



# Director (Trustee) of Finance

*Trustee Recruitment Pack*

wickersleypt.org





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# Welcome

A very warm welcome to Wickersley Partnership Trust.

Wickersley Partnership Trust (WPT) was founded in 2014, and I became CEO in 2018. WPT exists to further the interests of the young people that it serves. We believe that education empowers and enriches: our vision is to send all children into an ever-changing world able and qualified to play their full part in it. We are committed to ensuring that all students have the best educational experience possible, and we know that recruiting the highest quality colleagues is key to realising this mission.

As a parent myself, I am a strong believer that if it isn't good enough for my own children, it isn't good enough for the children of the communities we serve. I uphold these standards in every decision I take as CEO.

Our ethos is clear: we are one school on many different sites. Our innovative use of System Leadership ensures that colleagues are well supported and work collaboratively so that all students, regardless of the school they attend, receive the same high-quality education and experiences.

As a Trust we invest heavily in our colleagues. All staff have access to Westfield Health, with many benefits including 24/7 GP access and counselling sessions. Our innovative Workforce Development program, ongoing Professional Development, outstanding Training Opportunities including Degree Level Apprenticeships for support staff and NPQ routes for teaching staff, truly set us out from the crowd. All roles at WPT are part of wider job families, with clear progression routes identified. This enables colleagues to progress in their chosen career, and allows a natural succession plan to form with systems in place to identify talent.

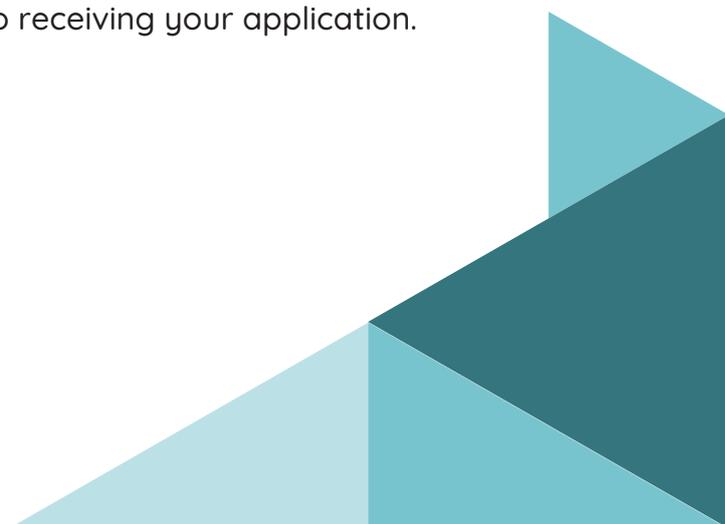
All staff are enrolled into generous local government or teacher pension schemes, and we were among the first Trusts in the country to standardise terms and conditions for our support and teaching colleagues.

The wellbeing of our colleagues is our number one priority. We hold regular wellbeing events, including an annual Staff Awards evening. We can offer flexible working and term time / flexible hours. We invest in our Induction programme to ensure that all colleagues are welcomed to the Trust fully informed and ready to positively affect the education and futures of the children that we serve. We strongly believe in a healthy work-life balance; leaders are always mindful of this when managing their teams.

Regardless of the position you are applying for, we thank you for your interest in joining our growing team. We look forward to receiving your application.



Helen O'Brien  
Chief Executive Officer,  
Wickersley Partnership Trust



# About WPT

*We aim to send all children into an ever-changing world, able and qualified to play their full part in it.*

Wickersley Partnership Trust (WPT) was founded in 2014, as a limited company, with charitable status. It currently comprises eight primary schools and five secondary schools (including one sixth form) and 5 Centres for Special Education Needs, Disabilities and/or Behaviour Units across Rotherham and neighbouring counties, with over 7,000 students in its care. With plans for growth, predominantly at primary level, WPT is committed to ensuring that all students have the best educational experience possible, and that students and learning are at the centre of everything it does. It exists to further the interests of the young people who it serves and nurtures the development of knowledge, creativity, skills and understanding to help children develop into happy, healthy, caring and successful citizens.

The Trust is committed to raising achievement through high standards and expectations and is committed to providing active, co-operative and independent learning through dynamic and high-quality teaching. The climate for learning within WPT is characterised by embedded inclusivity and high expectations from the whole Trust community, and aims to become not only part of the community, but at the heart of the community.

Following the pandemic, the Trust has used technology to enhance the way it works which will remain a priority in order to enhance outcomes for the children, connect them more easily, reduce the burden for teachers and improve parental engagement.

