Place Partnership

A MULTI-ACADEMY TRUST

Recruitment Pack





Welcome to Candidates

Thank you for your interest in joining Place Partnership. This pack contains information about our Trust, alongside information regarding the role we are looking to recruit to.

Place Partnership, established in 2026, comprises 12 academies, supporting children and young people from early years through to Post 16 across South and West Yorkshire. Our Trust was formed following the voluntary merger of Accord Multi Academy Trust and Maltby Learning Trust on 1 September 2026. At the heart of our organisation is a commitment to building a culture where people feel valued, take pride in their place, and hold high expectations because everyone matters. We are dedicated to providing a high-quality education which ensures that every child is given the opportunity to achieve their full potential.

As an employer, we invest in our people through extensive professional learning and development opportunities, a comprehensive wellbeing offer, and a wide range of generous employee benefits.

It is a privilege to work alongside talented and dedicated professionals who strive every day to create the best possible opportunities for young people and our local communities. If you share our ambition, energy, and belief in the power of education to transform lives, we would be delighted to hear from you.



Alan Warboys
Chief Executive Officer

Vision

People belong, **place** matters, **purpose** lasts.

Mission

We commit to building a culture where people feel valued, take pride in their place, and hold high expectations because everyone matters.

Value Our People

We treat people with care and compassion, build belonging, and hold high expectations because everyone matters.

Take Pride in Our Place

We care for our communities and work in partnership, so that people feel connected, supported and part of something to be proud of.

Act with Enduring Purpose

We focus on what matters most, our young people, making decisions that stand the test of time.



The Heart of our Communities

People belong, place matters, purpose lasts.

We recognise that pride in our regions and local identities is a powerful force. South and West Yorkshire have long been shaped by industry, resilience, and strong civic identity, and education has always played a central role in supporting opportunity and social mobility.

Today, that legacy is at the heart of our commitment to inclusive education, strong vocational pathways, and schools that sit at the centre of their communities. As our region continues its shift from industrial to knowledge-based economies, we are determined to realise the high aspirations of our young people ensuring that they receive the very best education available.

Our academies are deeply rooted in their localities, and we build meaningful relationships with families, businesses, and community organisations. Events within academies – such as charity fundraisers, concerts, showcases, and annual Remembrance Services - bring people together, and pupils regularly visit care homes and community spaces. These experiences help our young people understand the importance of compassion, connection, and contributing to the world around them.

We also maintain strong partnerships with local industry and education providers, ensuring pupils can explore and pursue the pathways that inspire them. Mock interview days, careers fairs, and links with employers and training providers open doors to a wide range of careers, apprenticeships, and higher education opportunities. Through these connections, we help our pupils see what is possible and we support them to take confident steps toward their futures.

