



  
**REACH2**  
ACADEMY TRUST

# Appointment Brief Director of Finance

March 2024 | Reference: SAPAZD

# Welcome from the Chief Executive Officer

REAch2 Academy Trust has been through a period of significant change over the last two years and I am incredibly proud of the tireless dedication that my colleagues have shown who have continued to serve our children, maintained focus on our strategic priorities and adapted to meet the needs of our communities.

Our 62 academies are connected by a striving for excellence and a common desire to learn from and support each other. We actively encourage collaboration and work as a team to create and deliver the best possible educational experiences for every pupil within the REAch2 family. Every school and every individual is included in this vision.

Having taken up post as REAch2's new CEO in April 2022 (previously fulfilling the role of Deputy CEO and Director of Education since the Trust's inception in 2012) I am looking to appoint a new Director of Finance to work alongside me, the CFO and the Executive Team in the next exciting stage in our development. This is a committed and talented team, serving the world-class leaders and teachers in our schools. The entire team is bound together by a clear vision: to ensure that every school is a great school. This is an opportunity to shape and to lead the financial underpinning and success of our Trust. The successful candidate will move into the CFO role within the next 18-24 months (when the current CFO retires) and will work as part of the Executive Team, to lead REAch2 to further remarkable achievements.

We are an inclusive organisation, working towards improving the diversity of the governance and leadership of the Trust, and the experience for our staff from diverse backgrounds. We are clear that the value of greater diversity to the Trust lies in the way we will:

- identify and develop a far wider range of talent in our staff,
- open up our ability to work effectively across teams and within our communities,
- broaden our insights into the needs of our pupils and their families
- and value difference when we work together towards richer solutions.

We are keen to hear from all candidates with the appropriate experience and who feel they can make a momentous contribution to leading finance in our Trust. If you can bring a fresh perspective to the financial challenges and opportunities we face, whether through your background as someone from an UK ethnic minority or you live with a disability (visible or not), are open about your faith, religion or belief or about being LGBTQ+, your application will receive a warm welcome – as will applications from all suitable candidates. If you feel you may be the exceptional candidate that we are looking for, please read on. I very much look forward to hearing from you.



**Cathie Paine, CEO**



# About REAch2

Founded in 2012, REAch2 Academy Trust is the largest primary-only academy trust in the country. Originating from successful school improvement and partnership work in Waltham Forest in East London, REAch2 now supports 62 primary academies across England and has plans for growth. REAch2 was established with the explicit intention of working in some of the most challenging parts of the country. This focus remains and many REAch2 schools are in areas of deprivation – in cities, towns or in coastal areas.

REAch2 as a Trust is the cornerstone to our schools; a strong, responsible foundation from which every school develops, grows and flourishes. As a Trust we are committed to creating an inclusive culture where diversity and individuality are celebrated. Our culture strongly reflects our Touchstones: **Learning, Leadership, Enjoyment, Inclusion, Inspiration, Responsibility and Integrity**. These values are at our very core, firmly embedded in all our schools and embraced by everyone who works or volunteers for the Trust.

## Working for REAch2

**95%** of our people said they **enjoy the work they do**.

**95%** of our people said they **are proud to be a member of staff at REAch2**



# REAch2 Summary

2023/24



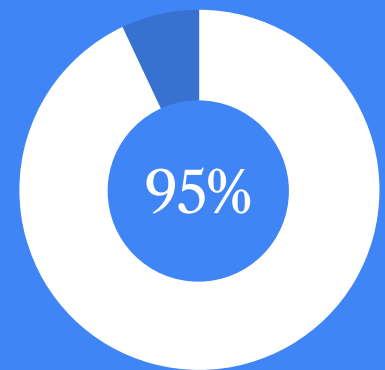
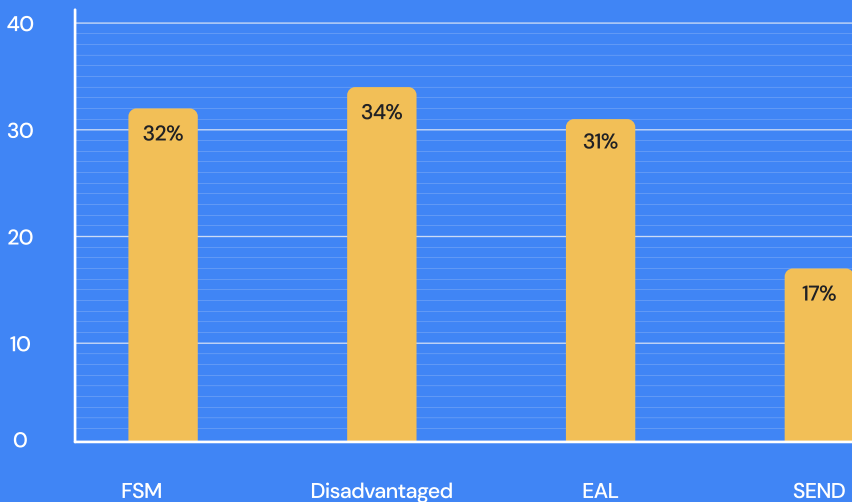
**20,845**  
Number of children



