the Person Specification.

**Closing Date: 8am Tuesday 24th February 2026.**

**Interviews: From 12pm Thursday 26<sup>th</sup> February 2026.**

For any questions about the application process please contact:

HR@lincroft.academy

*Meridian Trust is committed to safeguarding and promoting the welfare of children. All appointments will be subject to satisfactory pre-employment checks including enhanced DBS disclosure.*

*We are committed to diversity & inclusion and equality of opportunity for all staff and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, race, religion or belief and marriage and civil partnerships.*

*Meridian Trust is committed to safer recruitment practice and pre-employment checks will be undertaken before any appointment is confirmed. This post is subject to an enhanced disclosure and barring service check. We expect all adults who work for the Trust to share our commitment to safeguarding and the health and wellbeing of our students.*



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## JOB DESCRIPTION AND PERSON SPECIFICATION

Job Title:	School Medical & Administration Assistant
JD Reference:	STD ADM 22
School/Academy:	Lincroft Academy
Weeks:	39 weeks per year
Hours of work:	37 hours per week
Salary:	Grade 4
Responsible to:	Vice Principal

Role:	Provide efficient medical/welfare care and administrative support across the school
Purpose of the job:	To provide medical, first aid, and administrative support, ensuring the health, safety, and wellbeing of all students while supporting the smooth running of administration and medical procedures.

### Responsibilities and Accountabilities:

#### Medical:

- Attend to all medical needs i.e. cleaning wounds, tending to minor cuts and grazes, care of unwell children, administering of oral medicine and telephoning parents to collect the child from the Medical Room.
- Administer prescribed medication safely under parental guidance and school policy.
- Maintain accurate student medical records, including allergies, conditions, medication, and immunisations.
- Record the details of all persons who have come to the Medical Room together with reason, time etc.
- Completing relevant documentation e.g. accident forms, recording medicine administration.
- Administer care in accordance with the school's health and safety and related policies.
- Maintain records of staff training for first aid and medical
- Monitor and report any ongoing medical concerns to relevant staff. Liaising with House teams /departments within the school with regards to students with medical needs in their area.
- Support with organising vaccinations and health checks, with outside agencies.
- Maintain all medical supplies, ordering as necessary.
- Ensure that the medical room is well-maintained and tidy.





- Prepare First Aid bags for all trips and events and highlight any medical needs for students attending trips to the trip lead. Packing relevant rescue medication as needed.

**Administrative:**

- Assisting with the general clerical and administrative functions of the school, as required.
- Assisting with photocopying (reprographics).
- Answer telephone calls, directing through to the relevant people and helping with queries where possible.
- Provide cover for the Academy Receptionist if required.
- Maintain electronic and manual systems in an efficient and effective manner in line with the GDPR Retention Policy, as well as file and retrieve documents and reference materials.
- Arrange, co-ordinate and communicate details for meetings, training, and events, including booking meeting rooms and providing refreshments.
- Receive, sort, and distribute all packages, deliveries, and mail.
- To assist with the ordering of stationery, materials and resources and ensuring that stock levels are maintained.
- Maintaining and updating school information, records, and databases.
- Assist the Principal's PA, Examinations Officer and Data Manager, as required.
- Assist with the input, production and distribution of student information, including updating the MIS system.
- Assist with preparing reports and statistical information as required
- Support with the organisation and administration of school events
- Support with parents' evenings, parents' forums, awards evenings, and other school open evenings/events
- Administer basic first aid to staff and students (a minimum of 1 day of first aid training will be provided)

**Support for School/Academy/Place of work:**

- Participation in staff events by arrangement.
- Attend Staff Meetings
- Contribute and participate in Trust events and activities where possible.
- Contribute and participate in Academy events and activities. Flexibility will be required to attend some out of school hours events.
- Undertake supervisory duties
- Develop and maintain effective working relationships with other staff and parents/carers
- Adhere to the Trust and school values
- Follow school policies, practices, and procedures





**Data security:**

- Follow the legal provisions regulating confidentiality and security of data and information under GDPR

**Health and Safety:**

- Be aware of the responsibility for personal Health, Safety and Welfare and that of others who may be affected by your actions or inactions
- Co-operate with the Trust on all issues to do with Health, Safety & Welfare.
- To work/operate all equipment within Health and Safety and other legal regulations, including risk assessments
- Contribute to the maintenance of a safe and healthy environment

**Continuing Professional Development:**

- In conjunction with the line manager, take responsibility for personal professional development, keeping up to date with research and developments related to school/academy/place of work efficiency, which may lead to improvements in the day-to-day running of the Trust
- Undertake any necessary and identified professional development taking full advantage of any relevant training and development available, particularly when related to the use of ICT, for data management and record keeping
- Maintain a professional portfolio of evidence to support the Performance Management process – evaluating and improving own practice

**Child Protection and Safeguarding**

- The post holder will have a shared responsibility for safeguarding all children and young people. The post holder also has an implicit duty to promote the welfare of all children and young people.
- Inform the Child Protection Officer of any issues relating to the safety and well-being of students.

The post holder will undertake any other duties commensurate with the grade of the post, in consultation with the line manager and, or Senior Leadership Team.

This job description is subject to review and may be changed following consultation with the post holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the Trust in relation to the post holder's professional responsibilities and duties







***The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment.***

***All staff will be subject to an enhanced check with the Disclosure & Barring Service.***

**Updated: February 2026**

<b>Person Specification: Administration Assistant Grade 5</b>	Assessment Key: A = Application Form I = Interview
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Education and Qualification		Essential	Desirable	Assessment
1	Good educational background with GCSE or equivalent in English Language and Maths	✓		A
2	Qualification in business administration or similar		✓	A
3	Qualification in first aid/medical or similar		✓	A
Experience		Essential	Desirable	Assessment
4	Experience in working in an administrative environment	✓		A/I
5	Experience of working in an educational setting		✓	A/I
6	Experience in working with external agencies		✓	A/I
7	Experience of working in a first aid/medical role		✓	A/I
Knowledge and understanding		Essential	Desirable	Assessment
8	Understanding of the education system	✓		A/I
9	A sound grasp of the concept of inclusive practice	✓		
10	Knowledge of the concept of confidentiality	✓		I
11	Awareness of child protection issues	✓		I
12	First aid certificate		✓	A
Skills and abilities		Essential	Desirable	Assessment







13	Ability to use IT systems including email, word, excel and powerpoint	✓		I
14	Strong organisation skills	✓		I
15	Excellent written and oral communication skills	✓		I
16	Ability to contribute to team meetings and contribute ideas	✓		I
17	Ability to remain calm under pressure	✓		I
<b>Personal Qualities</b>		<b>Essential</b>	<b>Desirable</b>	<b>Assessment</b>
18	Willingness to undergo further training and development	✓		I
19	Positive and enthusiastic approach toward work	✓		I
20	Ability to act on own initiative	✓		I
21	Kindness and empathy towards students and colleagues	✓		I
22	Ability to work as part of a team effectively	✓		I
<b>Child Protection</b>		<b>Essential</b>	<b>Desirable</b>	<b>Assessment</b>
23	Support the Academy policies on safeguarding and child protection	✓		A/I
<b>Other</b>		<b>Essential</b>	<b>Desirable</b>	<b>Assessment</b>
24	The flexibility of working hours	✓		A/I

