

### Case Study – Calum Storey

I first joined the Central Finance team at CNTW in 2022, having been looking for a role that would develop my skills and experience in a finance-focused team. At the time I had begun my AAT Foundation Certificate in Accounting and needed an environment that would not only give me practical knowledge that would benefit my theoretical study, but also an environment that would give me the necessary support to be able to tackle the challenges of progressing through the qualification.

Previously I had been preparing for exams with no formal study leave, studying entirely on evenings and weekends. CNTW's study policy allowed me a half day of study leave for each module that I studied, and a further half day of leave to undertake the exams themselves. This reduced the stress of preparing for these exams whilst also managing a full workload, and meant I was able to produce my best quality work during my studies without feeling under pressure.

I had also previously self-funded all of my study materials and exams, but CNTW have provided financial support by paying for my study materials at each level and paying my exams fees. This takes away the financial burden and worry of undertaking such an important qualification and meant I could direct my full focus to my studies.

The accountants in the Central Finance team have been more than happy to lend their support, advice and expertise to assist with my exam preparation, and every effort has been made to get me involved in aspects of the team's work which directly relate to the modules that I've been studying.

With this support from the Trust, I have been able to complete both my AAT Foundation Certificate in Accounting (Level 2) and my AAT Diploma in Accounting (Level 3) and achieved a distinction at each level, an achievement of which I am immensely proud. I have since progressed onto my AAT Diploma in Professional Accounting (Level 4) and remain on course for a distinction overall.

As a result of my studies, I now have the knowledge and confidence to be able to offer support to more junior members of the team too, using my experience to help them, both in their roles within the team and also in their own personal development as they look towards gaining the necessary qualifications to progress in their careers.

My qualifications have also made me an asset to the team, and I have been able to get involved in more complex tasks such as using my knowledge of the balance sheet to complete subledger reconciliations. Due to the progress that I've made in my time with the team, I have been afforded the opportunity to step up into an Assistant Accountant role, which represents a significant career milestone. Going

forward I have every intention of continuing to take advantage of CNTW's study policy, and of the team's support, to progress to qualifications beyond AAT and to continue to advance to more senior roles within the Trust.