



Application Pack

SENIOR FINANCE BUSINESS PARTNER

Welcome from the Emmaus Catholic Academy Trust

We would like to take this opportunity to thank you for your interest in the advertised role of senior finance business partner within the Central Team. Emmaus CAT (Diocese of Salford) is a growing Catholic Academy Trust with a footprint covering Manchester, Oldham, Stockport, Tameside and Trafford.

We believe that the senior finance business partner will contribute significantly to the strategic direction of Emmaus CAT over the coming months and years, and we are excited for the future of the Emmaus Catholic family of schools.

Emmaus Catholic Academy Trust is one of three Catholic Academy Trusts serving the Diocese of Salford. The Diocese of Salford provides Catholic Academy Trusts, schools and colleges for the following reasons:

- To assist in the mission of making Christ known to all people;
- To assist parents, who are the prime educators of their children, in the education and religious formation of their children;
- To be of service to the local Church – the Diocese – the Parish and the Christian home;
- To be of service to society.

Working with the central finance team and Emmaus CAT headteachers and school business managers we are very much looking forward to recruiting an outstanding senior finance business partner. The successfully appointed candidate will join our central finance team and work with the business partnering team – working alongside the CFO, head of financial planning and reporting, finance business partners and transactions team to lead the business partnering team and support a portfolio of newly-converted schools and ensure clear monthly reporting, re-forecasting, budgeting and planning, including integrated curriculum financial planning (ICFP).

Emmaus CAT is an integral part of The Right Rev John Arnold, Bishop of Salford's vision for the Diocese of Salford to 'Rebuild the Church, fit for future generations'. Our team looks forward to working collaboratively with the successful candidate, providing a wide range of support and training to strengthen our schools.

Yours sincerely

Catherine Anderson
Chair of Directors

Daniel Copley
CSEL/CEO



Emmaus Catholic Academy Trust, an educational constellation.



MISSION

The Diocese provides schools and colleges for the following reasons:

- To assist in the mission of making Christ known to all people;
- To assist parents, who are the prime educators of their children, in the education and religious formation of their children;
- To be of service to the local Church – the Diocese – the Parish and the Christian home;
- To be of service to society

VISION

We enable our schools to provide great Catholic education across Greater Manchester.

As one Catholic Academy Trust we will work collegially to ensure that children get the very best Catholic education and faith formation.

STRATEGY

Strategic Focus 1

Mission. To promote a distinctive Catholic Mission and culture to ensure Emmaus CAT continues to be strong in faith.

Strategic Focus 2

Quality of Education. To ensure Emmaus CAT enables great schools to provide an ambitious curriculum for all pupils to flourish and serve society.

Strategic Focus 3

Academy Improvement. To build strong and sustainable infrastructure, making effect use of resources, enabling the Emmaus CAT school communities to serve society.

The Emmaus Catholic Academy Trust Prayer

Meet us, Lord, on the road to Emmaus,
Guide us on the path toward our destination,
and renew our strength as we continue to walk and commune with you.

Open our eyes, so we see the signs of your presence around us;
open our hearts, so we may receive your peace and love; and empower us to pass on to others the grace you have shared with us so freely.

Amen.



SALFORD CATHEDRAL



6 CRITICAL QUESTIONS

At Emmaus CAT we focus on the following six critical questions.

1) Why do we exist?

Our Mission

The mission of Emmaus Catholic Academy Trust is to provide great Catholic education across Greater Manchester.

1. To assist in the mission of making Christ known to all people;
2. To assist parents, who are the prime educators of their children, in the education and religious formation of their children;
3. To be of service to the local Church – the Diocese – the Parish and the Christian home;
4. To be of service to society.

2) How do we behave?

Our habitual values are based on Luke 24: 'Stay with us Lord, on our Journey...'

Humility – Faithfulness – Service



3) What do we do?

We enable our schools to provide great Catholic education across Greater Manchester.

Emmaus CAT is one of three Catholic Academy Trusts within the Diocese of Salford. The footprint of the Emmaus CAT serves the Roman Catholic schools within the areas of Manchester, Oldham, Stockport, Tameside and Trafford.

As one Catholic Academy Trust we work collegially as a family of schools serving local parishes and communities to ensure children and pupils get the very best Catholic education and faith formation.

