



Cheney School
Think for yourself; act for others



JOB INFORMATION PACK

Finance Manager

HEADTEACHER'S WELCOME

We are a school: we will educate a new generation to view the world critically, make their own decisions, and act in a way that benefits the wider community, not just themselves.

This is summed up in our motto, "think for yourself; act for others."

Cheney is a genuinely comprehensive school, in the best sense of the term, with a fully inclusive intake, which represents not just our catchment area, but also modern Britain.

The ideals of the comprehensive movement have been met in Cheney, in a way that is very rare.

We value creativity over conformity; education over league tables; the needs of students over data; self-discipline over sanctions; nuance over simplification; curiosity over acceptance; honesty over

reassurance; the judgement of our community over the judgement of the official world.

We value emotional intelligence equally to academic intelligence; well-being equally to success; self-knowledge to factual knowledge; humanity to rigour.

This is not to say that the things we value less are worthless; in their place, and in their time, quite the reverse.

In fact, we believe if we get the first things right, the second will follow.

Please contact us if you have any questions or would like to visit.

While you are here, you might like to visit the Rumble Museum, the only Arts Council-accredited museum in a state school, and a great example of what creativity and curiosity looks like at Cheney.





GREAT REASONS TO WORK AT CHENEY



Noticeable warmth and friendliness of staff and students



Employee Assistance Programme – free counselling and practical advice



Genuine priority of staff workload in decision making



Comprehensive support programme for ECTs



Positive commitment to the environment (Sustainable Secondary of the Year 2024)



Thoughtful and extensive CPD offer for all teaching and support staff



Cycle to work scheme, E-bike loan scheme and EV charging



Staff social events, sport and other activities

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TESTIMONIALS FROM STAFF

“Everyone is encouraging and wants you to succeed and fulfill your potential.”

“I feel valued and feel part of something beautiful.”

“The staff really make the school, it is because of them that the school is such a nice place to work.”

“The school obviously cares about its pupils, but it cares about its staff just as much.”

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RIVER LEARNING TRUST

Cheney School is part of River Learning Trust (RLT), a multi-academy trust responsible for primary and secondary schools across Oxfordshire and Swindon, and a school-centred initial teacher training provider that serves Oxfordshire, Berkshire and Wiltshire.

OUR VISION

Education has the power to change lives, communities and society for the better.

At the River Learning Trust we believe that we can achieve more for our pupils, trainees, staff and communities by working together rather than alone.

All of the schools in the River Learning Trust are united by a common belief in the benefits of working together, and by our commitment to our shared principles. Our vision is for our schools and SCITT to improve rapidly, continuously and sustainably: to be better faster together.

Our 'Why?' is that children and young people 'only get one go' in school and our schools should improve faster and be better as part of RLT to ensure the best possible 'go' for our pupils.

Our 'How' is through the highest possible support and challenge for our schools and each other, underpinned by our three principles. We use the principles of 'aligned autonomy' to empower colleagues in schools to perform well; we rarely direct from the centre but rather support leaders and other colleagues to do their work exceptionally well in their own context.

The schools and SCITT are united by their commitment to the principles of the trust and a common belief in the benefits of everything that is gained by working together.

WHAT MATTERS TO US

The River Learning Trust is a community of children, young people and adults with shared principles.

These principles are:

- Commitment to Excellence; striving for the best educational experience through continuous improvement.
- Everyone Learning; creating and taking opportunities that enhance lives through evidence-based practice supporting adult and pupil learning.
- Respectful Relationships; acting with care, integrity, and fairness in all we do.

THE POWER OF PEOPLE

High-performing organisations have the right organisational culture, effective processes and well-trained, motivated colleagues in the right roles.

We focus a great deal on people and the importance of continuous professional learning and development.

THE TRUST'S SCHOOLS

We currently educate around 16,000 pupils and have around 2,200 colleagues working in the trust. The SCITT (school-centred initial teacher training provider) trains around 110 trainees a year in Oxfordshire, Berkshire and Wiltshire.

SECONDARY SCHOOLS

Cheney School
Chipping Norton School
Gillotts School
Gosford Hill School
Kingsdown School
The Cherwell School
The Marlborough CofE School
The Oxford Academy
The Swan School
Wheatley Park School

Horspath CofE Primary School
Larkrise Primary School
Madley Brook Primary School
Middle Barton Primary School
New Marston Primary School
Rose Hill Primary School
Sandhills Primary School
Seven Fields Primary School
Tower Hill Primary School
Witney Community Primary School
Windrush CofE Primary School
Wolvercote Primary School

PRIMARY SCHOOLS

Barton Park Primary School
Bayards Hill Primary School
Beckley CofE Primary School
Charlbury Primary School
Cutteslowe Primary School
Edith Moorhouse Primary School
Edward Field Primary School
Garsington CofE Primary School

ALTERNATIVE PROVISION

Meadowbrook College

TEACHER TRAINING

OTT SCITT

TEACHING SCHOOL HUB

Oxfordshire Teaching School Hub



JOB DESCRIPTION

Title of Post:

Finance Manager

Contract Terms:

Part time

Grade:

Grade 12, Scale Point 35- 38

Accountable to:

School Business Manager

Job Purpose

To provide high-quality financial leadership and management that ensures the school remains financially sustainable and compliant with statutory regulations.

