



THE
**CREATIVE
LEARNING**
PARTNERSHIP TRUST



**Chief Financial Officer
Application Pack**

www.creativelrng.com

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Welcome

Thank you for your interest in being a part of the Creative Learning Partnership Trust. We are a growing Multi-Academy Trust established in 2016 with a passion for ensuring that we provide the best education possible for all of our children. Our children are at the centre of everything we do.

For the last eight years, our Trust has grown from strength to strength. The next phase of our development, over the next five years will prove to be equally as exciting and, as ever, challenging. We have a strategic plan which lays out the vision and route-map for ensuring our vision is fulfilled.

As the CEO, I am proud to lead such a talented and passionate staff who believe in the purpose, vision and values of the Trust and all that we seek to achieve. We continue to work together with the common purpose of collaboration to improve outcomes for all of our children.

We will soon have ten schools within our Trust, including a Special School, First Schools, Primary Schools and a Middle School with children from the age of three months up to 13-year olds. Our schools are very different and have their own identity. Each school is unique and as a Trust we learn from each and every school. They exist in different communities, in different contexts but are united by the vision of the Trust.

The name of our Trust, The Creative Learning Partnership Trust encapsulates our organisation— we are creative, we ensure excellent learning, we work in partnership, and have trust in one another.

- **Creativity** is crucial - it is the act of using our knowledge and skills to turn ideas into reality.
- **Learning** is fundamental. The Trust ensures that all our children achieve the highest possible outcomes whilst nurturing their skills and talents. Our curriculum is knowledge rich. Pupils acquire knowledge and skills in our schools - this prepares them for the next stage of their education and means they have the freedom to make informed choices and participate in the world around them.
- **Partnership** is key. We know that collaboration and partnerships drive school and Trust improvement. The Trust is not about one person or one school, its about each and everyone of us.
- **Trust** is vital. Trust permeates our organisation. We foster trusting relationships with all stakeholders to provide an exceptional education for children.



We have achieved so much, but we would like to go even further—if you feel that you can bring the passion and skills to go with us on our journey, please apply.

Sincerely yours,

Samuel Compton

Chief Executive Officer

Welcome by the Chair of Trustees

It has been my privilege and pleasure to have been a Trustee since The Creative Learning Partnerships inception in 2016 and now Chair of Trustees. Working with an exceptional team of members, trustees, executives, teachers and of course our children has been an honour. The Trust looks very different now to its early days, but what hasn't changed are the values that we live and breathe.

Our core value puts our children at the very heart of culture. We believe that by giving each and every one of our children opportunities to shine means that our children go into the next stage of education with confidence, a solid educational foundation and a love of learning.

Bob Owen



Advert

Are you looking for an exciting opportunity and challenge? The Creative Learning Partnership Trust are recruiting a new Chief Financial Officer.

Job Title	Chief Financial Officer
Location	Trust Central Office at Beaconfields Primary School and across other schools locations
Responsible to	CEO
Responsible for	Financial Arm of the Trust
Grade	Grade 14/15 Scale points 57—64 (£66,625 - £83,955)
Hours	FTE
Weeks per Year	52
Effective date of JD	September 2024

The Creative Learning Partnership Trust currently has approximately 2,400 pupils and 413 staff engaged across the Trust central team and nine schools. The Trust has a well thought out growth strategy that balances impacting and benefiting new communities whilst ensuring our existing communities flourish. We have a strong and unique vision. We are proud of our Trust and the family of schools that form part of our team and the staff within them.

Our Trust culture is one of support, collaboration and encouragement for all to get the best from everyone and for everyone. Continuous school improvement is based on collaborative working across all our schools and beyond, so that pupils benefit from the most effective and innovative teaching methods and teachers benefit from a range of professional development opportunities. We utilise the Creative Learning Hub an arm of the Trust which , provides training, CPD and network opportunities across all of the schools. We are an outward facing, forward looking Trust with an excellent reputation within the locality and region. We work with other leading Trusts to learn, to grow as people. Exceptional relationships exist across the Trusts with leaders at all levels working collaboratively towards our common vision.