By the time children leave our schools, we want every pupil to have the curriculum knowledge, skills and character education to be of service to society.

Our schools are aligned in our mission and share our philosophy of working together to develop meaningful relationships between schools, parishes, families, communities, and the Diocese of Salford by continually supporting school improvement, faith formation and serving society.

Our Vision

To provide great Catholic education across Greater Manchester.

The key strength of all the schools is that they are all distinctive and rooted within their parish communities. We intend to maintain the distinctive nature of each of the schools whilst sharing recognised good practice across the board to build an established Catholic Academy Trust of excellence.

Emmaus CAT will enable a school to continue its journey in a truly collaborative and collegial environment with like-minded schools where children and pupils come first, are nurtured in such a way that they are able to develop fully, contribute positively to society and acquire a true sense of responsibility and freedom. We are proud to work both with our fellow Catholic CATs across the Diocese of Salford and a wide range of other schools, local education partners, and MATs (Multi Academy Trusts) across the region. In Emmaus CAT we share our unconditional support of the vulnerable and the challenged. Our commitment to parents is to care for, support and educate their child to the highest possible standards.

By joining Emmaus CAT, we support school leaders to share collaborative strategies on school improvement, curriculum, staff development; provide initial teacher training, planning and strengthen the capacity of individual schools.



4) How will we succeed?

Our Philosophy – Aligned Agency

Our philosophy is aligned agency. We are aligned in our mission, vision and virtues as one community. We promote agency by recognising the unique context and ethos of each individual school serving their local parish community.

It is fundamentally important to us that we share the same mission, vision, virtues, and values. All Emmaus pupils and staff should benefit from our best collective practices. And we will all benefit from the collective resources, brand, and reputation of Emmaus Catholic Academy Trust.

So why then do we retain the term agency? It is because we believe leadership and personal accountability are founded on ownership and self-direction. A culture of conformity can kill innovation and drive away the best staff. And standardisation fails to respond to changing needs and fails to adapt to a changing environment. The distinctive context of each school in Emmaus CAT is unique and must be fully embraced and understood. Every school has strength and capacity. Every school has a part to play in developing the future strategy for Emmaus CAT.

At Emmaus CAT we think it is the concept of aligned agency that is to be the foundation of our success: we are aligned on our mission, vision, virtues, and values – these are our non-negotiables. Nonetheless, because we are determined to create a healthy Christ centred and child centred community, the people who serve and work for and with us must also have agency and self-determination.

At Emmaus CAT, we passionately believe in schools having their own individuality underpinned by common principles, schools' benefit from maintaining their own identity with access to shared best practise across a range of schools. This enables schools to focus on the key priorities of teaching and learning, whilst the Emmaus CAT central team leads on financial, operational and resource management and provides high quality core and universal support for school improvement. With the educational landscape changing at such an unprecedented rate, Emmaus CAT aims to work by means of collegiality to ensure that each school within Emmaus CAT continues to thrive, leading to improved educational outcomes and formation for all.

Ambitious curriculums and character education

All pupils are entitled to a curriculum and to the powerful knowledge which maximises life chances. Children need powerful knowledge and character education to understand and interpret the world. All our pupils will leave our schools ready to be of service to society. Our purpose is to provide the best possible school experience for every child and pupil in our schools. Emmaus CAT will work alongside our schools to enable this to happen, through collegiality and collaboration, peer-coaching, support and challenge, all in the spirit of becoming the best we can be and contributing to the creation of a society that is highly educated, skilled and cultured.

Talent, and supporting our people to flourish

We are committed to building a healthy Catholic community where our staff are valued, encouraged to work collegiately, are empowered to make a difference and provided with clear opportunities to progress and develop. By creating an environment where our people can give of their best and excel professionally, personally and in faith, we will achieve the best outcomes for our pupils. The People and Culture Strategy is structured around four guiding principles which summarise our priority areas of focus for building a healthy Catholic community, where colleagues are valued and utilise their strengths and skills to contribute to its success: attract and recruit, include, nurture and develop & retain.



5) What is most important, right now?

Strategic Priorities–2026/2027

Strategic Focus Area 1:

Mission

1. To promote a distinctive Catholic Mission and culture to ensure Emmaus CAT continues to be **strong in faith**.

Strategic Focus Area 2:

Quality of Education

2. To ensure Emmaus CAT enables great schools to provide an ambitious curriculum for all pupils to flourish and **serve society**.