**3000+**  
Staff

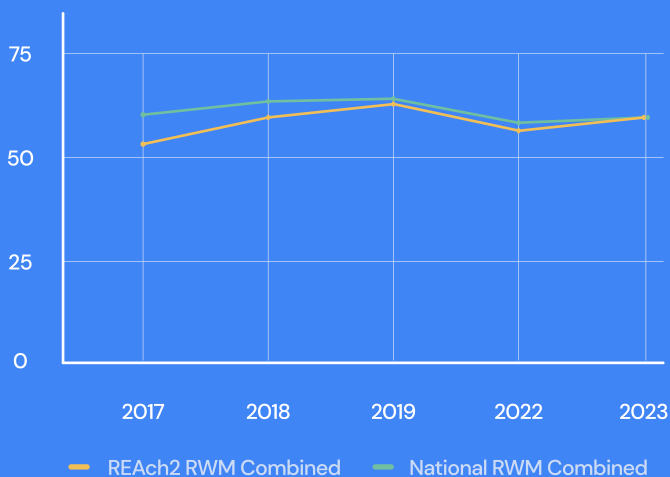


**62**  
Schools and counting

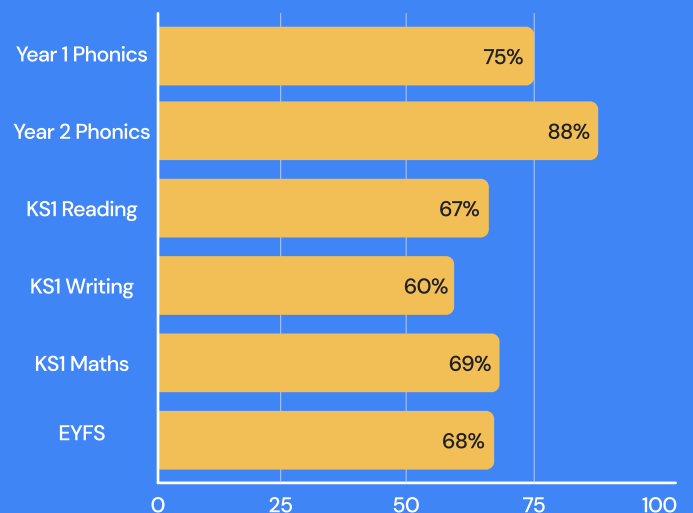


% of schools good or better rated by Ofsted:

## Year 6 RWM combined data



## 2023 KS1 and EYFS Results



# Cluster Map

## Cluster 1

- Apley Wood Primary Academy
- Aqueduct Primary Academy
- Norton Canes Primary Academy
- Heath Hayes Primary Academy
- Silkmore Primary Academy
- Veritas Primary Academy
- Lawley Village Academy
- Bushbury Lane Academy

## Cluster 2

- Scientia Academy
- Springhill Primary Academy
- Five Spires Academy
- Henhurst Ridge Primary Academy

