

Job Title	Job Description Number	Knowledge & Skills								Effort Demands								Responsibilities								Working Conditions		Overall Score		
		Knowledge		Mental		Interpersonal & Communication		Physical		Initiative & Independence		Physical		Mental		Emotional		People		Supervision/Direct ion/Coordination of employees		Financial Resources		Physical Resources		Level	Points			
		Level	Points	Level	Points	Level	Points	Level	Points	Level	Points	Level	Points	Level	Points	Level	Points	Level	Points	Level	Points	Level	Points	Level	Points	Level	Points		Level	Points
Senior Catering Manager	63	5	100	4	52	4	52	3	39	5	65	2	20	3	30	1	10	4	52	5	65	3	39	3	39	3	39	2	20	583
Finance Officer - Operations	60	6	121	5	65	3	39	3	39	5	65	1	10	4	40	1	10	2	26	2	26	6	78	3	39	1	10	568		
Finance Officer - Trust	59	6	121	5	65	3	39	3	39	5	65	1	10	4	40	1	10	2	26	2	26	6	78	3	39	1	10	568		
Site Manager (secondary)	41	5	100	4	52	3	39	3	39	4	52	3	30	3	30	1	10	3	39	4	52	3	39	4	52	2	20	554		
Operations Leader	62	6	121	5	65	4	52	2	26	5	65	1	10	4	40	2	20	3	39	4	52	2	26	2	26	1	10	552		
IT Manager	29	5	100	4	52	4	52	3	39	4	52	2	20	3	30	1	10	2	26	4	52	3	39	4	52	1	10	534		
Finance Officer - Payroll	61	6	121	4	52	3	39	3	39	4	52	1	10	4	40	1	10	2	26	2	26	4	52	4	52	1	10	529		
Safeguarding Officer	65	5	100	4	52	4	52	2	26	5	65	1	10	4	40	4	40	4	52	2	26	1	13	2	26	2	20	522		
Safeguarding and Extended Provision Manager	5	5	100	4	52	4	52	2	26	5	65	1	10	4	40	4	40	3	39	2	26	2	26	2	26	2	20	522		
Site Manager (primary)	55	5	100	4	52	3	39	3	39	4	52	3	30	3	30	1	10	3	39	3	39	2	26	3	39	2	20	515		
Catering Manager	9	4	80	3	39	3	39	2	26	4	52	3	30	3	30	1	10	3	39	3	39	3	39	3	39	2	20	482		
Careers Leader	6	6	121	4	52	3	39	2	26	4	52	1	10	3	30	2	20	2	26	2	26	3	39	3	39	2	26	477		
Office Manager (Admissions, Exclusions, Examinations, Cover)	4	4	80	4	52	4	52	3	39	3	39	1	10	3	30	2	20	2	26	4	52	2	26	3	39	1	10	475		
School Counsellor	36	5	100	4	52	4	52	2	26	4	52	1	10	3	30	4	40	3	39	1	13	1	13	2	26	2	20	473		
Education Welfare Officer	19	4	80	3	39	4	52	2	26	4	52	1	10	3	30	4	40	3	39	2	26	1	13	2	26	2	20	453		
Finance Officer (secondary)	54	4	80	3	39	3	39	3	39	4	52	1	10	3	30	1	10	2	26	2	26	5	65	2	26	1	10	452		
PA with H&S Responsibility	4	4	80	3	39	4	52	3	39	4	52	1	10	3	30	2	20	3	39	3	39	1	13	2	26	1	10	449		
Librarian	31	4	80	3	39	4	52	2	26	4	52	2	20	3	30	2	20	2	26	2	26	2	26	3	39	1	10	446		
PA to Associate Principal and Executive Principal	4	4	80	4	52	4	52	3	39	4	52	1	10	4	40	2	20	2	26	2	26	1	13	2	26	1	10	446		
Data Manager	5	5	100	4	52	3	39	2	26	4	52	1	10	4	40	1	10	2	26	1	13	1	13	4	52	1	10	443		
Finance Officer (primary)	24	4	80	3	39	3	39	3	39	4	52	1	10	3	30	1	10	2	26	2	26	4	52	2	26	1	10	439		
Senior Student Support Officer	56	4	80	4	52	4	52	2	26	3	39	1	10	3	30	3	30	3	39	1	13	1	13	2	26	2	20	430		
HLTA	27	4	80	3	39	4	52	2	26	3	39	2	20	3	30	2	20	4	52	1	13	1	13	2	26	2	20	430		
Senior AV Technician	4	4	80	3	39	3	39	3	39	4	52	3	30	3	30	1	10	2	26	1	13	1	13	3	39	2	20	430		
Senior Technician	39	3	60	3	39	3	39	3	39	3	39	2	20	2	20	1	10	3	39	2	26	2	26	3	39	3	30	426		
Head Chef	26	3	60	3	39	3	39	3	39	3	39	3	30	2	20	1	10	3	39	2	26	2	26	3	39	2	20	426		
Senior IT Technician	38	4	80	3	39	3	39	3	39	3	39	2	20	3	30	1	10	2	26	2	26	1	13	3	39	1	10	410		
