

Administrative Assistant Welbeck Academy



Recruitment Pack



wiseacademies.co.uk

Borodin Avenue, Sunderland, SR5 4NX



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Message from the CEO

Dear Candidate,

Thank you for your interest in joining WISE Academies. We are a proud and well-respected multi-academy trust rooted in North East England and spread across five Local Authority areas.

The journey of our Trust has been one of growth, achievement and resilience. WISE Academies has a proud track record of school improvement. We have transformed some of the most challenging schools in the country, who serve highly deprived communities, into strong, flourishing schools. These achievements have been recognised nationally which has established our Trust as a trusted, respected organisation.

Our mission is simple yet ambitious: to Inspire Success and Excellence in every child. We help build a solid foundation for lifelong growth and instil in each student the belief that they can achieve any goal they set their mind to. Pupils always come first at WISE Academies, and we are committed to building a legacy of high-performing academies that equip every child to confidently take on the challenges of the wider world.

We are more than just a group of schools; we are a family. At WISE, we believe that our Trust is built not just on shared goals, but on the trusting relationships that unite our staff, pupils, parents, governors, and communities. Our team - the WISE Workforce - is at the heart of our success, and we are committed to attracting and supporting dedicated professionals. We invest in meaningful professional development, identify and celebrate talent, and harness the unique strengths of each team member to propel our Trust forward.

As we continue to grow and look to the future, we are never complacent. Our drive to succeed is relentless, and we are committed to providing every staff member with the resources and support needed to thrive in their roles. At WISE Academies, our central team, leaders, teachers and support staff work hand-in-hand to share best practices and drive exceptional teaching and learning. Our Research School and Early Years Stronger Practice Hub ensure our approaches are current and evidence-informed. If you are inspired by the opportunity to make a lasting impact and align with our vision of excellence, we would be thrilled to welcome you to our team.

Warm regards,

Zoe Carr OBE
CEO
WISE Academies





Our Values and Mission

Our values matter to all of us. They underpin the way we work together to provide an excellent education for our pupils. Our values represent the culture we aspire to every day, guiding our judgments, building trust, and helping us to always be 'our best'.



Integrity

We always do what's right and adhere to our moral and ethical principles whilst working honestly with one another.



Partnership

We put everything we have into everything we do and work as one team for the benefit of the communities we serve.



Accountability

We take ownership and responsibility for our work, decisions and actions.



Trust

We are open, transparent and reliable, continuously learning, doing our best to consistently deliver an excellent education for our pupils.

Our Schools

As a family of schools, our vision is simple: We shape children's futures through providing an excellent education. Our schools exist and work hard to inspire each pupil to believe in themselves so they experience great success through our commitment to excellence across their educational journey.

Our schools are located across Newcastle, Northumberland, Sunderland, Durham and South Tyneside. We support our schools as individual schools, as well as providing opportunities for schools to come together and learn from other schools within the Trust.

Eighteen Academies across the North East

Bothal Academy, Ashington

Central Academy, Ashington

Croftway Academy, Blyth

Malvin's Close Academy, Blyth

Morpeth Road Academy, Blyth

Bexhill Academy, Sunderland

Hasting Hill Academy, Sunderland

North View Academy, Sunderland

Town End Academy, Sunderland

Ashley Academy, South Tyneside

Welbeck Academy, Newcastle upon Tyne

Esh Winning Academy, Durham

St Andrews Academy, Durham

Thornley Academy, Durham

Adderlane Academy, Prudhoe

Prudhoe West Academy, Prudhoe

Haltwhistle Academy, Haltwhistle

Shaftoe Trust Academy, Haydon Bridge



Job Advertisement

Job Details	
Position	Administrative Assistant - Permanent
Location	WISE Academies Welbeck Academy, Flodden Street, Newcastle upon Tyne, NE6 2QL
Salary	SCP 5 – 6: £23,031 - £23,397 per annum (£25,583 - £25,989 FTE) subject to pending pay rise
Hours	37 hours per week, Term Time plus 15 days (41 weeks)
Vacancy Reference	WB/301293 - Please quote this vacancy number when referring to the job.

We are seeking to recruit a professional and efficient Administrative Assistant. The successful candidate will be responsible for day to day administration of the busy academy office as well as other duties such as dealing with parents and visitors.