## Cluster 3

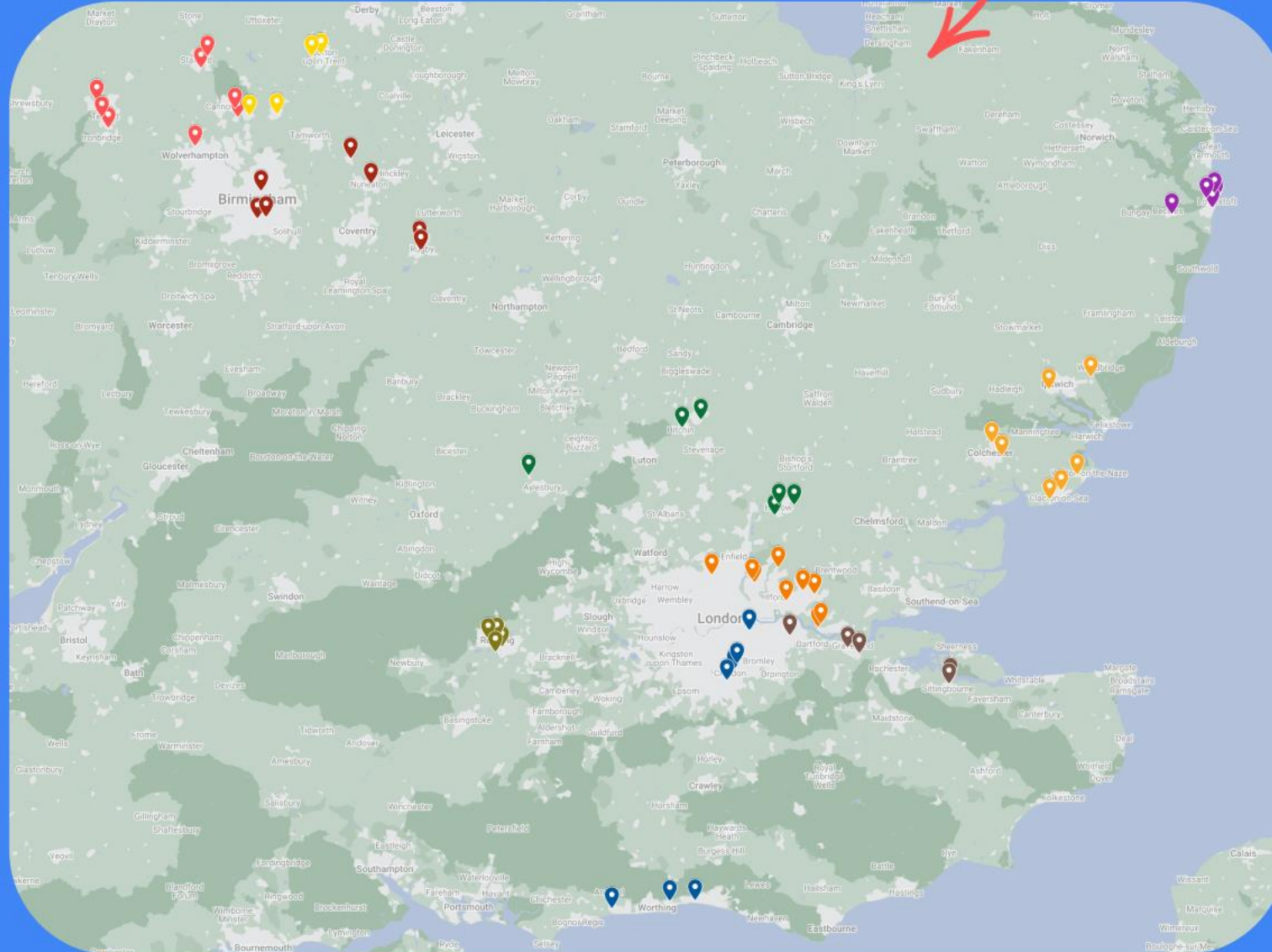
- Riverside Academy
- Oakfield Primary Academy
- Racemeadow Primary Academy
- Moor Green Primary Academy
- Manor Park Primary Academy
- Springfield Primary Academy
- Lower Farm Academy

## Cluster 4

- Garden City Academy
- Wilshire-Dacre Junior Academy
- Water Lane Primary Academy
- Pemberley Academy
- Newhall Primary Academy
- Green Ridge Primary Academy

## Cluster 5

- St Margaret's Primary Academy
- Northfield St Nicholas Primary Academy
- Beccles Primary Academy
- Phoenix St Peter Academy
- Gunton Primary Academy
- The Limes Primary Academy



