

Kernow Learning



Chief Financial Officer Recruitment Pack



Welcome

Thank you so much for your interest in our Trust and, in particular, the post of Chief Financial Officer (CFO). We are an academy Trust of 21 primary schools **the length and breadth of** Cornwall, working together as a whole, but also in small geographical clusters to provide strong and robust support networks. Our schools are unique and varied. Some are small and in rural settings, whereas some are larger and in more urban surroundings. We have schools near beaches and schools on moorland; we also have church schools where the school community embrace their Christian values but provide a school experience that is inclusive of everyone, of all faiths and of none. Every Kernow Learning school shares a commitment to creating an academy trust where everyone can flourish **and we succeed in our mission of Building Excellent Schools Together.**

This trust is about children; we want our children to thrive, to be safe, to learn, and to be able to work anywhere in the world - although most will choose to stay! That is the focus of our Trustees and of the leadership team - every day, every week.

We seek to recruit a talented and experienced CFO who is able to live out our core shared values of strength, wisdom, and courage to ensure that our well-managed finances are the catalyst to securing our mission of Building Excellent Schools Together. The successful candidate will be a fully qualified accountant who has considerable knowledge and practical experience of leading finance in organisations with large and complex budgets. Ideally, our next CFO will have experience within the academy sector but, most importantly for us, our next CFO will bring the skills, drive, and vision to ensure that our trust is able to navigate the challenges of tightening budgets and increasing demands. Experience of the external audit process for academies would be advantageous. The ideal candidate will be able to form highly effective relationships with all stakeholders and will want to be part of a team of colleagues who are making a difference for our children and families. Our CFO will be ready and willing to take on the challenge of managing a multi-million pound budget through robust controls and innovative thinking. You will need to put our core shared values into practice, and be able to demonstrate these through your strength of experience, wisdom gained through a résumé of high-quality professional development, and a courageous approach to securing the best possible outcomes.

We offer:

- A competitive salary and membership of the Local Government Pension Scheme
- An exciting opportunity to help shape the future of our trust
- The opportunity to work in one of the most beautiful parts of the UK
- A real commitment to wellbeing including access to 24/7 wellbeing services and employee assistance programme
- The support of our shared services teams, our Trust Leadership Team, and our Board of Trustees
- A strong trust culture that enables everyone to work with Strength, Wisdom, and Courage

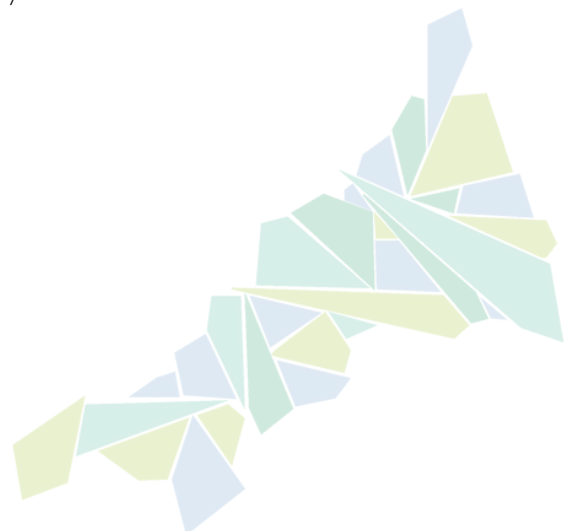
If you are a qualified and experienced accountant, and would like the opportunity join our trust to lead our Finance Services Team, then we would love to hear from you. You can apply for this role via our website, www.kernowlearning.co.uk where you will also find more information about our trust.

I hope that you can sense the potential in this post to be part of a highly effective trust, but one that is still developing, still exploring new ways of working, and ambitious for the future. It is an opportunity to make a difference and to do so in a beautiful part of the world.

We look forward to hearing from you,

Clare Crowle

Clare Crowle
CEO, Kernow Learning



About Kernow Learning

Kernow Learning is an innovative primary academy trust in Cornwall, with 21 schools across the county. Through a mix of collective synchronicity and autonomy, our schools are working together to provide strength so that they can stretch their offer beyond expectations in their drive for excellence.

