



PENRYN COLLEGE

Belong | Aspire | Succeed



Candidate Pack Chief Financial Officer





Message from The Headteacher

Thank you for the interest that you have shown in joining us at Penryn College. As Headteacher, I am proud to lead a school community that is committed to excellence, inclusivity, and innovation. Our motto, “Belong, Aspire, Succeed” reflects our belief that with the right support and encouragement, all young people can reach their full potential.

We are passionate about providing a broad and balanced curriculum that inspires curiosity, creativity, and confidence. Together we work tirelessly to create an environment where students feel valued and empowered to take ownership of their learning. Lessons are engaging and underpinned by excellent resources including technology.

We have high expectations of our staff, but in return we provide a supportive and friendly working environment where your feedback is valued and your efforts recognised and rewarded, with ample CPD opportunities and the chance to really make a difference.

Penryn College is more than just a place of learning—it is a vibrant, caring community where every moment matters.

One of the most important things I have learnt in my career is to listen to students. Finding out what our students think and experience in any capacity, whether it’s with our student leadership groups, standing in the canteen queue, or sitting next to them in their lessons. These important interactions tell us what we’re doing right and set our priorities. After all, it’s the reason we came into this profession!

I hope this information pack will give you a good overview of the position and working at our School. There is a strong community spirit here, and all our staff, whatever their role, play an important part in our success. If you have any questions please do contact us, we are more than happy to help.

Warm regards,
Claire Croxall

About Our School - Vision, Mission & Ethos

Penryn College is a lively, thriving school, and we pride ourselves on our local and national reputation for educational excellence. We work in partnership with national research-led teaching and learning initiatives such as the Arts Council Creativity Collaborative and we are an award-winning Cyber Award School and UNICEF Rights Respecting School. We cater for children and young people aged 11-16 who live in Penryn and the surrounding villages of Constantine, Flushing, Mabe, Mawnan Smith, Mylor, Perranwell and Ponsanooth. Students also join us from Falmouth and other outlying villages and towns.

Originally, Penryn College opened in Falmouth in 1957 and was moved to its present site in 1961. Since that time, there has been a programme of continuous improvement and updating of buildings/classrooms. Our biggest development was the opening of our £24 million College building in 2008. Our PAN for each year group is 210, but the occupational capacity is slightly different for each one. Currently, we are oversubscribed in all year groups.

We want the children of Penryn College to be the best they can be and do the very best they can, whoever they are, wherever they are from, whatever their starting point and wherever they are headed. We want them to be able to meet the challenges of the future. We want them to be flexible, to solve problems, to be resilient and to think for themselves. Most of all, we want them to achieve their dreams.

"Belong, Aspire, Succeed" is a tangible part of the life and work of the school. Children have inspiring learning opportunities because teachers open new worlds. The range of rich opportunities in a wide and exciting curriculum, using Cornwall's natural environment to the full, gives students a thirst to know more, understand more and do more. Building upon their achievements at primary school, students develop purposeful learning habits, including being competent in reading, writing and numbers. They are able to talk openly and confidently about themselves, their progress, their aspirations and their opinions. They learn to understand, value and uphold people's right to be treated equally. They leave us with a broad range of qualifications which give them knowledge and skills they need for their future, whatever that future might be, and as self-assured, well rounded young citizens, understanding the responsibilities, challenges and opportunities of life in modern Britain and the wider world. They value people for who they are and know that each one of us has a responsibility to give something back. They know where they are headed and how to achieve their dreams.

Penryn College's ethos centers on nurturing happy, resilient, and aspirational students through challenge, aiming for them to reach their full potential in a supportive, inclusive environment that values individuality, mutual respect, and community, underpinned by their motto "Belong, Aspire, Succeed" and a commitment to developing well-rounded individuals with strong academic and personal skills.

At Penryn College, we believe that everyone's voice matters. We listen carefully to students, families, staff, and our wider community to help shape the future of our school. This shared approach ensures we create a supportive, inclusive environment where every learner can thrive.



01 What parents say ...

"Both of my children are very happy at the school and we're very grateful to have a fantastic school on our doorstep. They are given many extra-curricular opportunities which enable them to grow in confidence and feel part of the school community."



02 What students say ...

"There's a great team spirit here. We all get on well with each other and the teachers. We feel safe, and the facilities are amazing!"

"The changes that have been made by all of us have been listened to and have happened thanks to the school staff."



03 What staff say ...

"The school does a fantastic job... it enables our young people to thrive and be valued"

"This is a great school to work in... there is a strong sense of community."