Welbeck aims to provide the highest quality primary education located in Walker, Newcastle. Our school has been open and serving the community since 1914. In that time there have been many changes to education and indeed our beautiful school building. WISE Academies are proud to have been involved with the school since 2012, and our shared passion is to make our children feel loved, nurtured and safe so that they realise their true academic potential. It is essential that we challenge and support our pupils to achieve their full potential in their academic, creative, personal, physical, moral and spiritual development. Together we endeavour to make Welbeck Academy an exciting place for children to learn, grow and flourish. If you are passionate about nurturing individual talents, promoting a passion for learning, and shaping thoughtful, resilient members of the community, we invite you to explore opportunities with us.

The successful candidate will:

- To provide full administrative and financial support to the Academy.
- Be highly organised and able to demonstrate good knowledge and experience of administrative systems.
- Be experienced and confident in the use of ICT.
- Deliver a high-quality customer service and be able to communicate effectively with a range of audiences.
- Undertake reception duties and hospitality, answering general telephone and face-to-face enquiries and signing in visitors.
- Be an enthusiastic team player.
- Form excellent relationships with staff, parents and children.
- Be flexible and able to prioritise work to meet deadlines.
- Be thoroughly professional, understanding issues of confidentiality and the need to protect the welfare of children
- Be able to demonstrate that they are able to use their own initiative.

The mission of WISE Academies is to provide a high quality educational community, which offers life-changing opportunities in a safe, creative and exciting environment.

We can offer you:

- The opportunity to be part of a dynamic and passionate team, in the Academy and as part of WISE Academies.
- Exceptionally enthusiastic children and families who are eager to learn.
- Competitive Salary.

- Local Government Pension Scheme.
- 25 days annual leave rising to 28 after 5 years.
- Excellent wellbeing package including GP appointments, physiotherapy, counselling and support networks.
- Excellent training and peer support.
- A creative environment that supports and enhances our vision and inclusive ethos.
- An attractive and well-resourced school in the heart of its community.
- A commitment to managing staff workload and well-being at all times.
- Ongoing commitment to your professional development.

WISE Academies safeguards and protects its students and staff by being committed to respond in accordance with Local Safeguarding Board Procedures.

The Trust is committed to safer recruitment and pre-employment checks will be undertaken before any appointment is confirmed. The post is subject to an Enhanced Disclosure Barring Service clearance. The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

This post is exempt from the Rehabilitation of Offenders Act 1974 and therefore will be subject to a criminal record check from the Disclosure Barring Services.

The Trust is an equal opportunity employer and encourages applications from as diverse a group as possible.

WISE Academies will also consider carrying out an online search for all candidates to help identify any potential issues that are publicly available online.

Applicants must have authorisation to work in the UK.

You can apply online through the North East Jobs Website, go to WISE Academies Jobs and click Apply for Administrative Assistant - Permanent - Welbeck Academy

For further details, please see the supporting documents section of this advert. For any queries, please contact WISE Recruitment Team by telephone 0191 7070125 [option 5] or e-mail recruitment@wiseacademies.co.uk

Please quote the vacancy reference when requesting additional information.

Closing Date: 12 noon on Thursday, 1st October 2026

Shortlisting: 5th October 2026

Interviews: 12th October 2026



WE SHINE
ADVANCED



Job Description: Administrative Assistant

Guidance Notes

WISE Academies is committed to creating a diverse workforce. We will consider all qualified applicants for employment without regard to sex, race, religion, belief, sexual orientation, gender reassignment, pregnancy, maternity, age, disability, marriage or civil partnership.

Job Details	
Salary	SCP 5-6
Reporting to	Office Manager
Job Purpose	To provide full administrative and financial support to the Academy.

Duties and Responsibilities	Organisation: 1. Undertake reception duties and hospitality, answering general telephone and face-to-face enquiries and signing in visitors. 2. To be able to deal with complex reception/ visitor etc. matters. 3. To be able to deal with pupil first aid/welfare duties, looking after sick pupils, liaising with parents/staff etc. 4. Assist in arrangements for school trips and events etc.
	Administration: 1. Provide general administrative support e.g., photocopying, filing, complete standard forms, respond to routine correspondence. 2. Maintain manual and computerised records/management information systems. 3. Produce lists/information/data as required e.g., pupils' data, attendance. 4. Undertake typing and word-processing and other IT based tasks. 5. Undertake ICT tasks within the LA approved IT systems e.g., SIMS, as directed. 6. Take notes at meetings and prepare minutes e.g., EWO. 7. Sort and distribute mail. 8. Undertake administrative procedures e.g., staff, pupil sickness records, holiday requests, supply, overtime forms, home –school agreement, nursery and reception admissions applying intake criteria. 9. Maintain and collate pupil reports 10. Undertake routine administration of school lettings and other uses of school premises. 11. To act in the absence of the Office Manager.