Our trust, through Trenance Learning Academy, runs the Kernow English Hub providing outreach support to schools across the region. Additionally, Kernow Learning is a lead partner in the OneCornwall Teaching School Hub Partnership, operating Kernow Teaching School Hub for the Cornwall West and the Isles of Scilly region.

The aim of our trust is to provide both rigorous and effective school improvement and financial stability to ensure all of our schools continue to provide the very best education for the communities that they serve.

Our trust's core shared values are Strength, Wisdom, Courage and as a collective whole, our trust strives to embody this as well as our philosophy to 'work hard, be honest and help others.'

Our mission is summed up as...

BUILDING
EXCELLENT
Schools Together

This mission ensures our collaborative, partnership approach involves every employee of our trust and extends to our children, and their families.

Our clusters of schools work collaboratively to support improvement and to promote a range of opportunities for pupils. Pupils are able to access enhanced experiences and opportunities provided through the trust's community focused clusters and its pan-Cornwall position. Our trust-wide networks support schools to work collaboratively on aspects where they share similarities.

Our national Hubs and partners

Kernow Learning is an Associate College of the National Institute of Teaching (NlOT), providing National Professional Qualifications (NPQs) and Initial Teacher Education (ITE) on their behalf. The the NPQ programmes are delivered through the OneCornwall Teaching School Hub Partnership, of which Kernow Teaching School Hub is a partner in.

Our ITE programme, Kernow Initial Teacher Education (KITE), is a school-direct programme delivered locally on behalf of the NlOT.

Kernow English Hub is a highly successful Hub, one of only 34 in England, delivering support to primary school with early reading, phonics and early language. Our English Hub has also been selected to trial a roll-out of providing this same support service in secondary schools.

We are delighted to be working with our local academy trusts in partnerships that deliver mutually beneficial support and improvement. We are working with The Roseland MAT through the OneCornwall partnership, and with Aspire Academy Trust who are joining as a collaborative partner in our KITE programme.



What it means to be part of Kernow Learning

Shared Services Teams

Our Shared Services are designed to both support our schools' successes, and to ensure that our trust operates in an effective and efficient way. But our Shared Services are more than what sits at the centre of our organisation. Each of our schools play a vital part in supporting each other's successes and this intra-trust support is pivotal to our collective achievement and shared excellence. Shared Services in our trust cover [Education Standards](#), [Business](#), and [Finance](#), as well as [Trust Leadership](#).

Our ultimate aim is for our Shared Services teams to serve and support our schools so that they are free to focus on their core function of teaching and learning. With that in mind, our Shared Services not only fulfil the statutory obligations of our organisation but also ensures that its offer reduces administrative burden on schools. It also streamlines processes to maximise our schools' abilities to focus on academic excellence. At all times, in everything we do, we remain focused on "the disciplined pursuit of less".

Education Standards Team

Our Education Standards Team provide support to school leaders who are the main school improvers in our trust. This team includes our Deputy CEO and Education Standards Leads as well as our Trust Specialists. Our Trust Specialists are a team of serving teachers, school leaders, and support staff who have proven expertise and skills in a specific area. This team are commissioned to undertake short pieces of work in schools to help develop the area of their specialism. This will often take the form of coaching and mentoring for colleagues as well as action plans to help schools strengthen and stretch their practice beyond expectations.

This team will work with schools through reviews of their current position to help them ensure that there is excellence across all areas of their work. These processes support schools to prepare for inspection whilst ensuring that their primary focus is on excellent outcomes for children, and academically and pastorally. Our work will never be solely focused on regulatory inspection but will always ensure that we strive to do our very best for our pupils and their families.

Business Services Team

Our Business Services Team provides front line and back-office support in the areas of HR, Estates, Marketing, Procurement, Governance, Policy, and Compliance. Many of these services have been fully or partially centralised in order to bring about cost efficiencies and savings that mean more money is made available for teaching and learning. In other areas, our Business Services Team support School Leaders and Administrators in carrying out their statutory duties, ensuring that they are assured that their school performs well and is compliant.