The CEO and Board of Trustees are seeking to appoint an exceptional, suitably qualified and experienced Chief Financial Officer with a proven strong track record in financial and operational management. The successful candidate will demonstrate an affinity with our culture as well as the skills, knowledge and experience to join the Trust management team supporting the leadership of the Trust, enabling us to achieve our aims and objectives through effective and efficient management of our financial resources.

The Chief Financial Officer will have a key role in ensuring the financial success of our schools within the overall framework of the Trust Improvement Plan, as well as supporting individual schools' strategic plans to ensure the Creative Learning Partnership Trust remains a leading Trust delivering highly innovative practice.

The Chief Financial Officer has responsibility for all aspects of Trust finance, ensuring financial systems, processes and reporting are robust and developing the Trust's longer term financial strategy. The postholder will support the growth of the Trust by developing and building its financial and operational capacity and resilience and will support the CEO to lead the Trust in its continued success, maintaining and expanding our provision.

Advert

The Chief Financial Officer will be committed to delivering our Trust vision, motto and values across all aspects of their work. This will involve working closely with the CEO, the Deputy CEO/Director of Education, the Director of Operations, Finance Business Partner, Professional Governance Lead, the schools and Trustees to ensure financial compliance, sustainability and growth.

We will provide you with:

- A Trust with a clear purpose, vision and values
- A cohesive family of schools with strong relationships between pupils and staff
- Highly motivated, respectful pupils with a strong desire to learn
- A highly skilled and talented senior executive team
- A committed, hard-working and very effective team of Head teachers and senior leaders
- A commitment to high quality continuing professional development for you
- A very supportive, highly committed Board of Trustees
- A Trust that is not afraid to take risks and learn from them
- A Trust that you will be able to help shape, evolve and take to the next step of its journey

The Trustees thank you for your interest in this post and hope, that after reading the Chief Financial Officer Applicant Pack, you will feel encouraged to apply for this fantastic opportunity.

If you feel inspired to find out more about this great opportunity, please contact Samuel Compton (CEO) scompton@creativelrng.com for further information or to arrange a visit to the Trust.

We very much look forward to receiving your application. Thank you.



CLPT Vision 2024 - 2026

Document purpose:

This paper sets out our over-arching aims for the next two years. It starts by explaining our origins and current context. It describes our vision for pupils, people and community and how we intend to measure the impact we have (key performance indicators). It concludes by referencing a range of documents that collectively capture the essence and ambition of our work to improve pupils' lives.

Our Origins

The Creative Learning Partnership Trust originated as a partnership of three schools in 2016 (Hempstalls Primary School, Parkside Primary School and Thursfield Primary School). By 2019 two further schools had joined the Trust (Manor Hill First School and James Bateman Middle School). In 2019, the Trust was successful in applying to open a free school as part of a Local Authority presumption bid in Staffordshire. Beaconfields Free School will open in September in 2024. In May 2021 Langdale Primary School also joined the Trust. In 2022 Greenhall Special School joined and Green Lea First school joined in 2023.