Strategic Focus Area 3:

Academy Improvement

3. To build a strong and sustainable infrastructure, making effective use of resources, enabling the Emmaus CAT school communities to **serve society**.

Emmaus CAT currently educates approximately 12,373 children, and employs approximately 1,450 staff.

- Corpus Christi RC Primary School – 349
- English Martyrs RC Primary School – 225
- Holy Family RC Primary School – 214
- Holy Rosary RC Primary School – 234
- Mount Carmel RC Primary School – 455
- Saint John Henry Newman RC College – 1502
- Our Lady of the Rosary RC Primary School – 237
- SS Aidan and Oswald RC Primary School – 363
- St Antony's RC High – 688
- St Anne's RC High School – 642
- St Anne's RC Primary School, Audenshaw – 236
- St Anne's RC Primary School, Oldham – 232
- St Chad's RC Primary School – 230
- St Christopher's RC Primary School, Tameside – 251
- St Cuthbert's RC Primary School – 227
- St Dunstan's RC Primary School – 329
- St Edmund's RC Primary School – 244
- St Edward's RC Primary School – 266
- St Francis RC Primary School – 248
- St Herbert's RC Primary School – 333
- St John Fisher RC Primary School – 246
- St John Bosco RC Primary School – 223

- St John's RC Primary School – 395
- St Joseph's RC Primary School, Oldham – 227
- St Joseph's RC Primary School – 503
- St Kentigern's RC Primary School – 454
- St Malachy's RC Primary School – 233
- St Margaret Mary's RC Primary School – 342
- St Mary's RC Primary School, Stockport – 114
- St Mary's RC Primary School, Failsworth – 458
- St Mary's RC Primary School, Manchester – 371
- St Matthew's RC High School – 1333
- St Monica's RC Primary School – 334
- St Patrick's RC Primary School, Manchester – 200
- St Patrick's RC Primary School, Oldham – 213
- St Stephen's RC Primary School – 410
- St Theresa's RC Primary School, Oldham – 212
- St Winifred's RC Primary School – 401

Emmaus CAT will be joined this academic year by a number of schools in line with the Diocesan Growth Strategy.



Senior Finance Business Partner

Salary: NJC Grade 12 SCP 48 – 51, £63,071 to £67,068



The Emmaus Catholic Academy Trust (Diocese of Salford) is dedicated to providing great Catholic Education to our pupils. We are seeking to expand our central team in line with the growth of the CAT and appoint a senior finance business partner to support both primary and secondary schools and welcome applications from all faiths.

We are seeking a forward thinking, highly organised and personable finance professional, who can support our CFO and head of financial planning and reporting, and work with the wider finance team and existing Business Partners, to ensure that the CAT's finance systems are robust and that there is a consistent approach to financial reporting, financial planning and analysis and compliance.

The post-holder will lead a team of finance business partners and also support a portfolio of schools to ensure clear monthly reporting, re-forecasting, budgeting and planning, including integrated curriculum financial planning. This role will have a focus on working with newly converted schools.

The Senior Finance Business Partner will have responsibility for the following.

- The financial transactions of a portfolio of schools (Primary & Secondary)
- Budgets and forecasts for allocated schools, including post-conversion budget
- Monthly Management Accounts for allocated schools
- Finance on-boarding of new schools joining Emmaus CAT
- Developing and training school staff, working with them to develop consistent and timely month end processes
- Assisting the CFO and central finance team with financial compliance, including internal and external audit and the controls and assurance framework
- Working with the central finance team to develop and embed ICFP (integrated curriculum financial planning)
- Supporting with project finance – including people strategy and school development plans.

Contract/Hours of work: Full-time, 35hrs per week

Salary: NJC Grade 12, SCP 48 – 51, £63,071 – £67,068

- **Membership of Local Government Pension Scheme (Career Average Benefits)**
- **26/31 days annual leave plus up to 4 additional Christmas closure days.**

Location:

We operate a flexible working model, with the option to work occasionally from home. Our central offices are in Sale and attendance will be required across allocated schools on key dates.