The Trust is forward-thinking and ambitious, aiming to provide an innovative, creative and integrated curriculum which inspires and motivates children to learn, considering different learning styles and the communities it serves. The Trust has five key strategic priorities:

- Leadership development
- People development
- Effective curriculum and outcomes
- Wellness for students and staff; and,
- Playing an active part in the community

Website: <https://wickersleypt.org>

# Our Commitment to Equity, Diversity and Inclusion

Wickersley Partnership Trust is committed to promoting good employment practices in respect of all current and prospective employees and will strive to guard against any activities or actions which disadvantage any sections of the community.

In line with its commitment to diversity and inclusion, Wickersley Partnership Trust is looking to broaden the profile and experience of the Board so that it better reflects the communities which it serves. As such, women are actively encouraged to apply. All appointments will be made on merit, following a fair and transparent process. In line with the Equality Act 2010, however, the organisation may employ positive action where candidates from underrepresented groups can demonstrate their ability to perform the role equally well.

We are committed to inclusive working practices, and during the application process we commit to:

- Paying for care and childcare whilst you're attending an interview.
- Paying for your travel costs to the office and back for interviews if they are held in person.
- Making any reasonable adjustments - for example ensuring we have sign language interpreters organised in advance if you'd like them.
- Providing this document in a Word document format readily available to download.
- Offering a first stage interview with Inclusive Boards to disabled applicants who meet the minimum criteria for the role.

If there is anything else you're concerned about or think we could provide, please let us know.



## Director of Finance Finance Subcommittee

### The role

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#### Role Summary

Wickersley Partnership Trust is seeking a new Director (Trustee) who will bring senior finance experience to the Board. The Director will advise and provide evidence of robust scrutiny to the Board as the Trust looks towards ensuring that its long-term strategies for growth are sustainable, impactful and in line with its vision.

#### Role Type

Trustee/Board Member

#### Location

UK - South Yorkshire and Lincolnshire

#### Time Commitment

- 6 Board Meetings & 6 Finance Subcommittee meetings per year
- 1 Student Council Meeting
- 1 x LINKED Governance Meetings
- Approx. 1 termly visit to a Trust school

#### Role Specification

Wickersley Partnership Trust seeks an outstanding individual to join its Board as a Director to work with the Board and executive team to help shape its organisational strategy, and achieve its educational and charitable goals. This opportunity arises as a result of WPT wishing to enhance the Board, and Finance Subcommittee with an individual with an Educational Finance background, specifically.

Directors, both as a group and as individuals, are responsible for the overall governance and strategic direction of the organisation, its financial health, the probity of its activities as a charity, and the development of its aims and objectives, in accordance with Wickersley Partnership Trust's governing document and within legal and regulatory guidelines.

#### Key areas of focus in the Trust at the moment are:

#### Financial Oversight

- Integrated Curriculum and Financial Planning (ICFP): The ability to use educational experience to ensure the curriculum is affordable and the staffing model is sustainable, supported by ICFP modelling software.
- Long-Term Vision: Moving beyond year-to-year budgeting to create mid-range 3-5 year financial forecasts with challenges around economic factors alongside funding announcements.
- Resource Prioritisation: Skill in directing funds toward areas that maximise educational outcomes, i.e.

intervention groups, additional support, specialised teaching resources, etc.

### **Governance**

- Academy Trust Handbook (ATH) Fluency: A deep understanding of the regulatory requirements around Trust finances.
- The Critical Friend Approach: The ability to challenge the CEO and CFO constructively—asking why a specific spend is necessary without undermining the leadership team’s authority.
- Risk Appetite Management: Experience in identifying sector-specific risks, such as teacher recruitment costs, pension liabilities, or cybersecurity threats in a school environment.

### **Educational Context**

- Understanding Funding Streams: Knowledge of how General Annual Grant (GAG) funding, Pupil Premium, and SEN (Special Educational Needs) high-needs funding actually work on the ground.
- Workforce Insight: An appreciation of the ‘people-heavy’ nature of school budgets (where staffing often accounts for 75-80% of total spend) and the financial implications of the Teacher and Support staff pay scales and pension contributions.
- Strategic Priority Alignment: A core belief that financial stability is a vehicle for educational excellence, ensuring that every pound spent serves the trust’s charitable objects.