Hempstalls



Parkside



Manor Hill



James
Bateman



Thursfield



Langdale



Greenhall



Green Lea



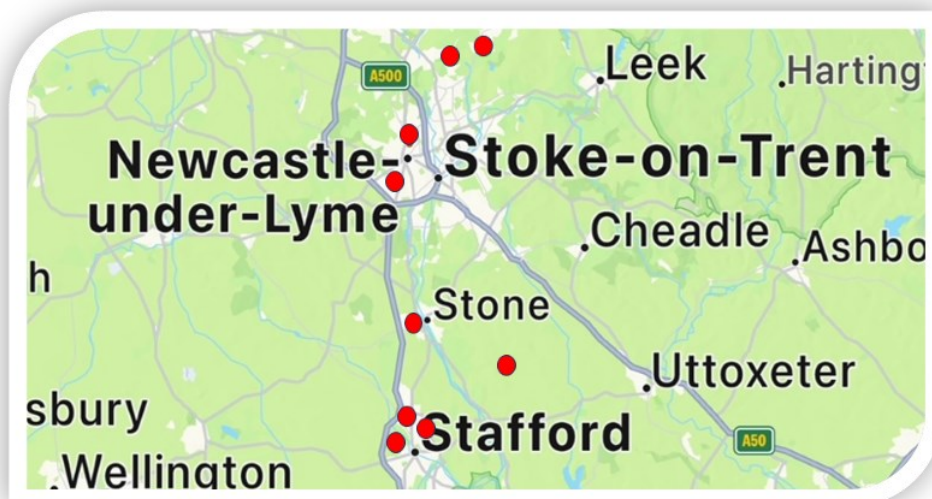
Beaconfields

Current Context

All Trust schools are graded either Good or Outstanding by Ofsted with the exception of Green Lea who joined as a new school and are awaiting their first inspection.

The Trust has a number of system leaders. The CEO is a National Leader of Education, our Director of Education is a former Senior His Majesty's Inspector and Deputy Director for Ofsted and we have a wide range of Local Leaders of Education. The Trust has a training arm called The Creative Learning Hub which has links to other sector organisations.

Approximately 2400 pupils aged from 3 months to 13 years attend our schools and we employ over 400 staff. Our annual budget exceeds 15 million pounds. Schools are based in Staffordshire, ranging from Stafford District, Stone to Newcastle and to the Staffordshire Moorlands.



Our Purpose, Vision and Values

What is our purpose?

The Trust exists to create transformational educative opportunities in a shared culture of collaboration.

What is our vision?

It is encapsulated in our name. We foster a sense of trust that results in strong collaboration and partnerships. These partnerships promote learning and secure an ambitious curriculum. An ambitious curriculum results in strong outcomes and promotes social justice and freedom.

Values—how do we act and behave?

We promote the following values—we think they are important in helping us achieve our purpose and vision:

Integrity: Courage to do the right thing for the child.	Collaboration: Working together, enabling each other.	Dedication: Committed to supporting and improving.
Kindness: Acting with compassion	Understanding (Openness): Listening and valuing one another	Innovate & Create: Using expertise and research to transform.



Our vision for pupils

We have one shot at a quality education. The better the shot is, the more likely it is that children will acquire the knowledge and cultural capital they need to succeed in life. Helping children have freedom of thought, freedom of expression, and freedom to make choices, is why we teach—this promotes social justice. ‘Freedom’ is realised through an ambitious curriculum. For our children to succeed we must also meet their social and emotional needs. Pupil wellbeing and personal development is therefore at the heart of what we do.

We are a research/evidence informed organisation. That means that we draw upon ‘best practice’ from the education sector to build our curriculum offer. We have invested much time in recent years in setting out our ‘conception of quality’ - our shared idea of what makes for quality practice. This helps us improve together and a shared foundation of knowledge and thinking to build upon. The strong ‘conception of quality’ drives our school improvement work and collaboration. We have rationalised and summarised complex school improvement thinking into accessible documents that help us focus on the most important things (e.g ‘The Big 6’).

We draw a careful distinction between curriculum, pedagogy and assessment—this ensure that the core knowledge we want pupils to know and remember is at the forefront of our thinking. This clarity about what we want to teach helped us think about how we might best approach teaching. We utilise a coaching approach and insights from research (including Barack Rosenshine’s principle of instruction) to constantly improve our pedagogy. We understand the limitation of assessment and emphasise formative approaches (while capitalising on the careful analysis of summative tests and the benefits of assessment ‘as’ learning—‘the testing effect’).

Key Performance Indicators

- All schools in the Trust are above national average in term of their outcomes for all pupil groups and that each school in the Trust is rapidly closing the attainment gap for its SEND and/or disadvantaged pupils.
- All children will make progress through our schools, measured by both outcomes and personal development.
- Attendance in all Trust schools will be above national average.
- 90%+ of parents/carers would recommend the Trust schools to other parents.
- All schools are judged at least Good by Ofsted.