Main responsibilities:

- Provide comprehensive financial planning, and robust financial systems to safeguard finances, ensure efficiency and value for money.
- Advise on compliance with legislation and guidance, for example, Charity legislations, HMRC, Department for Education (DfE), Academies Financial Handbook.
- Advise senior management and the governing body on the financial implications of government and local authority policies and provide appropriate guidance.
- Line management of the finance team, including induction, training, appraisal and ongoing support
- Ensure the impact of financial strategy and management is aligned with the school improvement plan
- In consultation with the school business manager and headteacher, prepare the school's annual budget and review and update as necessary.
- Monitor income and expenditure
- Produce monthly management reports
- Provide budget holders with advice on matters relating to their budgets.
- Co-ordinate all annual audit liaison, papers and workings as required
- Maintain and oversee all bank accounts including the school's credit card(s), ensuring monthly reconciliations are completed and errors reported to line manager.
- Ensure accurate VAT accounting and payment and reclaim returns.
- Project and monitor school cash flow
- Co-ordinate and maintain a list of approved contractors and suppliers to ensure best value
- Ensure all school purchases are completed through authorised systems and procedures
- Oversee the scrutiny and payment of all invoices and statements of account.

- Oversee the issue of school invoices and payments.
- Monitor expenditure on capital projects
- Maximise investment returns and income generation; organising bids, sales, sponsorship and fundraising as appropriate.
- Annually review the school's charging policy and make recommendations as appropriate.
- Collate information, statistics and prepare reports as required by school business manager, headteacher and the governing board.
- Ensure that all manual and computerised financial records are maintained as required.

General responsibilities as part of the River Learning Trust team:

- To support teaching and learning by providing high quality support as part of a committed and flexible team;
- At all times act in accordance with agreed local and national policies and procedures;
- Contribute to the overall ethos/work/aims of the River Learning Trust;
- Appreciate and support the role of other professionals;
- Attend and participate in relevant meetings as required;
- Participate in training and other learning activities and performance development as required;
- Carry out other duties as required from time to time by line manager;
- Follow the Trust's Health and Safety rules and procedures and adhere to safeguarding principles.
- Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.
- Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

PERSON SPECIFICATION

(E) Essential

(D) Desirable

Qualifications & Training

- Minimum of 2 years experience in finance, business and administrative management experience OR AAT Level 3 qualification (E)
- Experience of managing complex budgets including reforecasting (E)
- Experience of managing change and implementing new systems/ procedures/controls (D)
- Evidence of effective leadership and line-management of staff including a team (E)
- Experience of payroll processes and staffing expenditure (E)
- Management experience within a school or similar environment (D)

Experience, Skills and Knowledge

- Ability to build and form good relationships with students, colleagues and other professionals (E)
- Able to lead, develop and motivate a team of staff, delegating duties as required (E)
- Excellent verbal and written communication skills appropriate to the need to communicate effectively with colleagues, students and other professionals (E)
- Excellent IT skills, using a broad range of systems (E)
- Ability and knowledge to produce budgetary estimates, reports and financial and statistical summaries (E)
- Good working knowledge and understanding of methods of ordering, contracts, purchasing and value for money (E)
- Working knowledge of law with regard to contracts, Freedom of Information Act, copyright, data protection and GDPR (E)
- Knowledge of payroll processing (E)
- Experience of PSF and IMP software (D)
- Experience using google sheets, docs & forms (D)

Personal Attributes

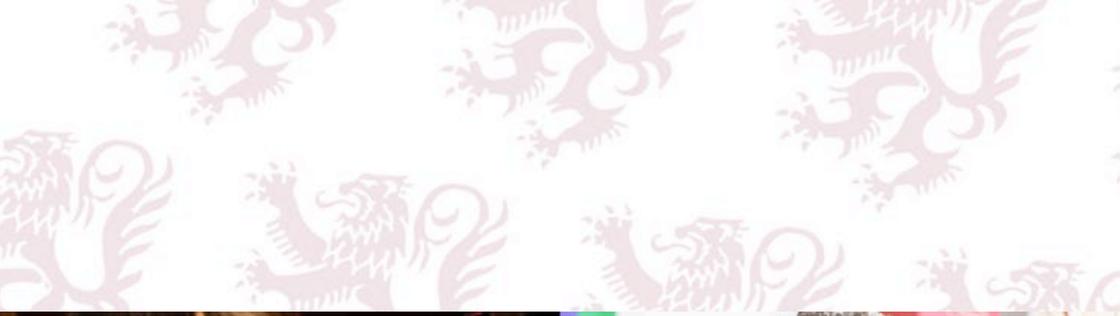
- Excellent interpersonal skills with ability to maintain strict confidentiality (E)
- A diplomatic and patient approach (E)
- Initiative and ability to prioritise one's own work and that of others to meet deadlines (E)
- Able to follow direction and work in collaboration with the SLT (E)
- Able to work flexibly, adopt a 'hands on' approach, and respond to unplanned situations (E)
- Ability to evaluate own development needs and those of others and to address them (E)
- A willingness to seek specialist advice and awareness of where to seek it (E)
- Able to attend evening meetings as required (E)

Safeguarding

- Understanding of current statutory processes, procedures and associated documentation (E)

Safeguarding Statement

Cheney School and The River Learning Trust are committed to safeguarding and promoting the welfare of all children and preventing extremism; all staff must ensure that the highest priority is given to following the guidance and regulations to safeguard children and young people. The successful candidate will be required to undergo an Enhanced Disclosure from the Disclosure and Barring Service (DBS) and obtain any other statutorily required clearance. Employment will also be conditional on the receipt of at least two acceptable references (1 from current/latest employer) and evidence of the formal qualifications required for the role.



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www.cheneyschool.org