### **Technical Skills**

- Management Account Scrutiny: The capacity to analyse monthly management accounts, identify significant variances early, and ensure the trust maintains a healthy reserve.
- Audit Oversight: Experience in overseeing internal scrutiny and external audits to prevent fraud and ensure Value for Money: Appreciation for procurement guidance alongside the need for
- Value for Money to maximise funding to improve outcomes.
- Benchmarking Proficiency: Using DfE tools (like the Financial Benchmarking and Insights Tool) and National Benchmarking data to compare the trust’s spending against similar organisations to identify inefficiencies.

### **Person Specification**

Wickersley Partnership Trust would like to appoint a Director with a senior background in finance. The Board is particularly interested in candidates with charitable, educational or commercial sector experience but would consider other backgrounds as well.

The Director will provide strategic oversight, scrutiny and constructive challenge to Trust leadership, while being familiar - or able to quickly become familiar - with applicable regulations. The successful candidate will possess strong business acumen and exceptional budget management skills.

The Trust is open to candidates looking to take on their first board role. The Board would like to better reflect the diversity of the staff and students within the Trust and so those from under-represented backgrounds are particularly encouraged to apply.

### **Terms of appointment**

This role is unremunerated; reasonable, pre-agreed travel expenses will be reimbursed. There are six Board meetings per year, with a minimum of two to be held in person taking place in Rotherham, South



Yorkshire. In addition, there are six Finance Committee meetings per year, currently held virtually. Board meetings are held from 5.30-7:30pm during weekdays. In addition, there will be ad-hoc events, school visits and an annual away-day. The appointment is for a four-year term.

**Location** Candidates will be UK-based and ideally able to attend at least two in-person meetings as well as some school visits.



# How to Apply

The recruitment process is being undertaken by Inclusive Boards on behalf of Wickersley Partnership Trust. If you wish to apply for this position, please supply the following by **11.59pm on 06/04/2026**:

- A detailed CV, setting out your career history, with responsibilities and achievements.
- A cover letter (maximum two sides of A4) highlighting your suitability for the role for which you're applying and how you meet the person specification. Please note that the cover letter is an important part of your application and will be assessed.
- Details of two professional referees together with a brief statement of their relationship to you and over what period of time they have known you. Referees will not be contacted without your prior consent.

If you have further questions after reading this pack, please email [wickersley@inclusiveboards.co.uk](mailto:wickersley@inclusiveboards.co.uk) or call 0207 267 8369.

Please visit [www.inclusiveboards.co.uk/opportunities](http://www.inclusiveboards.co.uk/opportunities) to apply online or send your CV and cover letter to [wickersley@inclusiveboards.co.uk](mailto:wickersley@inclusiveboards.co.uk)

## Further Information:

The Charity Commission's guide to the Trustee role - "[The Essential Trustee: what you need to know, what you need to do](#)" or a [briefer overview of the role of a Charity trustee](#).



# Employee Testimonials

“ I came to Wickersley School as a pupil for 7 years and after three years studying in London, I applied to do my PGCE via Schools Direct. I did my placements at WSSC and RCS and was then offered a job at Wickersley School.

I was lucky enough to have the opportunity to teach A Level Statistics early on in my career and have since helped to develop other A Level teachers and the A Level curriculum within the department. I was then provided with the opportunity of mentoring some staff in their initial teacher training. After my first year, I was offered the middle leadership course and within two years of teaching I undertook the role of Teaching and Learning Lead for Mathematics providing me with the opportunity to work with teachers at other schools in Rotherham. I then proceeded to take on the role of numeracy lead whilst a colleague was on maternity leave.

Two years ago, I became the Director of Mathematics for Wickersley Partnership Trust. In my first year of this position, I was supported immensely by Senior Leaders across the Trust and was encouraged to study for my NPQSL with Learners First. I have also been provided with the release time to work with other colleagues across the nation who lead Maths across Multi-Academy Trusts. In the last few months, I have been made full time Director to provide more time to the role. I absolutely love my job and would not be here without the support from Wickersley Partnership Trust and the leaders around me believing me and providing me with every opportunity to develop and succeed.”



**Laura Sharp**  
Director of Maths

“ My career journey within WPT began at Wickersley School & Sports College in 2008, where I joined as an NQT in the English Department. Wickersley was a wonderful place to learn my trade, as workforce development was always a priority and opportunities to gain experience as an aspiring leader were aplenty.