Senior Administrator	37	4	80	3	39	4	52	2	26	3	39	1	10	3	30	2	20	2	26	3	39	1	13	2	26	1	10	410		
Personal Assistant	34	4	80	3	39	4	52	3	39	4	52	1	10	3	30	2	20	2	26	1	13	1	13	2	26	1	10	410		
HR Officer	28	4	80	3	39	4	52	2	26	3	39	1	10	3	30	2	20	2	26	3	39	1	13	2	26	1	10	410		
Examinations Officer	22	4	80	3	39	3	39	2	26	3	39	2	20	3	30	1	10	2	26	2	26	2	26	3	39	1	10	410		
Data Officer	15	4	80	4	52	3	39	3	39	3	39	1	10	4	40	1	10	2	26	1	13	1	13	3	39	1	10	410		
Community Lettings Manager	12	3	60	3	39	3	39	3	39	3	39	2	20	2	20	1	10	2	26	3	39	2	26	3	39	1	10	406		
Curriculum Support Officer (level 2)	14	4	80	3	39	3	39	2	26	3	39	2	20	3	30	2	20	3	39	1	13	1	13	2	26	2	20	404		
Site Supervisor	42	3	60	3	39	2	26	3	39	3	39	3	30	2	20	1	10	2	26	2	26	2	26	3	39	2	20	400		
Early Years Practitioner (level2)	52	3	60	3	39	3	39	2	26	3	39	2	20	2	20	2	20	3	39	2	26	1	13	2	26	2	20	387		
Groundsman	25	3	60	2	26	2	26	3	39	3	39	4	40	2	20	1	10	2	26	1	13	1	13	3	39	3	30	381		
Curriculum Support Officer (level 1)	13	3	60	3	39	3	39	2	26	2	26	2	20	3	30	2	20	3	39	1	13	1	13	2	26	2	20	371		
Media Officer	32	3	60	3	39	3	39	3	39	3	39	1	10	3	30	1	10	2	26	1	13	1	13	3	39	1	10	367		
Careers Advisor	7	4	80	3	39	3	39	2	26	4	52	1	10	1	10	1	10	2	26	1	13	2	26	2	26	1	10	367		
TA level 3	46	3	60	3	39	3	39	2	26	2	26	2	20	2	20	2	20	3	39	1	13	1	13	2	26	2	20	361		
Student Support Officer	43	3	60	3	39	3	39	2	26	3	39	1	10	2	20	2	20	2	26	1	13	1	13	2	26	2	20	351		
Education Welfare Assistant	18	3	60	2	26	3	39	2	26	2	26	1	10	2	20	3	30	3	39	1	13	1	13	2	26	2	20	348		
Early Years Practitioner (level1)	17	3	60	2	26	3	39	2	26	2	26	2	20	2	20	2	20	3	39	1	13	1	13	2	26	2	20	348		
Attendance Officer	6	3	60	2	26	3	39	2	26	2	26	1	10	2	20	3	30	3	39	1	13	1	13	2	26	2	20	348		
Site Assistant	40	3	60	2	26	2	26	3	39	2	26	3	30	2	20	1	10	2	26	1	13	1	13	2	26	3	30	345		
DSP Assistant	16	2	40	2	26	3	39	2	26	2	26	3	30	2	20	3	30	2	26	1	13	1	13	2	26	3	30	345		
Catering Supervisor	51	2	40	2	26	2	26	3	39	2	26	3	30	2	20	1	10	2	26	2	26	1	13	2	26	3	30	338		
Educational Healthcare Assistant	20	2	40	2	26	3	39	2	26	2	26	2	20	2	20	3	30	3	39	1	13	1	13	2	26	2	20	338		
IT Technician	30	3	60	3	39	2	26	2	26	2	26	2	20	2	20	1	10	2	26	1	13	1	13	3	39	1	10	328		
Assistant Community Lettings Manager	57	2	40	2	26	2	26	2	26	2	26	3	30	2	20	1	10	2	26	2	26	1	13	2	26	3	30	325		
Technician	47	2	40	2	26	3	39	2	26	2	26	3	30	2	20	1	10	2	26	1	13	1	13	2	26	3	30	325		
Cleaning Supervisor	11	2	40	2	26	2	26	2	26	2	26	3	30	2	20	1	10	2	26	2	26	1	13	2	26	3	30	325		
Assistant Librarian	4	3	60	2	26	3	39	2	26	2	26	2	20	2	20	2	20	2	26	1	13	1	13	2	26	1	10	325		
Assistant Chef	3	2	40	2	26	2	26	3	39	2	26	3	30	3	30	1	10	2	26	1	13	1	13	2	26	2	20	325		
Administrator	2	3	60	2	26	2	26	3	39	2	26	1	10	3	30	2	20	2	26	1	13	1	13	2	26	1	10	325		
Minibus Driver	64	3	60	2	26	2	26	3	39	2	26	2	20	1	10	1	10	2	26	1	13	1	13	2	26	2	20	315		
TA level 2	45	2	40	2	26	3	39	2	26	2	26	2	20	2	20	2	20	2	26	1	13	1	13	2	26	2	20	315		
Extended Provision Assistant	21	2	40	2	26	3	39	2	26	2	26	2	20	3	30	2	20	2	26	1	13	1	13	2	26	1	10	315		
Midday Supervisor	50	2	40	2	26	2	26	1	13	2	26	2	20	3	30	2	20	2	26	2	26	1	13	1	13	3	30	309		
Teaching Assistant with Medical Responsibility																														