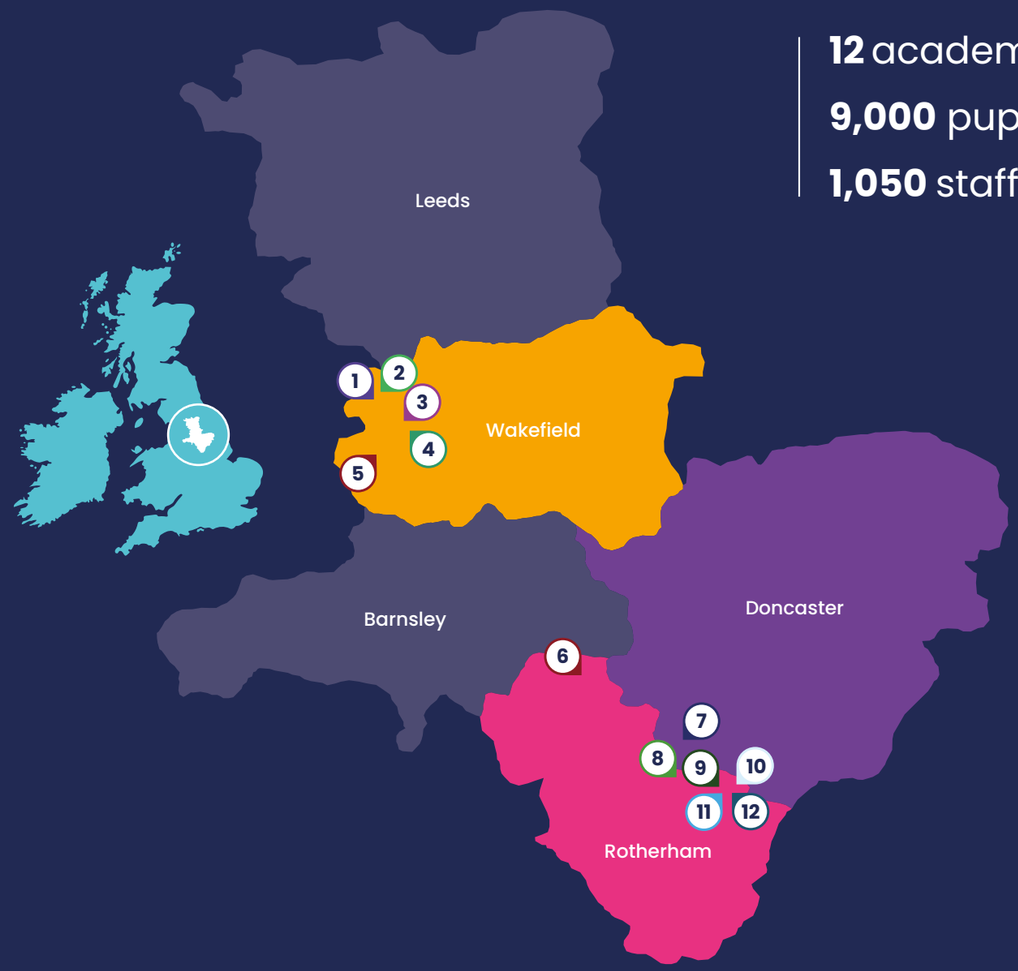
As a family of academies, we combine the strengths of local schools with the benefits of collective expertise. Specialist teaching knowledge is shared across the Trust, ensuring that every child has access to high-quality learning experiences regardless of which academy they attend. This collaborative approach is underpinned by a robust and responsive Shared Services model operating across our South and West Yorkshire hubs. With expert support available in areas including finance, human resources, IT, marketing, data and operations, our academies are empowered to focus on what matters most: delivering exceptional education and enriching the lives of young people.



Overview

Place Partnership
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12 academies
9,000 pupils
1,050 staff



1. Ossett Academy and Sixth Form College
2. South Ossett Infants Academy
3. Horbury Academy
4. Horbury Primary Academy
5. Middlestown Primary Academy
6. Wath Academy Wath Academy Sixth Form
7. Sir Thomas Wharton Academy and The Sixth Form Partnership
8. Ravenfield Primary Academy
9. Maltby Redwood Academy
10. Maltby Manor Academy
11. Maltby Lilly Hall Academy
12. Maltby Academy and The Sixth Form Partnership

Why Work for Us?

We recognise that our people are our greatest strength. Creating an environment where every colleague feels valued, supported, and able to thrive is one of our core values.

As part of our commitment to staff wellbeing and professional growth, we offer a comprehensive suite of benefits designed to support you at every stage of your career:

- Generous annual leave entitlement for full-time colleagues, rising with length of service.
- A Corporate Paid Healthcare Cash Plan through Westfield Health, with the ability to claim money back for essential healthcare and access a GP 24/7 through Doctorline.
- A competitive salary, incremental progression, and an enhanced pension scheme through either the Teachers' Pension Scheme or the Local Government Pension Scheme.
- An extensive professional learning and development offer, with regular training and development tailored to your role, ambitions, and career stage.
- Apprenticeship pathways, supporting progression into new roles and qualifications while you work.
- Family friendly policies, including enhanced maternity, paternity, adoption, and parental leave.
- A collaborative working culture, enabling you to learn from colleagues across the Trust and share best practice.
- Staff recognition programmes celebrating excellence, dedication, and positive impact.
- Supportive, inclusive environments where wellbeing and belonging are prioritised.

Access to Reward Gateway which offers:

- A SmartSpending App, allowing for instant savings on everyday high street brands, including supermarkets.
- Cashback schemes.
- Employee Assistance Programme with 24/7 confidential access to trained counsellors.
- Salary sacrifice schemes including Cycle2Work and SmartTech.
- A wellbeing centre, offering workout videos, healthy recipes, guided meditations, and articles focused on mental, emotional, financial, and physical health.





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Finance Business Partner

Location: Place Partnership
Salary: Band H, £36,581 to £39,481
Contract: Full Time, Full Year
Start date: As Soon As Possible

About the Role

Place Partnership is seeking a proactive and analytical Finance Business Partner to work closely with Academy Leaders and Senior Leadership Teams across our South Hub at the Trust. This is an exciting opportunity to become a trusted advisor, helping leaders make informed financial decisions that support sustainable growth, maximise resources and improve outcomes for young people.