Our vision for people

Our people and our staff are key to the success of the Trust. We strive for the Trust to be an employer of choice. Over 90% of our staff say that they enjoy working for the Trust and seek to promote it to others. Once joining the Trust team, we offer curriculums for all of our staff. These curriculums foster their talents and interests and are facilitated through the **Creative Learning Hub**. We offer the opportunity to work across schools and many staff enjoy secondments that enhance their careers and provide new opportunities.

Diversity and inclusion is at the heart of our people strategy. Building a diverse team sets positive and powerful examples to the young people and the communities we serve. Our children and staff should have role-models they can identify with. They should see people of all backgrounds, especially those with a similar background to their own, succeeding. As far as possible, the staff of our schools reflect the demographics of the local communities they serve.

Our people strategy is also grounded in the promotion of wellbeing. The Trust values its staff and aims to be an employer whom those in our communities want to work for. We treat our employees with respect, offering professional opportunities, training and development, together with a meaningful wellbeing and employee benefits scheme. We are alert to workload and seek to find ways to reduce daily demands placed upon staff whilst maintaining a high quality service. Everything we do is about creating a culture with committed professionals who share the Trust purpose, vision and values.

Key Performance Indicators

- All academies are fully staffed with high calibre people.
- The percentage of staff who are from a diverse background will increase to reflect our region, locality and community.
- 90%+ of staff surveyed state that they enjoy working within the Trust and see the Trust as an employer of choice.
- Trust/schools offer secondments for personal development and professional development for all employees to strive, develop and learn.

Our vision for community

We believe in the impact we can make within the local communities that our schools serve. We believe our schools are at the heart of our communities impacting lives and raising aspirations. To this end our schools support the wider community by making links with vulnerable groups and offering a range of services including food banks, uniform swap shops, wellbeing services, parenting support, and signposting counselling and financial services.

Key Performance Indicators

- To grow the Trust by following a pragmatic and measured growth strategy.
- All schools at full capacity.
- All schools offer the possibility for pupils to keep in touch as they transfer to secondary school and beyond.



Our finances

Organisational sustainability through a strong financial strategy is crucial. As part of our growth strategy the Trust will continue to build the central resource and central operations, funded by the partnership fee. Our finance director is an expert in their field.

The Trust continues to explore areas where it can procure at scale and therefore achieve economies of scale. We have built important partnerships with key suppliers to provide a better service at cost. The Trust continues to develop a comprehensive framework of estate management, human resources and procurement. We have appointed a property service expert to manage our estates, support in the bidding for CIF funding and oversee all property related matters across schools.

Our strategy is to maintain the long-term financial sustainability of the Trust whilst achieving high outcomes for all pupils. As a public organisation, it is essential that we demonstrate value for money, regularity and propriety.

Key Performance Indicators

- Staffing costs to be between 70% to 80%.
- Trust reserves to be maintained between 5% and 15%.
- Trust to be always at or above the ESFA ratio of 1:1.
- Effective monthly monitoring reporting within 15 working days of month end.
- External funding streams both capital and revenue increase year on year.
- Clean audited accounts.

Our operations and governance

The aim of our operational arm is to further strengthen the processes and procedures that exist within schools and communities.

We benefit from the expertise of a lead governance professional who is responsible for the overall strategic management of services that support effective governance across our schools. The Trust board holds the organisation to account. Trustees are clear about their duties and the statutory framework within which schools work. Though our Trustees hold ultimate responsibility and accountability, we believe the existence of local governing boards ensures schools remain rooted in their community and context. Local Governing Bodies therefore provide challenge and support at a local level and makes recommendations to Trustees.

The Trust recognises the importance of a sustainability strategy. We have a moral duty to impact positively upon the environment. We do this principally by educating children through the curriculum. Collectively we undertake a wide range of actions to reduce our carbon footprint. Our digital strategy ensures we use technology in the most efficient and collaboratively way possible.

Key Performance Indicators

- Trust to have effective estates that meet the needs of all children.
- Trust to have 100% fast, reliable broadband and internet.
- Trust to reduce carbon footprint and energy use year on year.
- All LGB and Trust Boards to have high calibre membership.
- IT and technology to enable effective and efficient collaboration.

