

# School Business Manager

0.6 FTE (All Year Round)  
Permanent

Kingswood Primary School  
188 Gipsy Road  
London  
SE27 9RD

Candidate Pack 2025

## Welcome from the Headteacher

We wish you a warm welcome to Kingswood Primary School. Kingswood is an inclusive and vibrant school, located at the heart of our local community. We value and celebrate our local ties, building strong partnerships with all our stakeholders. At Kingswood Primary, we ensure that our values, through our Kingswood values of Resilience, Empathy Kindness and Respect are at the heart of our interactions and relationships with our entire school community.

At Kingswood, we affirm the boundless potential of every individual to achieve excellence. We seek to establish rich learning opportunities, which inspire progress, celebrate effort and challenge underachievement. We are relentless in our efforts to remove barriers to all children achieving. We consider the well-being and empowerment of our children, as central to this aim. Our work is to ensure that Kingswood children can identify examples of excellence around them and that they are able to recognise their own brilliance in these examples.

As a school community we believe we are most empowered when every child, irrespective of background is able to build their self-esteem, by recognising excellence in themselves. During current and future challenges, we remain determined to maintain and refine our practice as a wholly inclusive place of learning. We are and will continue to be an environment within which every child not only feels happy and safe but also has opportunity to thrive.

At Kingswood, we value the voices of all members of our school partnership. We enjoy a rich tradition of parental support and professional dialogue, toward maximising positive outcomes for children. Our curriculum and vision is broad, balanced, relevant and 'futures-focused'. We seek to support our children in their journey as lifelong learners, through enriching exchanges and an environment that is attractive, stimulating and inspiring.

We continue to dedicate ourselves toward providing rich opportunities for learning in the present, whilst preparing our children for dynamic and successful futures in an ever-changing world.

Think about your skills, expertise and ambitions carefully and apply for a post with us if you like what you see. I encourage you to familiarise yourself with our website for more information. We are an ambitious school and are keen to recruit the very best School Business Manager to join our fantastic team.

We welcome visits to our schools, please contact us via emailing [office@kingswoodprimary.co.uk](mailto:office@kingswoodprimary.co.uk)

**Mrs K Foster**  
**Headteacher**

## How to Apply

Please email your completed application form and supporting statement to [office@kingswoodprimary.co.uk](mailto:office@kingswoodprimary.co.uk)

Shortlisted candidates will be notified by telephone and also by email. **We will take up references of shortlisted candidates prior to interview.** Unfortunately, due to the very high level of response we receive for posts at Kingswood Primary School, we are unable to inform applicants if they have not been shortlisted and feedback will only be provided if you have had an interview.

## Our Ethos and Mission

Our core focus is a holistic approach to the development of the whole child so that all pupils leave our schools as creative, confident, curious members of their communities.

- Creative
- Confident
- Curious

By the end of Year 6 our aim is to ensure that all pupils will:

- Have a strong sense of their identity and feel empowered to be active participants in their communities
- Have a strong sense of agency in their education
- Be emotionally literate and have the skills to nurture themselves and each other
- Understand the importance of and how to keep themselves mentally and physically well
- Have strong foundational skills in reading, writing and maths, ready for their next stage in life and beyond
- Have a love of learning, including interests and passions, across a broad range of subjects
- Develop a sense of identity in what they are studying – have the knowledge and skills to view themselves as scientists, historians, mathematicians etc.

Kingswood primary school is striving to provide our children with the best of both worlds: the resilience, continuity and educational best practice of a highly collaborative and dynamic Kingswood, and the warmth, personality, and distinctive identity of a local community school.

We recognise the potential of every individual to achieve excellence. We strive to positively address underachievement and have very high expectations for all members of our school community. We work hard to creatively remove barriers to achievement and raise esteem. We are determined to create a true culture of “learning for all” through meaningful partnerships with the whole Kingswood community. We aim to deliver a creative curriculum in an optimum learning environment that is attractive, stimulating, informative and instils a sense of pride. Everyone works to provide a welcoming, calm, happy and purposeful atmosphere. Consideration, encouragement of positive role models, respect for others, their property and the environment are our priorities.