As Finance Business Partner, you will work closely with Academy Leaders and Senior Leadership Teams to provide financial planning, budgeting, forecasting and reporting support. You will deliver management accounts and financial analysis, identify risks and opportunities, develop forecasts and financial models, ensure compliance with relevant regulations and provide clear financial insight that supports effective decision making and long term sustainability across the Trust.

You will build strong relationships with leaders, providing financial insights, challenge, and support to ensure resources are used effectively and strategically. Working collaboratively across the Trust, you will help shape long term financial plans, identify opportunities, manage risks and ensure compliance with funding and regulatory requirements.

The role may be based in either our Wakefield Hub or our South Hub in Rotherham with an expectation to work flexibly across both hubs for line management arrangements and/or collaboration with Academy Leaders/Colleagues.

About You

We are looking for someone who can combine strong technical finance skills with excellent stakeholder management abilities.

The successful candidate will have…

- AAT Level 4 qualification or part-qualified accountant (ACCA, CIMA or CIPFA).
- Significant experience in financial planning, budgeting, forecasting and financial analysis.
- Strong analytical and problem solving skills.
- Advanced Excel capabilities.
- Excellent communication skills with the ability to explain financial information to non-finance colleagues.

- Experience producing management accounts and financial reports.
- The ability to influence, challenge and build productive working relationships.
- High levels of accuracy, organisation and attention to detail.

About Place Partnership

This is an exciting opportunity to join a forward-thinking and ambitious organisation, driven by a genuine passion for the wellbeing, care, and education of young people.

Place Partnership was formed in September 2026 following the voluntary merger of two strong and successful Trusts in South and West Yorkshire: Maltby Learning Trust, established in 2014, and Accord Multi Academy Trust, founded in 2016. At the heart of Place Partnership is a commitment to building a culture where people feel valued, take pride in their place, and hold high expectations because everyone matters. At Place Partnership we are dedicated to providing high-quality education which ensures that every child is given the opportunity to achieve their full potential.

We invest in our people through extensive professional learning and development opportunities, and we recognise that our people are our greatest strength. As such, we offer a comprehensive suite of benefits as part of our commitment to wellbeing and professional growth. Here are a few examples of employee benefits that focus on our employees Financial, Physical and Mental Wellbeing:

- Membership to the Local Government Pension Scheme
- 31 days annual leave per annum plus bank holidays, increasing to 33 days after 5 years service and increasing to 34 days after 10 years service
- Technology scheme via SmartTech*
- Access to an extensive discounts platform via 'Place Plus'
- Access to an industry leading Employee Assistance Programme (EAP)
- 24/7 access to an online GP or Advanced Nurse Practitioner through Corporate Paid Healthcare Cash Plans
- Access to health and wellbeing services, with the ability to claim money back for essential healthcare such as prescriptions, optical and dental care through Corporate Paid Healthcare Cash Plans.
- Cycle to Work Scheme*
- Free, on-site parking at every site
- Trained Mental Health First Aiders in all our settings

**restrictions apply*

For full details of our employee benefit package, please see our recruitment pack.

Further Information

Visits are warmly welcomed and can be arranged. For further details regarding this opportunity, for an informal discussion regarding the role or to arrange a visit, please do not hesitate to contact HR@placepartnership.com

Closing Date: Friday 4th December 2026 @ 9.00am

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Interviews are expected to take place: Thursday 10th December 2026

Place Partnership is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The post is subject to an Enhanced Disclosure and Barring Service (DBS) check and checks of the relevant barred list / prohibition lists.

Place Partnership is committed to providing a culture of inclusion, respect and equity of opportunity that attracts, supports, and retains high quality colleagues from all backgrounds and across all job roles.

Candidates will always be shortlisted based on the content of application against the job description and essential criteria without access to the personal details information.

Based on the quality and quantity of applications received, Place Partnership reserves the right to interview sooner than the specified dates above. Applicants will be notified of this where possible. Therefore, early applications are encouraged.

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Role Description

Finance Business Partner

NJC Pay Range:	Band H
Responsible For:	N/A
Responsible To:	Chief Financial Officer

Main Purpose of the Post

- Partner with Academy Leaders and Senior Leadership Teams on budgeting, forecasting, and financial planning.
- Provide contextual insight, advice, guidance, and financial challenge to Academy Leaders, ensuring plans align with Trust priorities, compliance requirements, and sustainability goals.
- Deliver modelling, scenarios, and analysis to support effective decision-making.
- Develop and deliver comprehensive, timely, monthly financial reporting.
- Keep abreast of regulatory and funding changes, ensuring regulatory compliance, revenue maximisation, and effective risk mitigation.

