

Wren
Academy



Wren Academies Trust

Appointment of Director of Finance and Operations

Candidate Information - January 2023

Saxton Bampfylde

01 Introduction

Welcome to the Wren Academies Trust. The Trust began with the opening of Wren Academy Finchley in September 2008 which became an all through school of over 1400 students aged between four and 18. It has become one of the most successful schools in the country, as it has gained an excellent reputation for the learning focused education offered to students combined with outstanding academic results. We are delighted to have then been given the opportunity to open our new secondary school, Wren Academy Enfield, which welcomed 184 pioneer students into our inaugural Year 7 in September 2020 and will continue to grow each year until it has over 1200 secondary students.

The Trust is proud of its success; Wren Finchley has received three outstanding Ofsted judgements, two outstanding SIAMs reports and achieved excellent GCSE and A Level results. Wren Enfield is already one of the most oversubscribed schools in Enfield with every sign indicating that it will be equally successful. Both schools have established national reputations for excellence in teaching and learning, developing an approach which focuses consistently on enabling young people to be effective learners.

Having been involved in the setting up of both schools, I am delighted to recommend all of our provision to parents and children interested in becoming part of the Wren community, whether in Finchley or Enfield.

Whilst our high quality lessons and enrichments make Wren schools rewarding places to learn or work in, perhaps the most unusual thing about our Trust is the quality of the relationships you will find within it. Students and pupils like and respect each other and value their opportunities to learn. They get on exceptionally well with staff, as adults and students work together in a productive and trusting atmosphere. Children thrive by being given a high degree of responsibility and this leads to the exceptional behaviour Wren is so well known for.

Student leadership is at the heart of our philosophy with curriculum advisers, lesson observers and interviewers working along with a more traditional student and pupil councils. We believe that Wren students are given unequalled opportunities to learn, to encounter positive life experiences and to excel. Underpinning all of our work with students and staff is our vision which is based on widely recognised moral and social values and informs all aspects of our work. We have built communities which provide an education that enables all pupils and students to thrive. Our aim is that they become lifelong learners reaching their academic and social potential through a commitment to justice, kindness, and humility.

Gavin Smith, Executive Principal



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Vision and Ethos

We aim to create an inspirational community of learning rooted in Christian values, providing outstanding educational opportunities and experiences for all students regardless of age, ethnicity, ability and background. We combine our ambitions for students' outstanding academic attainment with an emphasis upon their personal growth as individuals, citizens and active learners. The values and vision which grow from our Christian ethos have helped Wren create a positive and inclusive atmosphere, in which students and their families are welcomed. We find that having many different faiths in a school and taking faith issues seriously, generates understanding, tolerance and mutual respect in young people.

We are inspired by the Biblical account of the encounter between Jesus and Zacchaeus to build a community and provide an education which enables all students to thrive and reach their full potential. This is done so that our community then has a positive impact on the world motivated by our foundational Bible passage:

Do justice, love kindness, walk humbly with your God - Micah 6v8

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We support and challenge each member of Wren to grow into life in all its fullness, just as God intends.



What makes the Wren Academies Trust distinctive?

We have clear and high expectations for the personal development of our students and aspire for all to achieve the following:

- Have a keen understanding of moral issues and recognise the difference between right and wrong. Wren students will be supported in speaking up for what is right.
- Be aware of their own spirituality and the importance of spirituality to personal happiness and fulfilment.
- Know that they are valued, confident and secure as members of the Academy community.
- Feel that their individual gifts are recognised and celebrated.
- To succeed in whatever areas they possess talent and a desire to achieve.
- Make as much academic progress as they are capable of and achieve as highly as they can.
- Be unique individuals, willing to express themselves with humility.
- Have a broad cultural, scientific and historical awareness.
- Be active, constructive and resourceful young citizens.
- Be creative thinkers, capable of taking risks in their learning and of studying independently.
- Be responsible, considerate towards others and always behave impeccably.
- Be articulate, socially adept and confident in conversation.
- Be environmentally aware and knowledgeable global citizens.



- To have a keen sense of justice which prompts them to make a difference to their marginalised and dispossessed.
- Have a commitment to equality and inclusivity and to embrace diversity.
- Appreciate and learn from the experience of belonging to an active and celebratory Christian community.

“Our 6Rs— characteristics that will see Wren learners flourish throughout life:
Resilient, Reflective, Relational, Reverent, Redemptive, Resourceful.”