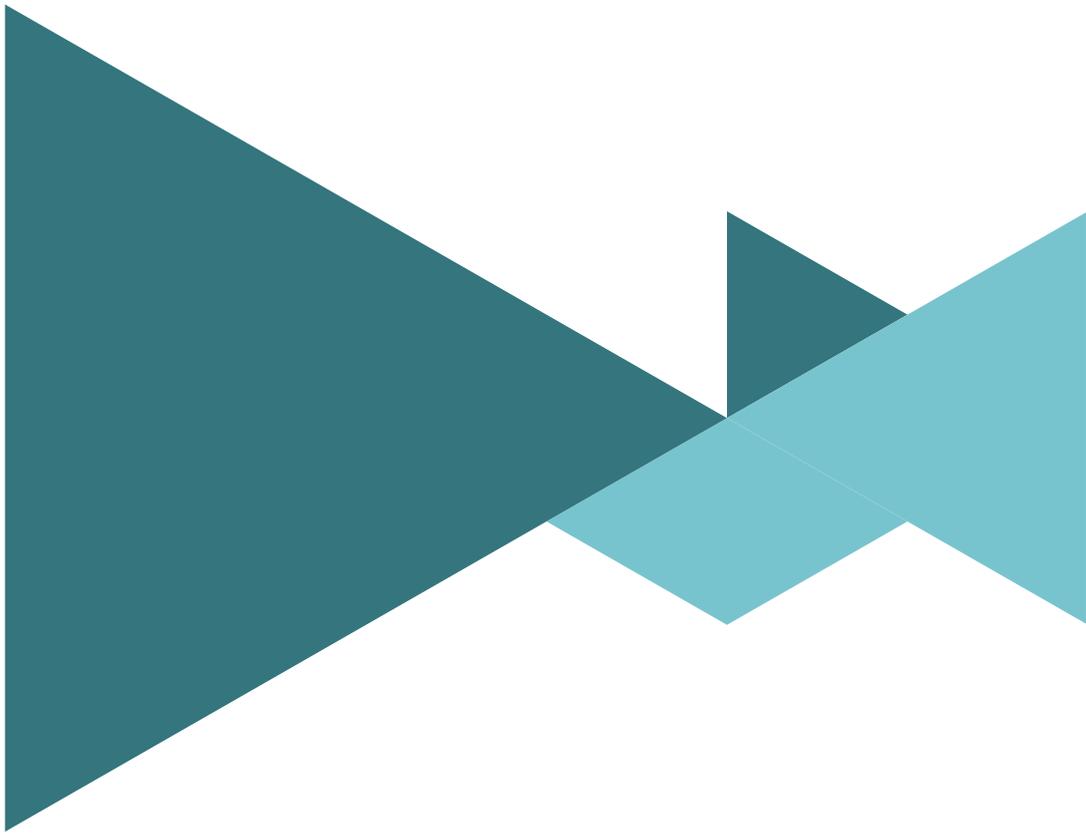
Six years on, when WPT was still in its infancy, I made the switch to Rawmarsh Community School. Here, I would discover the true value of working as part of a family of schools. This was especially true as I moved into more outward facing roles as part of the Senior Leadership Team. Being able to collaborate with colleagues within our local feeder schools and WPT partner schools proved hugely valuable in my development as a professional.

After seven and a half thoroughly enjoyable years at Rawmarsh, I made the move to my third WPT secondary school to take up the position of Deputy Headteacher at Clifton in 2022. Having the opportunity to fulfil my ambitions within WPT is testament to the support and training that I have received over the years.

In my experience, at WPT, the next opportunity really is just around the corner and, as the Trust continues to evolve year on year, it is as exciting as ever to be a part of it.”

**Jamie Skirrow**  
Deputy Headteacher,  
Clifton Community School





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# INCLUSIVE BOARDS

## About Us

*Inclusive Boards* is the UK's leading board diversity practice. We have worked alongside over 300 organisations to provide support with Board recruitment, development and governance reviews. We strive to be at the forefront of equity and diversity, and believe that everyone should be represented at Board level. Additionally, we also provide bespoke training sessions on a variety of subjects including personal branding, inclusive recruitment practices and board structures and governance as well as delivering leadership development programmes for underrepresented leaders across a range of sectors.

## Contact us today

Improve diversity on your Board, please don't hesitate to contact us via [hello@inclusiveboards.co.uk](mailto:hello@inclusiveboards.co.uk).

To join a Board, sign up to become a candidate via our website and be notified of the latest opportunities as and when they become available.



[www.inclusiveboards.co.uk](http://www.inclusiveboards.co.uk)



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