## Cluster 6

- Kirby Primary Academy
- Burrsville Infant Academy
- Unity Primary Academy
- Sprites Primary Academy
- Martlesham Primary Academy
- Camulos Academy
- Sir Martin Frobisher Academy

## Cluster 7

- Robert Fitzroy Academy
- Aerodrome Academy
- St Marks CoFE Primary Academy
- Tidemill Academy
- Eastbrook Primary Academy
- White Meadows Primary Academy
- The Globe Primary Academy

## Cluster 8

- Kemsley Primary Academy
- Milton Court Primary Academy
- Copperfield Academy
- Tymberwood Academy
- Brampton Primary Academy

## Cluster 9

- The Palmer Academy
- Civitas Academy
- Ranikhet Primary Academy
- Green Park Village Academy

## Cluster 10

- Summerside Primary Academy
- The Woodside Academy
- Chapel End Junior Academy
- Chigwell Primary Academy
- Langtons Junior Academy
- Dorothy Barley Junior Academy
- Concordia Academy
- Purfleet Primary Academy



## Truly Exceptional Performance

REACH2 is entering a new phase in its journey and we are building on strong foundations. Only 8% of schools were rated as Good or Outstanding before they joined the Trust. This now stands at 95%. We are proud of what we have achieved. REACH2 is ambitious about its onward journey and aspires to move from 95% of schools rated Good or Outstanding to 100%, and for our Good schools to become great schools.

The Trust's approach is based on the national school support model: primary schools supporting other primary schools. We readily share resources and expertise across schools both within the REACH2 family and with other local maintained schools. We have deployed a range of strategies and models for school improvement, including fixed term federations, executive headships, acting headships, leadership coaching and school-to-school support at every level. As the largest primary-only multi-academy trust and one of the few with national coverage, REACH2 also has the opportunity to influence national policy.

## Distinctive Contribution

REACH2 expects to extend further the work we do with others as we expand. We introduced a cluster model in September 2019 which created groups of schools working closely with each other and led by a Deputy Director of Education. At the same time, all schools, staff and children within the Trust benefit from a strong ethos of support and collaboration providing opportunities for enhanced continuous professional development for staff, access to a range of central support services, informed peer-to-peer accountability and review, and the sharing of expertise and joint practice development.

REACH2 academies are at the centre of their local communities. It is very important that each school has the opportunity and the freedom to respond to the specific local needs of parents and children and to create their own local solutions. We understand that no school or community is the same; diversity and individuality are celebrated. We believe the role of the Trust is to create the frameworks, the tools and the expertise to support schools to adapt as necessary to suit their local needs.

## Enduring Impact

REACH2 benefits from a high-performing Central Team, an exceptional Trust Board, strong governance that is embedded at every level of the organisation and a robust approach to risk management. This infrastructure has been designed carefully to support sustainable growth and to ensure we have the capacity and expertise to deliver sustained improvement in outcomes for children. We know we also need to deliver best value for public money and believe this is achieved when the objectives we set for exceptional educational outcomes are consistently delivered across all our schools.

# From Our Parents

"All the parents feel it is amazing to have their kids in the school and they come home happy."

**Green Park Village parent**

"I would recommend Moor Green because of the community feel and the relationship that the teachers have with each of the children."

**Moor Green Primary Academy parent**

"Different culture backgrounds, different religions and the school really embraces that and it has a really nice community feel to it."

**Chapel End Junior Academy parent**

"He was struggling before he came here and then since he's been here he's done a whole U-turn."