Key documents

Vision 2026 is underpinned by a range of interrelated documents that should be read in conjunction with this paper. These documents include:

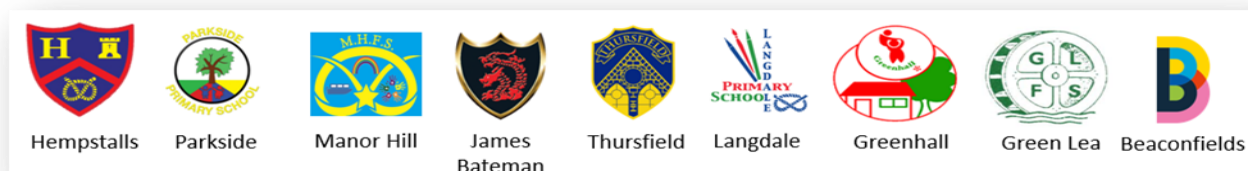
Strategy theme	Our Pupils	Our People	Our Communities	Our Finances	Our Operations
Overarching document	Education Strategy	People Strategy	Community Strategy	Finance Strategy	Operation Strategy
Additional documents	School Improvement offer The Creative Learning Hub Offer Quality of Education Policy Concepts of Quality Pupil Premium Strategy Safeguarding Strategy	Wellbeing and Workload Strategy Equality, Diversity, and Inclusion Strategy Recruitment and retention Strategy Secondments and professional development Workplace mapping	Growth Strategy Marketing Strategy	Finance Policies and procedures External Accounts Internal Audit reports	Governance Strategy Scheme of Delegation Model Articles of Association Estates Strategy Sustainability and environment Strategy Trust IT Strategy

Summary – the Trust dividend.

We use the word ‘dividend’ to emphasise the **collective shared benefits** of being in our Trust. The table below summarises our vision and the benefits of being in our Trust on one page – it represents our ambition for pupils, people and our communities.

Our over-arching purpose, vision and values

The Trust exists to create transformational educative opportunities in a shared culture of collaboration



Creativity is crucial—it is the act of using our knowledge and skills to turn ideas into reality.

Learning is fundamental. The Trust ensures that all our children achieve the highest possible outcomes whilst nurturing their skills and talents.

Partnership is key. We know that collaboration and partnerships drive forward improvement.

Trust is vital. Trust permeates our organisation. We foster trusting relationships with all stakeholders to provide exceptional education for our children.

Our Vision for Pupils	Our Vision for People	Our Vision for Communities
<p>Strong attendance and outcomes for all.</p> <p>Freedom and Justice.</p> <p>A knowledge rich curriculum.</p> <p>Research/evidence informed teaching.</p>	<p>Collaboration and kindness.</p> <p>Opportunities to develop and learn.</p> <p>A focus on wellbeing and workload.</p>	<p>Schools at the heart of the community they serve.</p> <p>A range of benefits to support families and vulnerable groups.</p> <p>Ongoing support as pupils transition to their next school and beyond.</p>

Central Services Promise:

- Expert financial, human resource and operational advice.
- A lead governance professional supporting effective governance.
- Coaching and support from NLEs and LLEs – leaders in their field.
- School improvement that is collaborative and research/evidence informed.
- A shared conception of what makes for quality practice – helping us to improve together and with a
 - shared foundation of knowledge and thinking to build upon.
- A programme of learning from the Creative Learning Hub that nurtures people’s skills and talents.

CLPT Scheme of Delegation



Job Description

Job Purpose

As a member of the Trust's Senior Leadership Team, the Chief Financial Officer (CFO) will have strategic responsibility for all aspects of Trust finance, asset management and capital financial planning. Delivering operational rigour and strategic direction, the CFO will play an integral role in supporting the growth and development of the Trust and ensure it continues to be financially sustainable. The CFO will lead strategically and operationally to provide excellent financial leadership and guidance as the Trust develops. The role will provide insight to commercial decision making, and continue to build upon and embed a culture focused on working collaboratively with senior colleagues and the Board. They will support the CEO in their role as the Trust's accounting officer.