04 What OFSTED say ...

"Penryn College is a happy and welcoming school."

"Pupils follow an exciting curriculum with a broad range of different opportunities. Leaders are ambitious for pupils and there is an ethos of 'having a go', without fear of failure."

The ARB



Penryn College ARB, situated on the Penryn College campus, is a specialist provision for children with an EHCP. Students who attend the ARB follow an adapted curriculum, accessed through targeted support which is tailored to meet individual needs.

All students at Penryn College are encouraged, and supported, to reach their full potential. ARB places are commissioned by the local authority as part of a child's annual review process.

The Vision for Penryn College ARB

Penryn College ARB strives to achieve these five objectives:

1. To produce and implement a high-quality, accessible learning journey, where we celebrate success and achievement.
2. A student-centred ARB, where every child is nurtured, supported and appropriately challenged.
3. Clear and consistent expectations, with appropriate reasonable adjustments that prepare students for life beyond Penryn College.
4. A safe and dynamic learning environment that adapts to meet current need.
5. Where students leave Penryn College able to read, and where possible, are functionally literate.





Working with Us

THE RECRUITMENT PROCESS

- 1. Application:** To apply for a staff vacancy, please visit our website [here](#) and complete an Application Form and Personal Statement of Suitability (no longer than two sides A4). Demonstrate clearly how you meet the criteria outlined in the Person Specification, providing specific, relevant examples to support your evidence. Please email completed applications by the closing date to vacancies@penryn-college.cornwall.sch.uk
- 2. Shortlisted applicants** will be invited by email to attend an interview. References will be taken up after shortlisting unless you have indicated otherwise.
- 3. Interview Process:** The selection process will include a formal panel interview and a practical assessment designed to evaluate the knowledge, skills, and abilities outlined in the Person Specification. Full details will be provided to shortlisted candidates prior to interview.
- 4. Feedback:** Unsuccessful applicants will be provided with professional feedback
- 5. Taking up post:** The start date is subject to completion of all Safer Recruitment checks
- 6. Additional Information:** For further information, please contact Helene Zeat-Kane, HR Officer. If you require any reasonable adjustments in order to attend or participate fully in the interview process, please let us know at your earliest convenience so that appropriate arrangements can be made
- 7. Safeguarding:** Penryn College is committed to safeguarding and promoting the welfare of children and young people and expect staff and volunteers to share this commitment. The successful applicant will be subject to an Enhanced DBS and barred list check.

We reserve the right to interview early should an exceptional candidate apply

Closing date: 20th October

Interview date: 30th October

Please note that we are unable to process applications without a fully completed application form.

Please return your completed application form and covering letter to Helene Zeat-Kane, HR Officer at vacancies@penryn-college.cornwall.sch.uk or post to: Penryn College, Kernick Road, Penryn, TR10 8PZ.

Thank you again for your interest in joining our team. We look forward to receiving your application.

"The School has a great culture - one that supports staff and the development of teams. I love being part of the team!" Staff Survey 2025

JOB DESCRIPTION

Job Title:	Chief Financial Officer
Grade:	M - £54,418 - £64,832 (subject to pay review)
Hours:	37 hours per week
Reporting to:	Headteacher

Main Purpose of Job

The Support Services Teams are a critical component of the school's success, providing the operational, financial, compliance and administrative infrastructure that enables all students to achieve their full potential. The Chief Financial Officer (CFO) provides strategic and operational leadership of all support functions, ensuring that resources, systems and services are deployed effectively to support the Trust's educational priorities, vision, values and strategic objectives.

The CFO is responsible for the leadership, management, supervision and professional development of support staff teams, ensuring the provision of safe, efficient, compliant, sustainable and high-quality services that represent value for money and contribute to a positive learning and working environment. The post holder is expected to exercise a high degree of professional autonomy and accountability, including responsibility for the effective stewardship of delegated budgets, assets, contracts and resources.

The CFO leads on the planning, implementation, monitoring and evaluation of financial and operational improvement strategies, ensuring robust financial management, long-term sustainability and continuous organisational improvement. Working closely with the Headteacher, Trustees and Local Governing Body, the CFO will support strategic decision-making through the provision of accurate financial, risk, compliance and business information.