Our offices are easily accessible from the M60 (J7), the A56 from Manchester City Centre and are within walking distance from the nearest Metrolink Tram station with exceptional amenities.

Line Management:

The senior finance business partner will report directly to the head of financial planning & reporting/deputy CFO.

Key contacts:

Finance Team, Central Team, Headteachers and School Business Managers

Responsibilities

The senior finance business partner will lead a small team of Finance Business Partners supporting schools across Emmaus CAT, with a focus on new schools, conversions and on-boarding, post-conversion budgets and regular monthly reporting and financial planning.



Senior Finance Business Partner

Job Description

The senior finance business partner will report directly to the head of financial planning & reporting/deputy CFO.

Main purpose of the role:

The post holder will report directly to the chief financial officer

Main purpose of the role:

The post-holder will lead a small finance business partnering team and also support a portfolio of schools to ensure clear monthly reporting, re-forecasting, budgeting and planning. This will include working closely with new schools joining Emmaus CAT and supporting the conversion and on-boarding process.

This is a key post in the central finance team and aligned to the significant growth of Emmaus CAT. The senior finance business partner will work closely with the CFO and head of financial planning & reporting to deliver the finance strategy.

The senior finance business partner will have responsibility for the following:

- Line management of a team of finance business partners to ensure a clear and aligned financial support service to schools within Emmaus CAT
- Supporting the CFO and wider team with delivery of the finance strategy
- Budgets and forecasts for a portfolio schools, including a focus on post-conversion budgets for new schools
- Monthly management accounts for allocated schools – secondary and primary
- Ensuring smooth financial on-boarding of new schools joining Emmaus CAT
- Developing and training the central finance team business partners to ensure an efficient and added-value service to schools
- Working with the CFO, head of financial planning & reporting and financial controller to ensure financial compliance, including internal and external audit and the controls and assurance framework
- Working with the CFO and head of financial planning & reporting to develop and embed ICFP (integrated curriculum financial planning) and work with school leaders and governors to identify financial efficiencies

- Supporting with project finance – including people strategy costings, SEND strategy costings and developments and school development plans
- Supporting the CFO/ deputy CFO with board-level reporting as required and key network meetings involving stakeholders from across Emmaus CAT
- Working with key local authority contacts to ensure an awareness of any planned changes to locally agreed funding and national funding and pay awards.

Key Responsibilities:

The following is typical of duties the post holder will perform; however, it is not necessarily exhaustive and other duties of a similar level and nature may be required from time to time.

Financial Transactions and Reporting:

- Work closely with new schools to lead the financial conversion and onboarding process, including training staff and post conversion budgets
- Responsible for the financial reporting of schools (secondary and primary) within the portfolios of the finance business partnering team
- Ensure that the team produces clear monthly management accounts on a full accruals' basis at an individual school level, and works with school leaders to produce informed and accurate year end forecasts
- Support the delivery of monthly management accounts to school leadership teams, detailing any key variances or risks
- Work closely with school leaders to produce annual budgets and 3-year plans in line with Trust-level agreed assumptions and timetable, ensuring that the context of the school is fully understood and that budgets are linked to school development plans
- Deliver monthly management accounts and updated forecasts to the CFO from the business partnering team on both a revenue and capital basis in line with the reporting timetable. Provide high level summary on key variances to support board level reporting
- Ensure that management accounts produced by finance business partnering team are clear and accurate, with full balance sheet reconciliation

- Attend local governing body meetings and produce high level reports for these meetings, focussing on benchmarking, KPI's and ICFP metrics
- Work with finance leadership team to embed our approach to ICFP at both secondary and primary level. Present findings to Local Governing Bodies and Education Leaders, identifying financial efficiencies with clear links to school development plans.
- Support with project costings for school developments plans, People Strategy, SEND Strategy and other projects and deep dive reviews, presenting findings in a clear and understandable manner
- Support with induction and training of new business partners in a mentoring capacity, along with training on key financial & payroll systems.