**Tidemill Academy parent**

**Listen to more of our parent testimonials [here](#)**



# Executive Team



Chief Executive Officer

Executive Assistant to Chief Executive Officer

## Executive Team

Chief Operating Officer

National Director of Education

Director of Improvement

Chief Finance Officer

Director of People

Director of Brand and Marketing Communications

## Deputy Directors of Education

## Heads of Service

## Senior Advisors/Partners

DDoE Cluster 1

DDoE Cluster 2 & 3

Head of Safeguarding

Head of Sustainability

Senior Governance Advisor

DDoE Cluster 4 & 9

DDoE Cluster 5

Head of IT

Head of Learning and Development

DDoE Cluster 6

DDoE Cluster 7

Head of Strategy and Data

Head of Coaching

DDoE Cluster 8

DDoE Cluster 10

Head of Estates and Facilities

Head of Programme Management

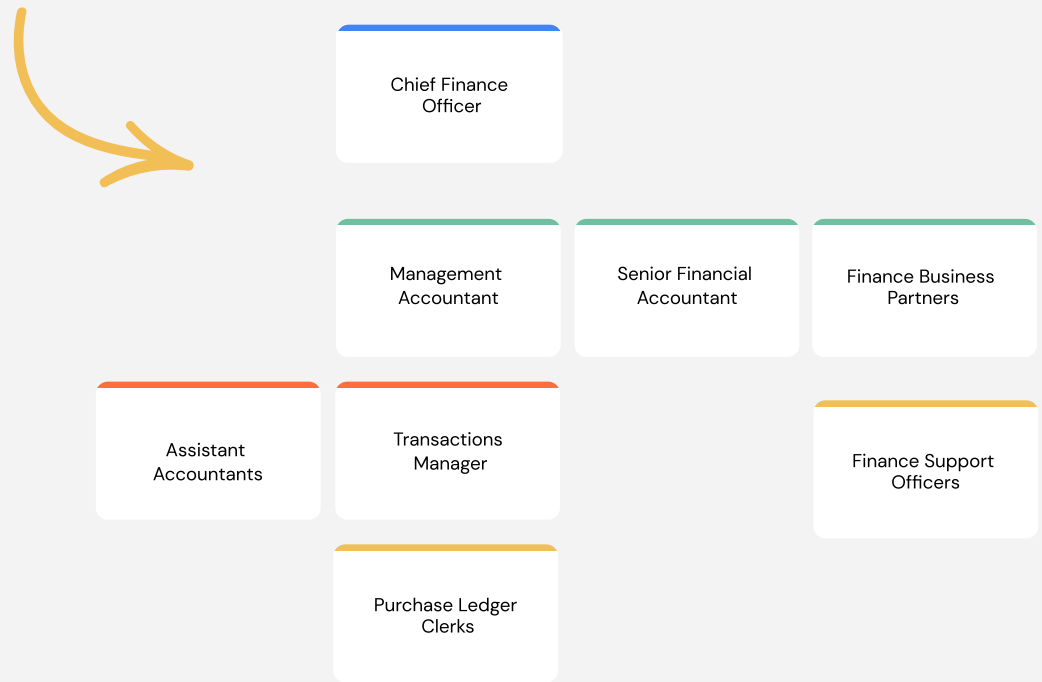
Head of Health, Safety and Wellbeing

Head of People

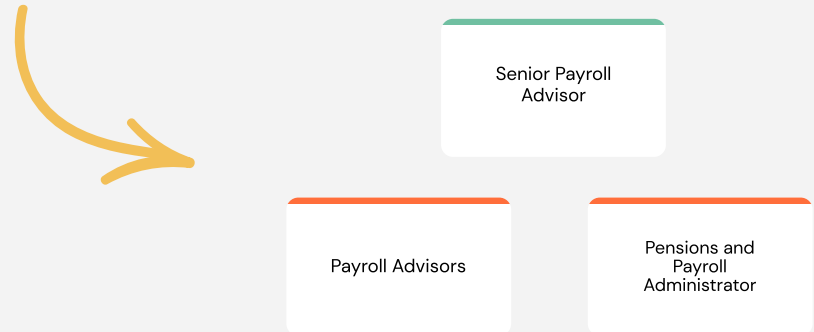
Head of Operations Support



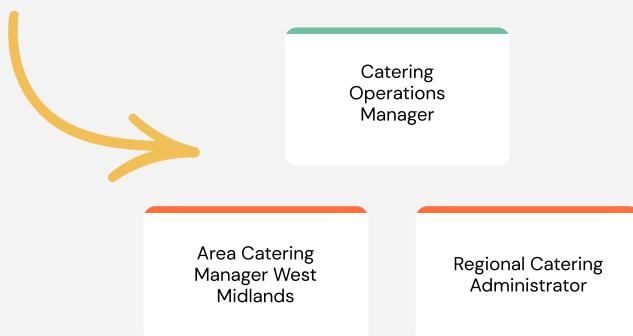
# Finance Team



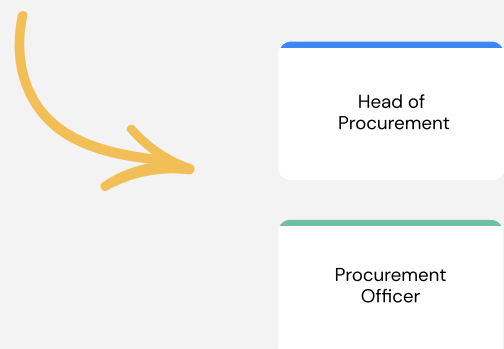
# Payroll and Pensions Team



# REAch Eat Team



# Procurement Team



# The Role

Following a period of growth and change, REAch2 have created a Director of Finance role, to manage the financial, risk and contingency management strategies for the Trust and provide the Executive Team with the detailed financial analysis and the insight they need to ensure the continued financial sustainability of the Trust.

This role will be CFO designate and in approximately 18–24 months the successful candidate will step up to lead as CFO for the Trust. This role has direct responsibility for the Finance Team which includes Procurement, Contract Management, Catering and Payroll activities and accountability for the financial support provided to 62 academies. Understanding the challenges of funding across the primary sector and the impact of these challenges at school level is key to this role.

The Director of Finance is a member of the Senior Leadership Team and supports the wider operations of the Trust, prior to becoming CFO.

## Key Responsibilities:

### Financial Compliance:

- Ensure the Trust Board complies with its obligations and responsibilities as set out by the ESFA in the Academy Trust Handbook.
- Monitor and report to the CFO on regulatory compliance.
- Review and monitor the Financial Scheme of Delegation.
- Provide the Executive Team with management reports to enable comprehensive financial oversight and sound decision-making.
- Oversee the provision of external audit and the submission of all statutory returns.