Key attributes of the Academies

- Wren Academies Trust (an independent school funded by the government), has two sponsors, the London Diocesan Board for Schools and Berkhamsted School.
- Wren is co-educational, but the core subjects of English, Mathematics and Science are taught in single-sex classes.
- Wren's specialism, Design and the Built Environment, permeates the curriculum and wider Academy life.
- Teachers are provided with outstanding professional development on a weekly basis which is incorporated into the Academy day.
- Wren bases its approach to teaching and learning around the Building Learning Power philosophy. This means that we seek to give students the skills and learning dispositions which will serve them well throughout their school careers and then their lives beyond school.
- A longer school day on Tuesday and Wednesday accommodates enrichment activities such as sports, debating, Art, performance classes, community service or academic extension work.
- At Wren, everything that students experience is seen as part of their wider learning experience. We believe that learning does not just happen in lessons.



Wren Finchley

Primary Phase: We opened our new primary phase to Wren Academy Finchley in September 2015, offering primary children an exciting and unique opportunity: by creating an all through school we are helping to smooth children's transition from primary to secondary education and develop their overall experience of school life.

Wren Secondary Academy: Since opening in 2008, our students have achieved excellent exam results. Our success is underpinned by a close and inclusive community with a strong Christian vision. We are a school where everybody matters and each individual is celebrated for all their gifts and talents. It is important to us that all children make the best progress possible, regardless of their academic starting point and this is reflected by exceptional academic success. The social dimension to education matters as much to us as academic achievement. We want our students to be happy, confident and secure so that they can make the most of all the opportunities they are given. Our ethos, rules, tutorial and house systems are all set up to help children flourish in a disciplined yet caring environment which balances responsibilities and privileges.

Wren Sixth Form: With a reputation for academic excellence, great study support and a rich and varied extra-curricular programme, we have proved our ability to help students achieve their ambitions by gaining access to the best university courses and employment opportunities.



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Wren Enfield

Having opened in 2020, we now have students in Years 7 - 9, located in new state of the art school buildings on the Chase Farm Hospital site. It is planned that a new year group will be added each year until reaching full capacity in 2027 with over 1200 students. We are confident about the high-quality learning education being provided for our first pioneer students and the excellent start they have made in creating our new school.

We operate a House system from our first year onwards. This means that every student in Year 7 is allocated a House to which they belong for the duration of their time in the school. The same House names that are used at Wren Academy Finchley, which are named after Sir Christopher Wren designed churches from around the city of London. One of the main reasons behind choosing to operate a house system is the way it helps to create a sense of community, to build friendships and to reduce the incidence of bullying. Throughout the year, Houses compete against each other in a series of challenges and competitions with the aim of involving all students in developing their confidence, courage and skill to represent their group in a friendly and sporting way.



Governance & Finances

The Trust is governed by a Board of Directors chaired by Kim Archer who has been a governor of Wren Academy since it opened in 2008.

The Board of Directors ensures that all schools in the MAT are successful by:

- Setting vision, culture and ethos
- Making decisions about policy and strategy
- Overseeing and scrutinising organisational performances
- Ensuring accountability

Each Director has been recruited for their technical expertise and experience. They are each committed to providing the very best all round education for the students educated within the trust.

Click here for more information on the Board of Directors: <https://www.wrenacademistrust.org/325/meet-the-directors>

The Funding Agreement is the contract between the Secretary of State for Education and the Trust that sets out the terms on which the Trust is funded. The Funding Agreement is the method by which academies are held accountable to the Department for Education, and to ensure that there is parity between academies and other state schools. Funding Agreements are not static and may be updated as the law and policy relating to academies changes.



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The Role of Director of Finance and Operations

The Board of Directors is looking to appoint a dynamic and experienced finance and operations professional who will support Wren Academies Trust effectively as it moves into its next chapter. Working closely with the Board and Senior Leadership Team, the incoming Director of Finance and Operations will provide a high degree of technical and strategic competence that will support Wren's developing reputation for excellent educational outcomes. The new Director of Finance and Operations will have the opportunity to make a significant contribution to the future of the Trust whilst promoting and maintaining its vision and ethos.

This role will help shape and drive Wren's financial and wider organisational strategy with a broad influence and involvement across the Trust, from overseeing financial management functions, supporting the growth strategy and overseeing significant assets for the organisation to ensure that value is maximised. The development of all necessary policies and procedures to ensure sound financial management is also critical to the success of the role.

The Director of Finance and Operations will be accountable to, and work in partnership with, the Executive Principal. They will attend Trust Board meetings and those of other relevant committees.