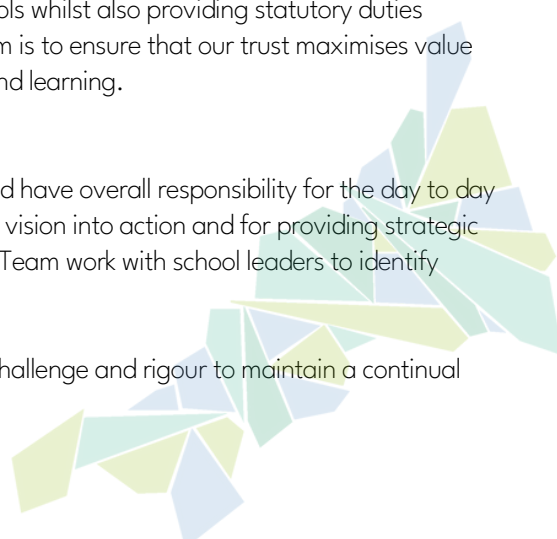
Finance Services Team

Our centralised Finance Services Team provide a full financial service for schools whilst also providing statutory duties required by the Department for Education (DfE). The primary goal of this team is to ensure that our trust maximises value for money so that our funding is prioritised for our core purpose of teaching and learning.

Trust Leadership Team

Our Trust Leadership Team oversees the effectiveness of these core teams and have overall responsibility for the day to day running of the organisation. They have accountability for putting the trustees' vision into action and for providing strategic leadership across the other three Shared Service areas. The Trust Leadership Team work with school leaders to identify areas for improvement and put in place the appropriate resources required.

This team are here to support and guide school leaders whilst also providing challenge and rigour to maintain a continual journey of school and trust improvement.



What it means to be part of Kernow Learning

To work collaboratively to develop and improve teaching, learning and social and emotional development. Our primary concern is to develop independent and confident citizens of the future.

To reinforce a culture of excellent behaviour and commitment to learning through building positive relationships between pupils and staff and parents. In each area of our schools, we ensure that all pupils, and their families, are well known to the school so no child will go unnoticed.

We recognise our place in our local and wider communities. We encourage academies to embrace their position in the heart of their community to ensure they respond to the needs of stakeholders within the locality.

To have a commitment to training and professional development. We hold regular joint staff training days for school-based staff and have a rigorous programme of induction for all new staff. We expect and encourage all members of staff to be active.

We set exceptionally high expectations for our pupils and do whatever it takes to achieve these. We set equally high expectations of our staff and have a rigorous performance management process in place to ensure that staff are supported, developed and challenged.

All staff have a responsibility to be positive, respectful and supportive of each other. Our commitment is for positivity to resonate throughout our schools, creating a climate for educational success.

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“The trust’s school improvement model of support is dynamic and each academy personalises it to meet the needs of their individual school. There is school to school support where everyone is a giver and receiver which has really helped to share expertise and strength leading to improvement.”

Kernow Learning Headteacher

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“Thank you for making my child’s learning experience so incredible so far.

All of the staff’s dedication, hard work and passion is something that I wasn’t sure we’d find in a local school and I’m so grateful for it.”

A Kernow Learning Parent

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Governance

Kernow Learning Trustees are committed to strong and purposeful governance. Each of our schools has a Local Governing Body which provides both support and challenge to middle and senior leaders. We believe that local governance is vital to ensuring that our schools remain focused on meeting the needs of their local communities.

Both our Members' Board and Board of Trustees feel passionately about the vision and values of our trust. Members of both these boards represent a rich and diverse background. The Diocese of Truro has representation at both Member and Trustee level, with Askel Veur (The Umbrella Trust for the Diocese of Truro) being a Corporate Member.

Our trustees have varied skills and experiences which adds to the high-quality governance of the trust, and sets a standard for governance at all levels.

Our Local Governing Bodies benefit from a robust programme of induction and ongoing training, development and support with a range of networks to support governors in their roles.