Key Areas of Responsibility

Strategic Financial Partnership

- Partner with Academy Leaders and Senior Leadership Teams on budgeting, forecasting, and financial planning, providing coaching where necessary.
- Review, benchmark and challenge Academy performance to ensure value for money, budget delivery, and reserves policy compliance, ensuring budget holders are supported to resolve any challenges with financial performance.
- Deliver regular stakeholder updates and presentations to give a meaningful understanding of the Academy key performance indicators, leading the discussion and challenging the results to drive efficiencies.
- Proactively identify new and maximise existing Academy funding opportunities, including preparing business cases and external bids.
- Provide ongoing guidance to staff with financial responsibilities in the use of financial software solutions, accounting standards, control implementations and financial policy and procedures.
- Quality assure financial practice across the hub in accordance with the agreed policies and regulations.
- Contribute to the development and review of finance 3–5-year strategic plans.
- Build strong, trusted relationships with Academy-based colleagues.

Budget Management and Forecasting

- In partnership with the CFO lead the annual budget setting process for allocated academies, from planning through to approval working collaboratively with Academy Leaders.
- Work with leaders to ensure Academy development needs are understood and factored into forecast budgets including but not limited to IT and networking, site maintenance and development, curriculum, marketing, pupil premium, projects, and educational visits.
- Identify financial risks and opportunities, recommending mitigating actions.
- Liaise regularly with the Procurement Lead to review Academy contracts to prevent any unnecessary contract extension beyond the initial term.
- Reconcile SEN funding liaising with relevant SEND staff to ensure funding is accurate.
- Maintain accurate staffing budgets and forecasts and model scenarios/what-if analysis to support strategic planning.
- Maintain accurate census information in budgeting software.

- Prepare rolling forecasts and financial projections, updating regularly to reflect changing circumstances.
- Update budgets with virements, additional known costs and approved reserve spend.

Management Accounts and Analysis

- Prepare and review Academy monthly management accounts, budget variances, forecasts, budgets and associated contextual insight/ commentary.
- Analyse trends in income and expenditure, highlighting areas of concern or opportunity.
- Prepare accurate, timely, payroll reconciliation and provide payroll variance reports for leaders.
- Monitor grant funding income and expenditure streams ensuring they meet funding conditions.
- Provide monthly analysis to Academy Leaders, SLT and AEC's as required ensuring clarity and accessibility for non-finance audiences.

Compliance and Reporting

- Ensure Academy Leaders and budget holders comply with Trust policies and Academy Trust Handbook and DfE requirements.
- Monitor compliance with financial controls and escalate issues as appropriate.
- Support the CFO with Trust-wide financial reporting and submissions.
- Support the CFO in the preparation and delivery of the annual statutory accounts and external audit.
- Work with the CFO to implement audit recommendations.

Stakeholder Support

- Build effective working relationships with hub and Shared Services staff.
- Support the CFO/Financial Controller with training and developments.
- Support the delivery of ad hoc finance and procurement projects as required.

Other Considerations Relevant to the Role

- To work from an identified Place Partnership Office location.
- To work with flexibility, travelling to and from academies and other locations in the course of undertaking work duties.
- A Disclosure and Barring Service (DBS) check at Enhanced Level is required.

The aim of the Role Description is to indicate the general purpose and level of responsibility of the post. Duties may vary from time to time without changing the character of the post or general level of responsibility.

This is an outline Role Description only and the post holder will be expected to undertake duties commensurate within the range and grade of the post or any lesser duties as directed.

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Role Description
Supplementary Information

NJC Pay Range:	Band H

Standards and Expectations

- Be an excellent role model, exemplifying high personal and professional standards and promoting high expectations for all members of the Trust.
- Be a highly visible, proactive and approachable presence to pupils, staff, and other stakeholders across the Trust and at Academy/Trust events and activities while sustaining the specific demands of the role.
- Be proactive, strategically plan ahead and establish professional networks that will support and enhance the work of the Trust.
- Sustain wide, current knowledge and understanding of education and relevant business systems and processes locally and nationally and pursue continuous professional development.
- Maintain and operate in the 'bigger picture' view of the Trust securing the connectivity/implications of change and challenge across the spectrum of Academy operation.
- Celebrate success at every opportunity and implement ambitious strategies for continuous improvement while proactively challenging underperformance at all levels.
- Have high expectations against external benchmarks, engaging in systematic quality assurance, preparing for inspection, self-evaluation and improvement planning for all aspects of Academy life as well as specific areas of individual responsibility. Take responsibility for promoting and safeguarding the welfare of children, young people, and adults within the organisation.
- Take responsibility for promoting and safeguarding the welfare of children, young people, and adults within the organisation.
- Demonstrate optimistic personal behaviour, positive relationships and attitudes towards young people, professionals, parents, governors, and members of the local community.
- Regularly review own practice, set personal targets, and take responsibility for own personal development.