	Resources: 1. Operate relevant equipment/ICT packages (e.g., Google Docs, word, excel, databases, spreadsheets, Internet, School Management Information Systems). 2. Maintain stock and supplies, cataloguing and distributing as required. 3. Operate and record dinner money and all other school sales e.g., concert tickets, etc (all operations to be carried out in line with current LA Financial Regulations). Liaise with kitchen staff. 4. Provide general advice and guidance to staff, pupils and others. 5. Undertake general financial administration e.g., procurement and processing orders milk/fruit; submit monthly supply insurance claims. 6. Manage the School Fund Account including ordering goods, payment of invoices, balancing and banking of incoming monies and maintaining accurate records for annual external audit.
	Responsibilities: 1. Be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person. 2. Be aware of and support differences and ensure equal opportunities for all. 3. Contribute to the overall ethos/work/aims of the school. 4. Establish constructive relationships and communicate effectively with external agencies. 5. Attend and participate in relevant meetings as required. 6. Participate in training and other learning activities and performance development as required. 7. Such other responsibilities allocated which are appropriate to the grade of the post.
Generic Responsibilities	1. Assist in ensuring a high standard of customer service to users of the academies. 2. Carry out duties in accordance with full regard to the academies policies and procedures. 3. Promote and safeguard the welfare of children and young people they come into contact with.

	4. Have an awareness of and comply with policies and procedures relating to child protection, security, confidentiality and data protection, reporting all concerns to an appropriate person. 5. Act in compliance with data protection principles in respecting the privacy of personal information held by the academies. 6. Adhere to the Trust code of conduct, child protection and all other related policies. 7. Adhere to the Trust health and safety policies and relevant legislation. 8. Undertake such other reasonable duties as may be required within the Academy. 9. Promote and implement the Trust's Equality Policy in all aspects of employment and service delivery. 10. Understand and comply with the requirements of all Trust policies, procedures and processes, including the Data Protection Act and Freedom of Information Act. 11. Maintain appropriate confidentiality at all times. 12. Undertake any training or CPD necessary, or appropriate for the effective discharge of the role. 13. Attend relevant school meetings.
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Generic Duties relevant to all members of Staff	1. Working with colleagues and other relevant professionals • Communicate effectively with other staff members, and any key stakeholders • Collaborate and work with colleagues and other relevant professionals within and beyond the Trust • Develop effective professional relationships with colleagues 2. Professional development • Keep personal knowledge and understanding relevant and up-to-date by reflecting on personal practice, liaising with the line manager and identifying relevant professional development to improve personal effectiveness • Take opportunities to build the appropriate skills, qualifications, and/or experience needed for the role, with support from the Trust • Take part in the Trusts appraisal and performance management procedures 3. Personal and professional conduct • Uphold public trust in the education profession and maintain high standards of ethics and behaviour, within and outside school • Have proper and professional regard for the ethos, policies and practices of the Trust, and maintain high standards of attendance and punctuality • Demonstrate positive attitudes, values and behaviours to develop and sustain effective relationships with the Trust community
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- Respect individual differences and cultural diversity

4. The Trust

The Mission Statement of our Trust is **WE** are a family of schools who exist to **INSPIRE** each pupil to believe in themselves so they experience great **SUCCESS** through our commitment to **EXCELLENCE**. Our philosophy is one of boundless aspiration...the sky is the limit. All staff are expected to be committed to this statement in everything they do

It is expected that all staff work collaboratively as members of the Trust to share good practice, resources and ideas and realise the Trust's visions and values

All staff should act with professional integrity at all times, following the "Code of Conduct"

Your base location will be identified in your offer of employment. However, you may be asked to work at any of the other Schools within the Trust and you should expect to travel between sites as required.

5. Teaching and Learning

This is our core principle and therefore it is an absolute priority. You are expected to support all teaching staff, irrespective of seniority, to ensure they concentrate on the core principle. This may mean undertaking tasks outside of your area of responsibility where required.

6. Collective Responsibility

At WISE Academies we are one team who, together, all commit to achieving our mission. All staff will be required to mirror our philosophy and take pride in offering a fantastic customer experience to all stakeholders As a WISE Team we always act with **Honesty**, **Integrity** and **Fairness** in everything we do.

7. ICT

- All staff will be expected to utilise ICT and to improve communication and reduce paper use
- Security procedures must be followed when using ICT systems
- All staff are expected to follow the procedures as laid out in the Trust's Acceptable Use Policy. Staff are also expected to ensure that they follow Trust policies with regard to professional conduct when using ICT systems or Trust ICT equipment.