Our Location

We are fortunate to be located in one of the most beautiful parts of the UK. From world class surfing beaches to tranquil secluded coves, Cornwall's coastline is world renowned for its natural beauty.

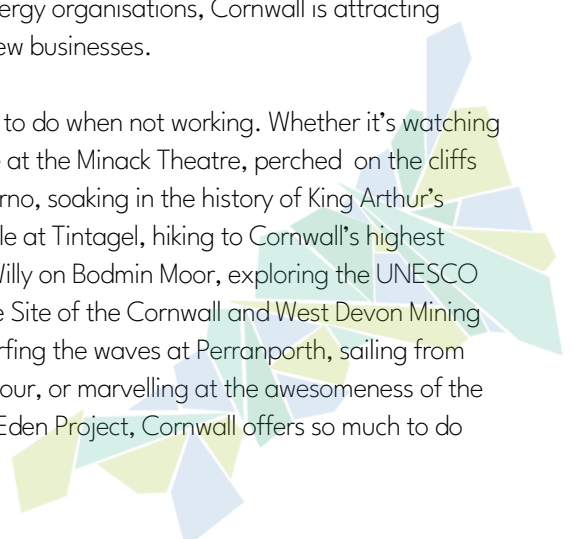
Our Shared Services Teams offices are based in Newquay, home to the annual Boardmasters surfing competition and music festival. Cornwall boasts a multitude of food, music, arts, and heritage festivals throughout the year which celebrate the very best of local, national and international culture.

Our schools are all within a 45 minute drive of our Shared Services (give or take 10 minutes if you get stuck behind a tractor). We feel that this location helps us achieve a sense of belonging for everyone in our trust. If you don't already live in our region, Cornwall is a fantastic place to live and work.

Although Cornwall is remote, we are well connected through high speed internet, mainline trains, upgraded main roads and direct flights to many major UK cities from Cornwall Airport Newquay. For this reason, we would also welcome applications from those who are not yet ready to make the move to Cornwall, but may be happy to work in a hybrid way.

Like Kernow Learning, Cornwall represents a pioneering and forward looking location for many innovative businesses and attractions. From software development companies to geothermal energy organisations, Cornwall is attracting exciting and new businesses.

There is plenty to do when not working. Whether it's watching a performance at the Minack Theatre, perched on the cliffs above Porthcurno, soaking in the history of King Arthur's legendary castle at Tintagel, hiking to Cornwall's highest point, Brown Willy on Bodmin Moor, exploring the UNESCO World Heritage Site of the Cornwall and West Devon Mining Landscape, surfing the waves at Perranporth, sailing from Falmouth harbour, or marvelling at the awesomeness of the world famous Eden Project, Cornwall offers so much to do and explore.



About our Finance Services Team

Our next CFO will be leading a small team that form part of our wider Shared Services. We now have a centralised finance function within our trust, with most day to day management of finances sitting with this team. Our Headteachers are given budgets to manage in order to run their schools, but they are advised and challenged by our Finance Services Team to ensure that they are maximising the funding available to them. We have a GAG-pooled approach to budget setting so that there is no school is disadvantaged by demography, rurality, or other external factors.

Our current CFO is supported by a Management Accountant and a small team of Senior Finance Processors and Finance Processors. Our next CFO will find a friendly and supportive team of colleagues in our Finance Services Team and across our trust.

How to apply

You can apply for this position online by visiting our recruitment page at www.schooljobsincornwall.co.uk or our Trust website, www.kernowlearning.co.uk. If you have any questions about the recruitment process, please contact the HR department of our Business Services Team on 01637 303106, or email hr@kernowlearning.co.uk.

Kernow Learning is committed to safeguarding the welfare of children and follows the Safer Recruitment process; the successful applicant will be expected to share this commitment and will be subject to checks including an enhanced DBS, s128, online presence, and prohibition checks.

We are an equal opportunities employer and welcome applications from all.

Kernow Learning is not a sponsoring organisation. Therefore, the successful applicant must already possess the right to work in the UK or be able to secure the right to work in the UK independently.



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