Main Responsibilities

- To provide strategic guidance, leadership and management of all the Trust's finances within the scheme of delegation, advising the CEO, Trustees and Headteachers on all financial matters relating to the Trust.
- To be responsible and accountable for the delivery of financial support services throughout the Trust, including the management of Trust's accounting system and internal controls.
- To be the primary point of contact for all aspects of funding and financial/ statutory returns.
- To be responsible for the statutory accounts, financial returns and reports to Trustees, ESFA/DfE and other statutory bodies in accordance with guidance and externally determined deadlines.
- To lead the promotion and delivery of sound financial management throughout the organisation, in line with the Academies Trust Handbook.
- The CFO will ensure sound and appropriate financial governance and risk management arrangements are in place, prepare and monitor budgets and ensure the delivery of annual accounts in accordance with the Academies Accounts Direction guidance and all statutory requirements.



Finance, Audit and Risk

- To ensure the Trust complies with its obligations in accordance with the funding agreement, the Academies Trust Handbook and the Trust's financial regulations and procedures.
- To advise and support the CEO in the financial aspects of their responsibilities as Trust Accounting Officer.
- The CFO must ensure that the Trust follows best practice in terms of financial governance, and ensure the probity and legislative compliance of all financial transactions, including the integrity and suitability of all control mechanisms (audit and risk management).
- As financial lead in the strategic planning process, deliver annual and medium-term budget plans, periodic forecasts and funding requirements, working closely with the CEO, Directors and Headteachers to ensure consistency with the Trust's strategic and financial objective.
- Contribute fully to all areas of Trust strategy and provide financial analysis and guidance on all activities, plans and targets.
- Ensure that infrastructure services are of high quality and well-led, cost effective and efficient, and enable schools to focus on the quality of education.
- To ensure a successful approach to the location of the school funding that achieves a strategic approach to resourcing, promoting the ethos of the Trust looking after all pupils' interests.
- Use analysis of complex financial information in relation to the Trust to develop solutions, plans and strategies that create medium, and long-term success.
- Continually review and improve the existing financial systems and policies ensuring they are streamlined, efficient robust, compliant and support current activities and future growth.
- Lead on the Trust's approach to Audit and financial risk management.
- Ensure the Trust's approach to internal and external audit is fit for purpose and in line with statutory guidelines.
- Contribute to the management of the Trust's Risk Register and direct colleagues as appropriate to ensure risks are managed effectively and updates are reported to Trustees in line with the reporting calendar.
- Manage the development of financial reporting systems including KPI's.
- Provide financial management reports to the Board of Trustees, the Finance, Operations and Audit & Risk Committee, and DfE/ESFA.
- To be responsible for the preparation of the annual accounts to prescribed standards, taking responsibility for the completion and submission of statutory/regulatory reporting in line with statutory timelines.
- To manage the income and expenditure budgets across the Trust in line with the scheme of delegation, and to identify any potential financial risk and implement strategies to address issues arising.



Strategic Leadership Responsibilities

- To provide strategic advice to the CEO, Directors, Trustees, Headteachers, and Local Governing Bodies (LGBs) on complex financial issues.
- To analyse and interpret varied and complex information and develop solutions and produce plans/strategies over the medium and long term.
- To prepare the Trust's annual financial forecasts, medium and long-term corporate plans and report to the CEO, Trustees and Headteachers.
- Develop and implement strategies for maximising the Trust's current finances.
- Lead the central finance team, including line management and the development and quality assurance and oversight of financial systems and procedures.
- To build close and effective working relationships with key partners and stakeholders.
- To participate in the management of major Trust projects as required by the CEO.
- To oversee the financial aspects of major capital projects.
- To develop, design and implement financial policies and working practice across the Trust to streamline functions and ensure efficiency and value for money.
- Work closely with the CEO, Trust executive team and Trust Board in relation to risk mitigation, best value procurement and resource management across the Trust ensuring financial sustainability and appropriate use of funding.
- To line manage the Trust finance team and to support headteachers in the management of the schools financial staff.