Securing Policies and Compliance

- To keep abreast of statutory and regulatory guidelines within the area of responsibility and ensure leaders are kept up to date so that systems and processes secure compliance.
- To contribute to policy formulation and strategic direction of the service area/area responsibility.
- To promote and safeguard the welfare of pupils and other adults within the Learning Trust by adhering to all statutory and associated workplace policies.
- To ensure compliance through highly effective quality assurance and forensic valuation.
- To report and advise on any matter that may place the brand and reputation at risk.

Leading People and Managing Performance

- To ensure that teams have a clear structure, roles and responsibilities and work in an integrated way.
- To provide effective leadership and operational management of the teams and functions, ensuring that staff adopt the values and expected behaviours of the Trust to deliver a high-performance culture.
- To ensure that Leaders receive high quality advice and guidance emanating from area of work/responsibility.
- To actively manage own performance and that of others, participating in the Trust's appraisal process as Appraiser and Appraisee.

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Engagement with Stakeholders

- To build and maintain effective professional relationships with relevant external stakeholders and service user groups.
- To lead and contribute to the development and delivery of staff and leader training and support across the Academy/Trust.
- To secure and actively engage with professional networks and collaborative arrangements with outside agencies and professional bodies associated with the area of responsibility.
- To provide reports and updates to Leaders and Governors in relation to area of responsibility.
- To set clear standards for and expectations of communication with parents/carers and other key stakeholders ensuring follow up is timely, effective, and appropriate.
- To work collaboratively with others to deliver added value to the Academy and Trust.
- To understand the changing community and ensure stakeholder satisfaction.

This supplementary information forms part of the role description and should be used alongside the role specific information

Place Partnership is committed to safeguarding the welfare of children and expect all staff to share this commitment.

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Person Specification

Finance Business Partner

	Essential	Desirable
Qualifications and Training	• AAT Level 4 or part-qualified accountant (ACCA, CIMA, CIPFA). • GCSE English and Maths (Grade C/4 or above) or equivalent.	• Qualified Accountancy qualification e.g. ACCA, CIPFA, CIMA. • Public sector/charity accounting training • Records of continuing. professional development. • Familiarity with finance systems (e.g., Sage, PS Financials, Access Education).
Experience, Knowledge and Understanding	• Significant experience in financial planning, budgeting, and forecasting. • Knowledge of school funding mechanisms and DfE requirements. • Familiarity with audit processes and statutory reporting.	• Experience working in education or Multi-Academy Trusts. • Experience of coaching or mentoring. • Awareness of Academies Handbook. • Awareness of Child Protection/Safeguarding
Skills and Attitude	• Excellent organisational and time management skills. • Strong analytical and problem-solving abilities. • Proficient in Excel. • Excellent communication and relationship-building skills. • Ability to present financial information clearly to non-finance audiences. • Ability to influence and hold people to account. • Ability to stay calm and controlled under pressure and meet deadlines. • High level of accuracy and attention to detail. • Proactive and solution-focused approach.	• Skilled in the full Microsoft Office Suite of applications.
Personal Qualities and Attributes	• Effective communicator both in verbal and written form to a variety of audiences. • Ability to work with a wide range of people and build effective working relationships. • Conscientious and reliable with strong professional integrity. • An advocate for the Trust.	• Ability to think strategically and contribute new ideas. • Ability to motivate and develop others.
Commitment	• Commitment to diversity and equality of opportunity in all working practices. • Commitment to child protection and safeguarding policies and procedures. • Commitment to personal professional learning and development.	

**The postholder is required to ensure they have the appropriate business insurance to meet the requirements of the post.*

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Postholder Acceptance

I acknowledge receipt of this job description and understand the expectations associated with the role.

Postholder Name .....

Postholder Signature .....

Date .....

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Place Partnership is a Charitable Company limited by guarantee.
Registered in England number: 07033915. Registered office: Braithwell Road, Maltby, Rotherham, S66 8AA.

t. 01709 288090 **e.** info@placepartnership.com **w.** placepartnership.com