Academy Conversions & CAT Growth

- Attend conversion meetings with school leaders with/on behalf of CFO to explain key changes and timelines and deal with queries from new schools
- Take the lead on developing the conversion and on-boarding process, ensuring that finance business partners provide a consistent service and deliver training and financial analysis to agreed timeframes
- Review and scrutinise budgets for newly converted schools and support finance business partners at initial budget meetings with school leaders
- Support school business managers through the conversion process in relation to finance, ensuring accurate budgets are agreed and the schools receive support throughout the process

People

- Line management of a team of finance business partners, ensuring regular 1-1's, objectives and appraisals to support the service to schools
- Work with the CFO and finance leadership team to deliver the finance strategy, including CPD and training of key staff and recruitment to key roles as the CAT grows
- Deputise for finance leaders at team meetings and deliver updates and training at finance network meetings
- Foster strong working relationships with school leaders and local governors
- Explain key concepts and financial risks to local governors and colleagues within central team, deputising for the head of financial planning and reporting where required
- Deliver training to central finance team, SBM's, school leaders and local governors on key financial concepts and updates
- Deliver induction and training of new business partners, along with training on key financial systems – PS Financials, IRIS Financial Planner and Edupay software
- Attend annual budget review meetings for all schools within business partnering team, deputising for CFO/ deputy CFO where appropriate and explaining financial strategies and risks to key stakeholders from across the organisation

Policies, audit and regulatory compliance

- Work to Trust financial reporting timetable to ensure that all finance reporting deadlines are met

- Understand the requirements of the Academy Trust Handbook and support the CFO and Financial Controller in developing policies and ensuring that policies are implemented and adhered to across the CAT
- Support finance business partners with business cases and other requests from a finance perspective
- Provide timely information to the internal and external auditors as required
- Support CFO in presenting key policy updates at termly network meetings to an audience of School Business Managers
- Attend Local Authority Funding Forum meetings, ensuring clear understanding of key updates and potential impact on CAT finances

Safeguarding

- Draw attention to best practice in Emmaus CAT to support other schools and encourage links with local agencies that may deliver additional resources to the schools or families.
- Assist with and ensure that all schools comply with safer recruitment procedures and that induction includes a specific focus on safeguarding.
- Emmaus CAT is committed to safeguarding and promoting the welfare of children and young people at all times. You will be responsible for promoting and safeguarding the welfare of all children with whom you come into contact, in accordance with the CAT's and the school's safeguarding policies. The post holder is required to obtain a satisfactory Enhanced Disclosure and Barring Service (DBS).

Equality, Diversity and Inclusion

- Assist with ensuring that schools implement the equality, diversity and inclusion strategy ensuring that every learner in the CAT has a positive experience.
- Look outward to other education settings in seeking to ensure best practice is maintained in all Emmaus CAT schools and settings.
- To support, recruit, manage, develop and motivate a committed, effective and diverse workforce that understands its roles and enables and promotes high quality learning.
- To ensure the development of positive solutions to achieving diversity, dignity and equality in all aspects of service delivery and engagement with the broader community.

Other Responsibilities

- Adhere to all CAT-wide policies and procedures.
- Take responsibility for promoting and safeguarding the welfare of all pupils.
- Demonstrate commitment to the Equal Opportunities Policy, to work positively and inclusively with colleagues.

- Work flexibly in the interests of the service (this may include undertaking other duties provided that these are appropriate to the employee's background, skills and abilities or attending events outside of normal working hours, with notice and upon agreement).
- Actively participate in performance reviews at regular intervals in accordance with CAT-wide procedures.
- Undertake training courses organised by the CAT where these will assist in the carrying out of the above duties, develop skills which may be required to fulfil those duties in the future or are required to fulfil legal requirements.
- Demonstrate consistently high standards of personal and professional conduct as defined in the Emmaus CAT Code of Conduct Policy.
- Be aware of and comply with policies and procedures relating to child protection, health and safety, security, confidentiality and data protection. Reporting any and all concerns to an appropriate person as soon as they arise.
- Attend and participate in relevant meetings as required.
- Participate and take an active role in training and other learning activities and performance development as required.
- Support the profile of the CAT with key stakeholders, local, national and international bodies and professional sectors.
- Work as part of a team to support colleagues and contribute to the vision and mission of the CAT.

General

- Actively contribute to and promote the overall ethos and values of the school and the wider CAT.
- Maintain consistently high standards of professional conduct, tact and diplomacy at all times in dealing with pupils, parents, staff and colleagues, external agencies and any other visitors to the school or Emmaus CAT.
- Maintain absolute confidentiality and exercise discretion with regard to staff/pupil information and the CAT's business at all times.
- Act as an ambassador for the Diocese, school and the wider CAT within the local community and beyond, ensure that the ethos and values of Emmaus CAT are promoted and upheld at all times.
- Undertake any other reasonable tasks and responsibilities requested by the Headteacher or leadership team which fall within the scope of the post.