Payroll & Pensions

In conjunction with the Director of Operations, ensure services for Payroll and Pensions across the Trust are efficient, of best value and ensure compliance with all relevant legislation and up to date legislation.

Procurement & Project Management

- Working with the Director of Operations on the procurement strategy and ensure all policies and procedures for buying and ordering supplies and services are robust, fully compliant and operate efficiently, generating economies of scale and value for money.
- Advise the Trust on insurance requirements and make appropriate arrangements for insurance cover as required by the Trust.
- Working with the Director of Operations, identify opportunities for innovative approaches to procurement to ensure best value.
- Working with the Director of Operations, together you will lead negotiations with third parties over the maintenance and development of service level agreements and contracts for the delivery of some aspects of advice and support to the organisation and reporting these to the CEO and Trust Board accordingly with a strategic overview of services as the MAT grows.
- Working with the Director of Operations in management of contracts and procurement to ensure that the Trust achieves maximum value for money across all its activities and maintain a strategic overview of services as the MAT grows.

Capital Planning & Asset Management

- Identify capital grant opportunities and oversee the preparation for capital grants and bids.
- Contribute to the preparation of a rolling programme of annual capital purchase plans.
- Produce and implement appropriate policies and procedures for the procurement, depreciation and disposal of all assets for the Trust.

Organisational Responsibilities

- To be responsible for the strategic planning, development, design, organisation and monitoring of financial support services and whole Trust systems/procedures/policies.
- Undertake a lead role in supporting the conversion of new schools into the Trust including overseeing due diligence for all financial and infrastructure aspects.
- Audit all financial functions across the Trust and recommend new structures to meet evolving needs.
- To promote financial awareness throughout the Trust.
- To interpret matters of policy/procedure/statute and ensure the Trust's compliance and initiate appropriate action arising.
- To identify and implement opportunities for collaborative working across the MAT and other schools, academies and Trusts.

General Responsibilities

- Contribute to and uphold the overall vision and ethos of The Trust.
- Recognise own strengths and areas of expertise and use these to inspire, advise and support others.
- Promote team work, working in partnership to ensure effective working relations.
- Be aware and comply with equal opportunities and all Trust policies at all times.
- To assist with the development of policies and procedures as may be required outside own remit of role.
- To maintain a presence in local and national professional networks and through these, and other means, ensure a continuous overview of appropriate policies and developments to keep abreast of current and best practice.
- To produce, and respond to, complex correspondence from stakeholders and external agencies.
- To participate in training and other learning activities and performance development as required.
- To maintain confidentiality at all times in respect of Trust-related matters and to prevent disclosure of confidential and sensitive information.
- Other duties commensurate with the senior nature of the post as directed by the CEO.



Person Specification

Prepared by the Trustees

Listed below are the requirements that the Trustees consider to be necessary in undertaking the role of Chief Financial Officer at Creative Learning Partnership Trust.

	CRITERIA	Essential/	
		E	D
A	<u>EDUCATION QUALIFICATIONS AND TRAINING</u>		
1	5 GCSE's grades A-C and 2 A' Levels or equivalent	X	
2	Fully qualified accountant (ACCA, ACA, CIMA, CIPFA)	X	
3	Commitment to attend appropriate training and development, taking ownership of personal development and being willing to pursue development opportunities	X	
B	<u>PROFESSIONAL EXPERIENCE</u>		
4	Relevant post qualification experience in both financial management and accounting at a senior level	X	
5	Demonstrates business acumen and commercial experience	X	
6	Ability to demonstrate a track record of successful financial leadership and building effective teams including experience of designing and implementing financial management processes and controls	X	
7	Previous experience in a public sector environment working in a Trust, school or academy financial role and managing budgets		X
8	Experience of financial reporting and management skills and working with stakeholders to develop strong financial understanding and empathy.	X	
9	Have high ethical standards and influencing skills with the ability to engage effectively with all staff across the Trust and with the Trust Board	X	
10	Experience of demonstrating entrepreneurship and innovation, with the ability to identify commercial opportunities to maximise income and minimise costs	X	
11	Understanding of the statutory educational framework, current educational issues relating to academies, Company and Charity Law and knowledge of relevant policies, legislation and codes of practice across education	X	
12	Have a good knowledge of the funding, regulatory and legislative environment of academies		X
13	An understanding of the principles and practices of financial risk management	X	
14	Resource management—estimating, securing and monitoring resource with the ability to interrogate school performance data and finances accurately and identify next steps for progress.	X	
15	Ability to advise on funding and grant opportunities for the Trust	X	
16	Previous experience of generating income or preparing bids for grant funding		X