From our stated aims, the whole Kingswood community works to achieve the following objectives:

- A happy, calm and nurturing Kingswood community;
- Engaging learning through a dynamic and creative curriculum
- Mutual respect and understanding;
- An inclusive education free from discrimination;
- Removing barriers to allow everyone to achieve
- Actively responding to pupil voice
- Building resilience and love of learning
- Refining our practice through evidence-based research.

## Job Description including Main Duties and Responsibilities

Start date	TBC
Salary	PO6-Spinal Point Range 41 to 44 FTE Salary £54,684 to £57,726 pro rata (Actual Salary £32,810 to £34,635)
Contract	Permanent, All Year Around (0.6 FTE)
Responsible to	Headteacher
Application deadline:	12 noon, Monday 13 <sup>th</sup> October 2025
Interview date:	Week beginning Monday 20 <sup>th</sup> October 2025
	Completed application should be sent to: <a href="mailto:office@kingswoodprimary.co.uk">office@kingswoodprimary.co.uk</a>

### Purpose of Job

- The School Business Manager is the school's leading support staff professional and works as part of the Senior Leadership Team to assist the Headteacher and Governing Body in their duty to ensure that the school is operating efficiently.
- The School Business Manager will advise on and implement the day-to-day and strategic business support that enables the school to operate effectively and efficiently, and that allows other members of the leadership team to focus on teaching and learning.
- The School Business Manager is responsible for the strategy and operation of the business functions of the school. They are to promote the highest standards of business ethos within the non-teaching functions of the school and strategically ensure the most effective use of resources in line with the school's strategic objectives.
- The School Business Manager is responsible for the effective management of: Finance, Administration, Management Information & ICT, Human Resources & Payroll, Facilities & Property, Health & Safety and line management of staff allocated to these areas of work. You will have responsibility for marketing the school and generating additional income from external sources.

### Main Responsibilities

#### Strategic Role

- Provide senior leadership and strategic direction and operational management for non-curriculum management functions (administrative, finance business, HR, legal and premises including the extended services).
- Under the direction of the headteacher, lead on all financial matters in school, to ensure the school's successful financial performance and to ensure financial decisions are clearly linked to the school's strategic goals.
- To lead and manage non-curriculum projects effecting whole school issues.
- Implement a marketing plan for the school, which utilises the school website, signage, the prospectus, and communications with current and prospective parents/carers.

- Be responsible for line-managing non-curriculum support staff, including oversight of payroll and carrying out long-term resource planning, managing recruitment, appraisals and professional development
- Lead and line manage the Administrative team, Finance, IT and Premises staff effectively.
- In consultation with the HT, recommend, develop and implement new procedures and office systems to meet the changing needs of the school
- As a member of the senior leadership team (SLT), attend all SLT meetings and Governing Body meetings as required and report to governors where appropriate
- Manage systems and link processes across the school to form complete systems.
- Ensure any system providing information to management/stakeholders is streamlined to maximise the efficiency of the data supplied.
- Develop and implement high quality customer care standards to all school stakeholders.
- Responsible for ensuring effective procedures are in place and are monitored to meet both statutory and the Local Authority requirements in relation to all business, finance and human resources matters.
- Ensure staff are made aware of any new policies/amendments to policies and the importance of putting them into practice.