8. Health and Safety

- Employees are required to work in compliance with the Academy's Health & Safety Policies and under the Health and Safety At Work Act 1974 (as amended), ensuring the safety of all parties they come into contact with, such as members of the public, in premises or sites controlled by the Trust
- In order to ensure compliance, procedures should be observed at all times under the provision of safe systems of work through safe and healthy environments, including information, training and supervision necessary to accomplish those goals.

9. Safeguarding

- WISE Academies is committed to safeguarding and promoting the welfare of children and young people and all staff must ensure that the highest priority is given to following the guidance and regulations to safeguard children and young people. All staff

	are to have due regard for safeguarding and promoting the welfare of children and young people and to follow the child protection procedures adopted by WISE Academies Trust. Any safeguarding or child protection issues must be acted upon immediately by informing the Designated Safeguarding Lead. 10. Data Protection • WISE Academies takes the responsibility of protecting and securing the data of Pupils, Staff, Parents and all associated individuals very seriously. The Trust requires all staff to complete data protection training and to adhere to its Data protection policies and procedures. All staff must ensure that if they suspect a data breach, they must inform the Trust Data Protection officer immediately.
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This job description forms part of the contract of employment of the person appointed to the post. The duties, responsibilities and accountabilities highlighted in this job description are indicative and may vary over time at the discretion of the Trust.

The duties and responsibilities in this job description are not restrictive and the post-holder may be required to undertake any other duties that may be required from time to time. Any such duties should not however substantially change the general character of the post.

Person Specification: Administrative Assistant

CRITERIA	QUALITIES
Qualifications and training	• Minimum requirements are grade 4 (C) in Maths and English. You will ideally have a level 3 business administration or a willingness to work towards • Experience of general administrative/financial work <u>Desirable:</u> • Level 3 Business Admin • Administrative experience gained in a school or educational establishment • Experience of an IT based administration system e.g., Scholar pack, Arbour and Brom Com
Knowledge/ Skills and Competences	• Ability to use a variety of IT platforms effectively • Good keyboard skills • Knowledge of relevant policies/codes of practice and awareness of relevant legislation • Ability to relate to children and adults • Ability to work as a part of a team • Good communication skills both written and oral • Attention to detail • Ability to work to deadlines
Physical and Emotional Demands	• Mainly sedentary • Able to cope with some conflicting demands • Will occasionally place emotional demands on the jobholder dealing with children, young people and families • Some exposure to disagreeable people related behaviour
Personal Qualities	• Commitment to uphold the 7 principles of public life (the Nolan principles) at all times • Reliable, trustworthy and honest • Polite and able to present professionally • Willingness to participate in training and development

Notes

This job description may be amended at any time in consultation with the postholder.

Employee Benefits



Access to teachers pension for teaching staff



Access to the Local Government pension for support staff



Generous annual leave, starting at 25 days and increasing to 28 days after 5 years



Flexible work arrangements, appropriate to the role



Employee assistance programme to help with mental health issues or other personal problems



Termly staff recognition awards in every school



Professional development opportunities for all staff: career pathways and professional growth



Wellbeing at the forefront: wellbeing charter, mental health first aiders and carers leave



Access to Blue Light discount

Staff Testimonials

We are proud to provide opportunities of growth and progression for our staff. We have a committed People team that ensures every employee has opportunities to thrive. We have employee engagement forums and staff recognition systems in place to make sure all members of staff are heard and know they are valued.



Katrina DiGirolami

Trust Early Years Lead

" WISE Academies has been extremely supportive of my career progression in several ways including professional development opportunities to help me to develop my skills and knowledge further. Learning and development is encouraged, prioritised and celebrated across WISE. "



Karina Quinn

Class Teacher Malvins Academy

" I started my journey as a Teaching Assistant with a qualified teacher status with the aim to teach. From the start, I have been mentored by experienced staff, signed up for training to further improve my practice and given opportunities to both tutor small groups and teach in class across the school and I now continue to be supported as I start my role as Class Teacher. "



Lindsay Watson

Trust Business and Projects Officer

" Having worked as a primary school teacher for 10 years, when I made the decision to change my career path and move to an administrative role, I wanted the opportunity to continue working within primary education. WISE Academies has allowed me to progress my career in such a role, drawing upon my teaching experience and utilising existing skills whilst also developing new skills and knowledge as part of the MAT's central team as a Business and Project Officer."

Staff Satisfaction