	CRITERIA	Essential / Desirable	
		E	D
B	<u>PROFESSIONAL EXPERIENCE</u>		
17	Experience and understanding of the ESFA financial handbook		X
18	Experience of income earning within a multi academy trust		X
19	Proven track record of developing business planning and managing the introduction of new initiatives – and in particular large scale asset development /school buildings projects	X	
20	Solid knowledge of financial analysis and forecasting	X	
21	Strategic planning, management and business process skills	X	
22	The ability to explain complex accounting concepts in simple terms to non-finance colleagues	X	
23	Proven track record of developing and implementing financial policies	X	
24	Excellent IT Software skills, including Microsoft packages and bespoke finance/budgeting packages	X	
25	Strategic Thinking: Able to develop and execute a financial strategy in line with the Trusts overall strategy	X	
26	Experience of Mergers and Acquisitions		X
27	Lead the budgeting process across a devolved /complex organisation	X	
C	<u>PERSONAL ATTRIBUTES</u>		
28	Confident operating at Board level	X	
29	Highly effective in multi tasking and personal organisation	X	
30	An analytical mind with strategic ability	X	
31	Outstanding communication and interpersonal skills	X	
32	Excellent Leadership and Management skills	X	
33	A team player	X	
34	Ability to remain calm under pressure	X	
35	Discrete when dealing with sensitive and/or confidential matters	X	
36	Commitment to the promotion of positive values, attitudes and behaviour	X	
D	<u>OTHER REQUIREMENTS</u>		
37	A pragmatic ‘can do’ and flexible approach to tasks with an ability to ensure work is completed to appropriate standards required	X	
38	Full driving licence and own transport, with willingness to attend different CLPT Trust sites	X	

In addition to candidates’ ability to perform the duties of the post, the interview will explore issues relating to safeguarding and promoting the welfare of children including:

- Motivation to work with children and young people
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Emotional resilience in working with challenging behaviours and;
- Attitudes to use of authority and maintaining discipline

If a candidate is short-listed any relevant issues arising from his or her references will be taken up at interview.

How to apply

Salary package: Grade 14/15 Scale points 57—64 (£66,255 - £83,995)

Contract type: Full Time Permanent

Application closing date: 3rd May 2024 at 12 noon

Shortlisting: 7th May 2024

Interviews: 13th May 2024

How to apply

Please download, complete, and submit the Application form. Include your personal statement saying succinctly, and in no more than two sides of A4, why you think you are the person we need, and providing verifiable evidence of your experience, skills, abilities, and knowledge.

Your application should include full contact details (address, daytime, home and mobile telephone numbers where applicable and email addresses) and details of 2 referees. For each referee please provide their name, position, organisation, telephone numbers and email addresses where known. One of these referees must be your current or most recent employer. Please ensure you also return the recruitment and monitoring form.

CLPT is committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment.

This position is subject to a criminal records check from the Disclosure and Barring Service (DBS) which will require you to disclose details of all unspent and unfiltered spent reprimands, formal warnings, cautions and convictions as part of the application process.

Please return your completed application forms either electronically to Lynsey Evans (Insight HR Limited)

lynsey@insighthrld.co.uk or alternatively, send a hard copy, marked 'Strictly Confidential' to our registered address below:

The Creative Learning Partnership Trust

Hempstalls Primary School

Collard Avenue

Newcastle

Staffs

ST5 9LH