## Financial Management

- Formulate realistic and balanced short- and long-term budget strategies with agreed procedures. To attend the Resources Committee Governing Board & FGB meetings providing advice and monitoring reports as required.
- Support the Headteacher with budget setting and budget monitoring. Report monthly if school is in cumulative deficit and always quarterly.
- Operate all bank accounts, for public funds, school fund, school journeys and any external grants and undertake monthly reconciliations.
- Prepare financial returns as requested by the DFE, the LA (SFVS), Inland Revenue, Customs & Excise and other statutory authorities.
- Responsible for the presentation of regular financial management and budget reports.
- To monitor and control expenditure, including the monitoring of all ordering, receipting of goods and payment of invoices, in line with the School's Scheme of Delegation (working closely with the LA).
- To undertake the accounting for the school, recommending appropriate action where necessary
- Ensure that all finance procedures are carried out in line with current regulations and LA Financial Regulations.
- Oversee and co-ordinate the tendering process and award of supplier contracts with compliance to financial regulations.
- To continually monitor and review in the best interests of the school, the school's insurance and process claims where loss or damage occurs.
- To be responsible for the maintenance and monitoring of an asset register and loan system for the school, including identifying resources and equipment to be written off and a programme of replacement.
- To prepare bids for capital development projects and other grants.

- Ensure that accounts and supporting documentation are made available to the internal and external auditors for examination within the timescale requested.
- Review annually school's contract register and Service Level Agreements offered by the LA to achieve best value for money.

## Human Resources

- Responsible for ensuring comprehensive data is provided to payroll to ensure the accurate receipt of salary by all staff.
- Ensure that recruitment, appraisal, disciplinary and grievance policies are administered in accordance with employment law. School legal compliance elements are ensured by Schools HR as part of the LB Lambeth HR SLA.
- Advise on HR issues within school and liaise with the Local Authority HR services
- Conduct reviews of the school's staffing structure to ensure effective deployment of staff and financial efficiency
- Responsible for ensuring effective maintenance of confidential staff records in accordance with data protection.
- Implement all regulations relating to the school's workforce in compliance with current legislation.
- Assist the headteacher in dealing with human resources issues
- Seek and make use of specialist expertise in relation to HR Issues.
- Responsibility for assisting with preparation of adverts for vacant posts, reference checks, completion of DBS checks, letters of appointment, work permits and payroll forms, ensuring that all necessary procedures and paperwork are carried out
- Ensure the Single Central record is maintained.
- Secure and organise supply cover for absent staff if necessary.
- Ensure that Teacher Salary statements are prepared annually.

## Premises/Health & Safety

*with support from the Premises Officer*

- To arrange for all premises and plant insurance and liability insurance policies to be taken out accordingly.
- To maintain a lettings policy for the school and explore avenues for letting premises and increasing income with reference to community requirements
- To develop ways in which the school can be accessed for community use and establish the schools identify within the local community.
- To maintain appropriate comprehensive records in relation to premises management.
- To ensure a safe environment for the stakeholders of the school to provide a secure environment in which due learning processes can be provided.

- To ensure the School's Health & Safety policies are clearly communicated and available to all people.
- To ensure compliance of procedures at all times under the provision of safe systems of work through safe and healthy environment and including such information, training instruction and supervision as necessary to accomplish those goals.
- To ensure policy review at regular intervals or as situations change
- To ensure that contracts for annual health and safety checks are carried out by the relevant services.
- To oversee a programme of risk assessments and fire drills.
- To ensure the planning and maintenance of records of fire practices and alarm tests.
- To oversee statutory obligations are being met for pupils, ensuring that financial and supporting agency services are adequate for their diverse needs.
- To work in compliance with the School's Health and Safety policies and under the Health and Safety at Work Act (1974), ensuring the safety of all parties with whom contact is made, such as members of the public, in premises or sites controlled by the school.

