

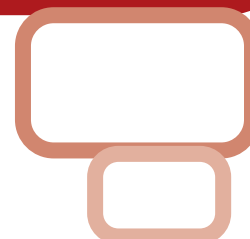
Academy Implementation

“Tenet came on board at a time of tremendous change relieving me of many worries, and allowing the Senior Managers to concentrate on the main job of improving results for the children.”

Rachel DeSouza - Principal, Barnfield West Academy

The implementation of an academy requires a lot of hard work and pulling together of many different skills. Tenet consultants have a wealth of experience in assisting schools and colleges with a wide range of management issues. Both in the formal pre-opening phase, and in the first year or so following an academy opening for business, sponsors, project managers, and

senior managers need quick solutions to issues. Support from Tenet, which achieves strategic and administration goals easily, leaves managers to concentrate on the essential educational issues in the academy.



Tenet's experienced resource can provide benefits in the following areas:

- **Business Transfer Advice**
For liaison with all parties to ensure the academies interests are protected on start up from a predecessor school;
- **Governance Support**
Clerking service, company secretarial, committee structures and terms of reference;
- **ICT Consultancy**
For establishing the strategic vision, implementing effective networks, reviewing staff structures and capabilities, implementing learning portals or just for day to day management of systems;
- **Curriculum Advice**
Including Every Child Matters (ECM) and how it applies to the pre- and post-16 sector;
- **Estates Management Consultancy**
For establishing appropriate remedial environmental works, project management, staff structures and capabilities;
- **Human Resources Consultancy**
In relation to TUPE processes, policies and procedures, recruitment support, review of management capabilities;
- **Financial Planning Advice**
Compilation of robust 3-5 year budgets and establishing Key Financial Indicators;
- **Insurance Consultancy**
Levels of cover need to be established and independent policies need to be tendered and procured;
- **Recruitment Consultancy**
For senior roles, especially finance and other senior non-teaching roles;
- **Interim Management**
For finance, HR, estates, MIS and ICT roles
- **Financial Systems Implementation**
To guide the set up and implementation of proper financial records and reporting;
- **MIS Consultancy**
For implementation of effective data systems;
- **Business Continuity Planning**
Academies are required by their funding agreement to have a plan in place before opening;
- **Risk Register**
These are a feature of good governance and management in education, and the Charity Commission and the DCSF expect Trustees to implement sound practices;
- **Catering Consultancy**
Service level agreements or contracts are needed with existing or new providers, and advice on best practice for new and existing buildings;
- **Facilities Management**
Tenders and contracts are required for numerous services such as cleaning or grounds maintenance, or a review of in-house practices;
- **Endowment Fund Set Up**
Tendering and selection of investment managers to manage charitable endowment funds in accordance with Charity Commission good practice;
- **New Build Estates advice**
For project management to ensure an effective identification and carry through of user and sponsor needs and aspirations.



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BARNFIELD ACADEMIES

“The academies have received good counsel, clear advice and sound support from consultants with Tenet. These academies are a ground-breaking initiative as the first academies to be sponsored by an FE college. Tenet’s knowledge of the FE market was invaluable in working with both sponsor and senior leadership teams.”

Rachel DeSouza - Principal, Barnfield West Academy

Tenet Education Services joined the Barnfield team only a few days before opening. The budget was refined and the finance system implemented and loaded, banking arrangements finalised and a host of other detailed points attended to. A successful recruitment campaign for a permanent Finance Director then took place.

“Tenet consultants are able to go into new situations and apply their knowledge of educational businesses. This experience allows them quickly to assess the key matters to be addressed. In the recruitment process, our experience identifies the weaker candidates in the assessment phase.” explains Director, Richard Allinson ‘Hard pressed Senior Leadership Teams, especially Principals welcome help which relieves them of much of the burden of overseeing administration issues. They need help which is self-sufficient and can set the agenda for work to be done. Our consultants can be working from day one, and can then ensure a smooth handover to existing or newly recruited staff.’

Tenet is able to offer a full range of consultancy and interim management services (overleaf). To discuss your needs please call us on 01376 511411.

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