- Alongside the CFO, manage the relationship with HMRC and ensure the Trust's adherence to VAT, Corporation Tax, and PAYE requirements.

### Financial Management:

- Support the CFO with financial strategic and scenario planning.
- Develop robust Trust-wide financial management policy and procedures.
- Fulfil reporting needs for management, governance, and regulatory compliance.
- Produce management accounts routinely to provide the Executive Team with a succinct and insightful view of financial performance against plan.
- Manage cashflow to ensure appropriate levels of working capital and a positive cash position.
- Manage billing, cash collection, and accounts payable.
- Ensure the integrity and accuracy of all financial information.
- Lead on identifying key financial risks and their mitigations.
- Establish effective measures to monitor and manage costs, track income, and propose corrective action where necessary.
- Procure and maintain an effective accountancy and financial planning system.

### Payroll:

- Oversee the effective and accurate provision of payroll processing for the Trust.
- Audit payroll information to ensure accuracy and timely transactions.

### Procurement:

- Oversee the development of Trust-wide procurement policies to ensure compliance and secure best value for money.
- Monitor and manage procurement authorizations compliant with the Scheme of Delegation.
- Monitor and manage procurement to ensure that risks of conflicts of interest or related party transactions are correctly declared and managed.

### Academy Acquisition:

- Ensure that financial due diligence is completed accurately for new academy acquisitions in a timely manner.
- Assess the financial viability of the business case for each academy conversion / sponsorship / trust-to-trust-transfer.
- Provide financial support for applications.

### Team Management:

- Ensure adequate resourcing and suitably qualified staff to manage the financial affairs of the Trust.
- Provide leadership for the team: set objectives, monitor workload, and set priorities.
- Manage performance to ensure an effective service is provided trust-wide.
- Oversee the professional development of team members.
- Demonstrate an ongoing commitment to personal development and CPD and share learning and best practice to develop the team.
- Manage wellbeing across the team.
- Develop and promote a culture of personal responsibility that recognizes excellence and addresses underperformance.
- In partnership with the CFO, identify succession plans and associated development plans.