Key responsibilities

- Direct and manage the finance and operations teams to ensure that they are appropriately motivated, engaged and developed and so that they carry out their responsibilities to the required standard.
- Contribute to the achievement of Wren's objectives by providing advice and guidance on financial and operational strategy.
- Improve the business capability, service effectiveness and overall efficiency of Wren's central service areas to support the education of students across the Trust and to provide value for money.
- Be accountable for strategically leading and managing shared business services, including the Finance Manager, ICT Systems Lead, Premises Lead and School Business Manager.
- Lead a process of thorough due diligence in support of Wren's growth strategy of developing future partnerships with other schools and academies.
- Develop and control the Trust's annual operating budget to ensure that all financial targets are met and financial and statutory regulations complied with.
- Manage the preparation of the financial accounts, regular monitoring of business performance and ensure that these are presented accurately and on time.
- Ensure a robust system of financial planning and control operates across the Trust, within the framework of Trust strategy, plans, systems, policies and standards.
- Actively manage and maintain Wren's property portfolio to ensure it meets the needs of the Trust, is sustainable and cost effective.
- Understand, anticipate, identify and address financial opportunities and risks to the Trust.
- Build an appropriate external profile within the sector and beyond and engage with relevant stakeholders.

09 What we are looking for

Key technical skills, knowledge and experience

- Significant experience with finance and general management.
- Evidence of delivery of financial and operational leadership in a complex working environment of a similar scale.
- Proven success in managing complex change and ability to operate successfully in a fast-moving and demanding environment.
- A forward-thinking approach with a strategic view that looks to create sustainable and scalable strategies.
- An accountancy qualification (ACA or equivalent).

Desirable

- Experience and/or understanding of the Multi-Academy Trust sector and an appreciation of the legal and regulatory environment in which the Trust operates.

The Trust welcomes candidates from a range of sectors and professional backgrounds.

Personal qualities

- Displays leadership and supports the vision underlying the Trust's strategic objectives.
- Has a passion for people and proactively nurtures talent, builds capability and ensures robust succession planning.
- Role models excellent behaviours and sets stretching goals to drive performance in the leadership team and broader organisation.
- Works collaboratively across the Trust to achieve proactive engagement in the finance and operations agenda.
- Demonstrates a flexible and adaptable approach to managing change and ambiguity. Happy to roll up sleeves and own the problem and the solution.
- Strong interpersonal and communication skills to build relationships and influence stakeholders internally and externally.
- Demonstrates an inclusive, pragmatic and collaborative leadership style and will strive to gain the buy-in and understanding of others.
- Commitment to quality, efficiency and productivity and to the Trust's vision and priorities.
- An enthusiasm for, and a commitment to, the empowerment of all students regardless of age, ethnicity, ability and background through education.
- An appreciation of the Trust's Christian ethos and a personal commitment to creating a positive and inclusive atmosphere, which engenders understanding, tolerance and mutual respect.

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Terms of Appointment

Wren will offer a competitive salary and benefits to reflect the candidate's qualifications and experience within the leadership scale L27-L32 (£83,956—£94,898).

The role is based at Wren Finchley, but will work across the multiple sites of the Trust.

How to Apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to Wren Academies Trust on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/ appointments using code SBHBA.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter, and complete the online equal opportunities monitoring* form.

The closing date for applications is **noon on Tuesday 14th February 2023**.

* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application.

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

Equality, Diversity and Inclusion

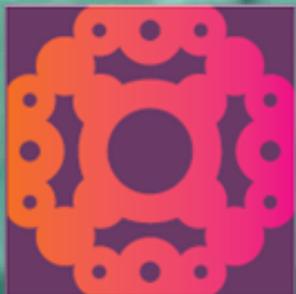
The Trust is committed to inclusion and is an equal opportunities employer. We aim to create a welcoming, respectful and safe environment for all members of our community, from every ethnicity, gender, sexual orientation, age, ability/disability, religion and background. We know that more diverse teams are stronger teams, and that the more inclusive we are, the more our staff and pupils will feel a sense of belonging and will thrive. To enable us to make any reasonable adjustments, please let us know what you would require when you submit your application.

Safeguarding

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Applicants will be required to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service (DBS). The Trust may carry out online searches on shortlisted applicants and all applicants will be required to provide details of their online profile, including social media accounts, as part of their application.

The post is exempt from the Rehabilitation of Offenders Act 1974. The Trust is therefore permitted to ask job applicants to declare all convictions and cautions on a self-declaration form in advance of attending an interview (including those which are "spent" unless they are "protected" under the DBS filtering rules) in order to assess their suitability to work with children.



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