The CFO is the Trust's lead officer for financial governance, assurance and compliance, ensuring adherence to the requirements of the Academy Trust Handbook, funding agreements, charity and company law, procurement regulations and other statutory obligations. This includes maintaining effective systems of internal control, risk management and assurance; overseeing the development, implementation and review of policies, procedures and risk assessments; ensuring regularity, propriety and value for money in the use of public funds; and providing assurance to Trustees that the Trust is meeting its legal, regulatory and fiduciary responsibilities. The CFO will promote a culture of accountability, transparency and ethical leadership, ensuring that all financial and operational activities support the Trust's commitment to educational excellence, safeguarding, staff wellbeing and continuous improvement.

Key Accountabilities

- Act as the Trust's Chief Financial Officer, providing strategic leadership for all financial, operational, compliance and resource management functions.
- Ensure full compliance with the requirements of the Academy Trust Handbook, Funding Agreement, Companies Act, Charity Commission requirements, ESFA regulations and all relevant statutory obligations.
- Lead the development, implementation and monitoring of the Trust's financial strategy, ensuring long-term financial sustainability and alignment with educational priorities.
- Prepare and oversee annual budgets, management accounts, financial forecasts and cashflow projections, providing timely and accurate financial information to Trustees, Governors and senior leaders.
- Ensure Penryn maintains effective systems of internal control, financial oversight and assurance, safeguarding public funds and assets whilst securing regularity, propriety and value for money.
- Lead procurement, contract management and purchasing activities, ensuring compliance with procurement requirements and achievement of best value from all expenditure.
- Develop and maintain the Trust's risk management framework, ensuring strategic, financial, operational and compliance risks are appropriately identified, mitigated and reported.
- Oversee internal scrutiny, audit activities and implementation of audit recommendations, ensuring robust assurance arrangements and continuous improvement in control systems.
- Ensure the preparation and submission of statutory financial returns, annual accounts and ESFA reporting requirements within prescribed deadlines.

- Advise the Headteacher, Trustees and Governors on financial implications of strategic decisions, providing professional and objective business leadership to support effective governance.
- Oversee estates, health and safety, ICT, human resources and business operations, ensuring effective deployment of resources and compliance with statutory requirements.
- Ensure the Trust maintains robust policies, financial regulations, schemes of delegation and operational procedures which reflect current legislation and Academy Trust Handbook requirements.
- Promote the highest standards of integrity, transparency, accountability and ethical conduct in accordance with the Seven Principles of Public Life.

Date Prepared: September 2026

Prepared by: Headteacher

PERSON SPECIFICATION

ATTRIBUTES	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
Professional Qualifications	Fully qualified accountant (ACA, ACCA, CIMA, CIPFA or equivalent)	Relevant leadership qualification Qualification for School Business Management	Application form/ Interview
Financial leadership experience	Significant senior financial leadership experience in a complex organisation with responsibility for budgets, forecasting, compliance and reporting Evidence of leading medium and long-term financial planning and delivering sustainable financial outcomes Experience managing procurement, contracts and value-for-money strategies Expert knowledge of budgeting, forecasting, cashflow management, financial controls and management accounting Experience managing internal scrutiny, external audit and financial assurance processes	CFO/Director of Finance experience within an academy trust or education sector Experience of curriculum-led financial planning Experience managing large-scale tenders and procurement exercises Knowledge of Academy Trust Handbook requirements and academy sector benchmarking Experience of ESFA returns and academy financial reporting requirements	Application form/Interview
Governance and Compliance experience	Experience of presenting financial information to boards, trustees, governors or equivalent stakeholders Strong understanding of risk management, internal controls, procurement regulations, GDPR, financial regulations and statutory requirements	Experience supporting academy committees and audit functions Experience supporting governance reviews and external assurance visits IOSH, NEBOSH or equivalent qualification	Application form/ Interview

	Understanding of premises compliance, health and safety, capital projects and business continuity planning		
Leadership and people management	Proven ability to lead, motivate and develop high-performing teams Ability to analyse complex datasets and produce clear reports, dashboards and recommendations Excellent written and verbal communication skills with the ability to influence stakeholders at all levels Successful management of complex projects from planning through implementation and evaluation	Coaching or mentoring experience Experience using Power BI or similar reporting tools Experience delivering trustee training or presentations Experience leading school expansion, capital or transformation projects	Interview
Safeguarding commitment	Demonstrates a strong commitment to safeguarding, child protection and promoting the welfare of children and young people Maintains strict confidentiality and handles sensitive information appropriately Acts as a role model for professionalism and ethical leadership		



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Thank you for your interest in Penryn College. We look forward to welcoming you to our school.

Address Penryn College, Kernick Road, Penryn, TR108PZ

Phone 01326 372379

Email vacancies@penryn-college.cornwall.sch.uk

Website www.penryn-college.cornwall.sch.uk