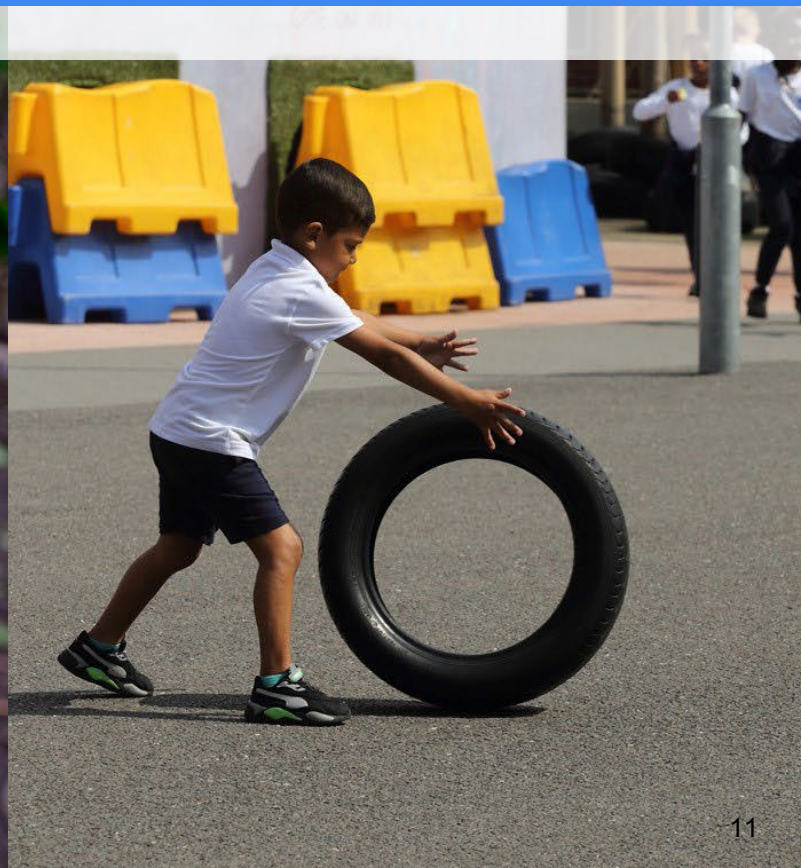




'REAch2 is beyond a green shoot, it's a fully thriving tree...a type of school that I wish I'd gone to.'

**Ruby Wax,**

on REAch2's approach to education in *And Now for the Good News*





# Person Specification

## Knowledge and Qualifications:

- CCAB qualified accountant, or CIMA
- Finance regulations and accounting standards
- Excellent understanding of GDPR
- Competent user of Microsoft Office – including Office 365, Word, Excel, PowerPoint & Microsoft Teams
- Finance policies and procedures

## Experience and Skills:

- Significant experience in a senior finance role
- Proven track record of managing finance at scale
- Experienced leader of finance teams
- Systems development and optimization
- Finance systems implementation
- Disciplined financial planning and risk management
- Executive level communication – written and presentation
- Disciplined approach to financial monitoring / management
- Builds effective relationships with internal stakeholders
- Manages external stakeholders proactively
- Developing / managing financial policy
- Confident communicator and presenter
- Data analysis and highly numerate
- Demonstrates rational and rigorous decision-making
- Inspirational team leadership / working remotely

## Professional Attributes:

- Adherence to the Nolan Principles of Public Life
- Alignment with values, aims, and ambitions for the Trust and the REACH2 Touchstones
- Ethical leadership and setting standards for others
- Exercises good judgment
- Promotes Equality, Diversity and Inclusion
- Demonstrates personal and professional integrity
- Likes a challenge / takes initiative / 'can do' attitude
- Willing to learn and open to feedback
- Willing to travel to schools

## Desirable:

- Public sector finance experience
- Education sector finance experience
- Legal and regulatory context for a Multi-Academy Trust
- Experienced leader of non-finance functions



# Terms of Appointment

Given REACH2's schools are all over the country, we have no preference where you live. The role will involve travel across the country to visit schools and to London for meetings with regulators and other stakeholders.

The salary is competitive and will be commensurate with the experience of the appointed candidate.

REACH2 is committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to the post.

## How to Apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to REACH2 Academy Trust on this appointment.

Candidates should apply for this role via [www.saxbam.com/appointments](http://www.saxbam.com/appointments) using code SAPAZD. 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 equal opportunities monitoring online form will not be shared with anyone involved in assessing your application

The closing date for applications is noon on Friday 12th April.

### Equal Opportunities:

REACH2 Academy Trust is an equal opportunities employer and welcomes applications from all sections of the community. Candidates will be assessed against relevant criteria only (i.e. skills, qualifications, abilities, experience).

### GDPR personal data notice:

According to GDPR guidelines, Saxton Bampfylde Ltd 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.





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