## Marketing/Communications/ICT

*with support from the ICT Manager*

- To be responsible for making full and appropriate use of available information communication technology and systems at the school and to develop computer aided administration which supports all general work of the school.
- To manage internal communication systems in order to provide the most effective processes possible for information to be shared easily and understood by staff from all areas and in all parts of the establishment.
- Liaise as needed with the school's data protection officer with ensuring data protection compliance and helping the school community understand how to comply with data protection law.
- To ensure the development and management of the school's website to ensure its content provides a key marketing tool to raise and maintain recruitment and to promote the school's achievements; ensure that content is updated regularly, is compliant and visits to the website are monitored and evaluated
- To develop and maintain close working relationships with local businesses, the LA, external agencies and other institutions, identifying external funding opportunities and preparing bids for these.
- To ensure that communication with people external to the establishment is carried out effectively and in a professional manner by the Administrative and Premises staff. This will include monitoring and developing a high-quality reception service and promoting positive relationships with people who visit or call, in order to leave them with the best possible image of the school.
- To ensure that contingency plans are in place for technology failure.
- To ensure an annual development plan for marketing is produced and implemented.
- To ensure the development of a marketing plan that makes Kingswood Primary a first-choice local community school.

## Functional Links

- To liaise with all officers of Lambeth Council.
- This post holder will have regular contact with providers of goods and services, members of the public, governors, and other members of the Senior Leadership Team.

## Other Relevant Matters

- The post holder will be required to attend meetings with the Governors or similar meetings on an occasional basis.
- To carry out other related duties to meet the developing needs of the schools.
- To conduct elections for staff and parent governors as necessary.
- To flexibly operate contracted hours/shifts to meet the needs of the school between 8am and 6pm.

## Personal Specification

(E) Essential Criteria & (D) Desirable Criteria

### Qualifications and training

- A degree, or other relevant qualification – ideally in accountancy (CIPFA), finance & business management or a related finance discipline – Qualified or Part Qualified **(E)**
- A school business management qualification [such as CSBM or DSBM] **(D)**

### Experience

- Successful leadership and management experience in a school, or in a relevant field outside education **(E)**
- Involvement in school self-evaluation and improvement planning **(D)**
- Line management experience **(E)**
- Contributing to staff development **(E)**
- Working with children or young people **(D)**

### Skills and knowledge

- Expert knowledge of financial management **(E)**
- Excellent attention to detail **(E)**
- Previous use of Bankline, Xero and Approval Max **(D)**
- Fast learner with IT systems and finance specific IT systems **(E)**
- Effective communication and interpersonal skills **(E)**
- Ability to communicate a vision and inspire others **(D)**
- Ability to build effective working relationships with staff and other stakeholders **(E)**
- Understanding of data protection and confidentiality **(E)**

### Personal qualities

- Commitment to promoting the ethos and values of the school and getting the best outcomes for all pupils **(E)**
- Commitment to acting with integrity, honesty, loyalty and fairness to safeguard the assets, financial probity and reputation of the school **(E)**
- Ability to work under pressure and prioritise effectively **(E)**
- Commitment to maintaining confidentiality at all times **(E)**
- Commitment to safeguarding and equality **(E)**
- Embraces change well **(D)**
- Deals with difficult situations effectively **(E)**

### Safeguarding

- To have a due regard for safeguarding and promoting the welfare of children and young people and to follow all associated child protection and safeguarding policies as adopted by the school and Local Authority
- To ensure the completion of the School's Single Central Record

### Equal Opportunities

You are required to:

- Implement the Council's Equal Opportunities Policy and work actively to overcome discrimination on the grounds of race, gender, disability, sexuality or status in the Council's service.
- Take responsibility, appropriate to the post for tackling unlawful discrimination amongst all groups in line with the Equalities Act 2010.

### Data Protection

- When working with computerised systems to be completely aware of responsibilities at all times under the Data Protection Act 2018 for the security, accuracy, and significance of personal data held on such systems.

The duties of the job description may be reviewed and subject to amendment annually in consultation with the jobholder. This is to ensure that the role continues to change in line with the needs of the school. The job description is not a comprehensive statement of procedures and tasks, but sets out the main expectations of the school in relation to the post-holder's responsibilities and duties.'