- Display resilience, motivation and commitment to support Emmaus CAT and the school, and being of service to the Diocese of Salford and its Catholic Community.
- Be flexible and proactive in meeting the needs of the school/CAT.
- Emmaus CAT and its employees are expected to support the Catholic aims and visions of the CAT, however, there is no requirement to be a practicing Catholic.

Other

The above list is not exclusive or exhaustive, and Emmaus CAT may require the post holder to undertake duties commensurate with the level of the role. As part of your wider duties and responsibilities, you are required to promote and actively support the Emmaus CAT's responsibilities towards safeguarding.

Safeguarding is about keeping people safe and protecting people from harm, neglect, abuse and injury. It is about creating safe places, being vigilant and doing something about any concerns you might have. It is not just about the very old and the very young, it is about everyone who may be vulnerable.

Method of Working

Emmaus Catholic Academy Trust expects all staff to work effectively as part of a team or teams. As a minimum, this requires a clear appreciation of the Catholic faith, our special ethos and commitment to serving society, dealing with people politely and tactfully, communicating with colleagues both formally and informally, modelling the Catholic Education Service and the Emmaus CAT's Code of Conduct and reflecting the Diocesan values. You must carry out your duties with due regard to current and future policies, procedures and relevant legislation. These will be drawn to your attention in your induction, ongoing performance reviews and through Emmaus CAT communications. All staff are required to maintain confidentiality as required.

Public Relations

Considerable importance is attached to the public relations aspect of all work undertaken by Emmaus CAT staff.

It is a prime objective therefore that staff will at all times project to the public the image of the Emmaus CAT as keen to assist wherever possible, and positively promote the work that is carried out.

This job description forms part of the contract of employment of the person appointed to the post. It reflects the position at the present time only and may be reviewed in negotiation with the employee in the future. Appointment is subject to the current conditions of employment in the Joint National Council Agreement on Pay and Conditions of Service Handbook (the Green Book)





Person Specification

Qualifications	Essential/Desirable
Good standard of education including strong GCSE level passes in English and Maths	E
Educated to at least A Level or equivalent	E
AAT/CIMA/ACA/CIPFA or other recognised finance qualification	E
Experience	
Minimum 5 years' experience in a finance role that includes financial transaction, reporting and preparation of reconciliations and management accounts	E
Experience of setting and monitoring budgets	E
Minimum 3 years' experience of line management, including management of qualified professionals	E
Experience of education charity sector	D
Skills and Aptitudes	
The ability to use financial management information systems	E
Knowledge of budgeting and re-forecasting processes	E
Knowledge of integrated curriculum financial planning	D
Knowledge of regulatory framework for multi academy trusts	D
Ability to contribute to the preparation of statutory accounts	E
Personal Qualities	
Solution-focussed and adept at dealing with a variety of situations	E
Good communications skills and the ability to inform and persuade others	E
A flexible approach and willingness to learn	E

An attention to detail, especially in relation to processes and systems	E
Ability to work in a timely manner and follow a monthly timetable for reporting	E
A commitment to the safety and wellbeing of children and young people	E
A commitment to equality, diversity and inclusion	E
Special Requirements	
Satisfactory enhanced clearance with the Disclosure and Barring Services	E
Pre-Employment Health Check	E
Willingness and ability to travel to schools across the CAT and attend various key events	E
Full driving licence	E
An appropriate understanding of child protection and data protection	D



HOW TO APPLY



EMMAUS
CATHOLIC ACADEMY TRUST

EMMAUS Catholic Academy Trust

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0161 470 5114

CSEL/CEO - Daniel Copley

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@EmmausCAT



To apply for this role, please use our online recruitment portal which can be accessed using the link below:

[Emmaus Catholic Academy Trust | SAMpeople Recruit](#)

Closing date: Monday 5th October 2026 at 9am

We will be shortlisting on Thursday 8th October 2026 and successful candidates will be informed in due course.

Interviews will take place: Thursday 15th October 2026