

## Governance Arrangements for HCAT



### Members

The Members will be made up of 5 appointed persons

These appointed people will be –

**Helen Bellinger** - Helen Bellinger is the former Director of Doncaster Research School and now works as an Independent Education Consultant, having over 28 years' experience in teaching, leadership and school improvement roles. She has a proven track record as an Executive Headteacher, System Leader, School Improvement Partner and Consultant, in supporting schools to improve outcomes for pupils.

**Nick Bowen** - Nick was formally the Executive Principal at Horizon Community College in Barnsley which opened in September 2012. He was also the Chair of the Barnsley Schools Alliance, working two days a week to support school improvement across the borough. Previously, Nick was a Headteacher in the North East for ten years at St Benet Biscop Business and Enterprise College where he discovered the important role that educational leaders can play in the regeneration of a region.

**Gerry Foster Wilson** – (Independent) Gerry is the Executive Head Teacher at Every Child Matters Academy Trust - Highview Primary Learning Centre, Wombwell Park Street Primary School and Hoyland Springwood Primary School. Gerry is an NLE and also designated lead for Tykes Teaching School Alliance. She has a vast array of experience providing school to school support across the Primary sector supporting schools with a wide range of different needs.

**Sharon Ramskill** – (Independent) Sharon is employed by Barnsley NHS as an SLR / PLiCs accountant and is responsible for providing cost information to the trusts management team. She also has overall responsibility for submitting the trusts annual national reference costs return.

**Alan Richards** - (Independent) Alan is an experienced Chair of Governors in both the Primary and Secondary sector and is licensed as a National Leader of Governance by the National College of Teaching and Leadership. He is the Chair at two Teaching Schools rated as outstanding by Ofsted and is a Director of a School Improvement company based in Rotherham. Alan has a very successful track record of supporting school improvement and governor development.

### The Board of Trustees

The Board of Trustees was initially made up of 6 appointed persons with the view to increase this number to 9 appointed persons as the MAT continues to grow.

One person on the board of trustees will also be a member, thereby ensuring a link between the two layers.

**Alan Richards – Chair of the Trustees** - (Independent) Alan is an experienced Chair of Governors in both the Primary and Secondary sector and is licensed as a National Leader of Governance by the National College of Teaching and Leadership. He is the Chair at two Teaching Schools rated as outstanding by Ofsted and is a Director of a School Improvement company based in Rotherham. Alan has a very successful track record of supporting school improvement and governor development.

**Stephen Gallagher – Vice Chair of Trustees** - Stephen has been a Parent Governor and is currently the Vice Chair of Governors at Ward Green Primary School for over 15 years. In the past he has also been the Chair of Governors at another school. He is a solicitor specialising in employment law. This gives him experience with HR matters, workforce planning, and legal risk management and performance management/ improvement.

**Margaret Gostelow** – Margaret is the Chair of governors at Horizon Community College. Educated at Surrey University and the LSE, Margaret was a social work practitioner and manager in London for 27 years before working as a children's guardian in the family courts and chairing child protection conferences for Barnsley Metropolitan Borough Council. She has been a school governor for 31 years in both primary and secondary schools and was a member of independent admission and exclusion appeal panels in London Borough Bexley for a number of years. She

was vice chair of governors at the Kingstone School Barnsley, a member of the IEB at Wombwell High School, Barnsley and is currently chair of governors at Horizon Community College, Barnsley. She was a founder member of the Barnsley Governors Association in 2010 and served a three year term as chair. She commissions and delivers governor training and organises conferences and networking events. She has experience of working in a number of voluntary/community organisations from being a member of a law centre management committee to secretary of the Parish Church Council at St Edward's church in Barnsley.

**Andrew Kent** – (Independent) A confident and pro-active leader with extensive experience of managing large-scale projects while devising effective strategic planning and delivering outcomes within timescales and budgets and has extensive experience of working at Board level in educational, health, and voluntary sector organisations.

**Dee Marsh** – (Independent) Dee is the Director of Tykes Teaching School Alliance, she works strategically to help support and lead a sector led system of school improvement with the view that children of Barnsley and beyond receive high quality education. Previously, Dee was the Manager of a Children's Centre providing leadership and strategic direction of a wide range of services improving the life chances of children aged 0 to 25 in a multi-agency environment.

**Adrian Fearn** – (Independent) - Adrian is currently the Partnership Lead across all four phases of Teacher Education at Sheffield Hallam University. He teaches Masters modules, maths and professional studies on BA and PGCE Primary and Early Years routes and is also the University Link tutor and lead tutor for School Direct clusters. Adrian also works as an Ofsted Inspector inspecting school and ITE providers.

**Ian Dickinson** - (Independent) – Ian brings corporate experience from the finance sector to the HCAT board. Being a local Barnsley business professional, he is keen to promote continued positive outcomes for our young people. Offering his perspective and ideas to ensure our continued improvement on all aspects of education.

**Trudy Morris** – (Independent) - Trudy joins HCAT following a highly successful career in human resources. In her last role she held the position of Group Director of People. Trudy is a Chartered Fellow of the CIPD and has a wealth of expertise in people management and organisation development gained in local government, schools, academies (and Trusts) and also the Further Education sector. Her particular passion is in organisation culture, values, engagement and leadership.

**Mark Utley** – (Independent) - Mark is a professional Chartered Management Accountant working for a global technology company who specialise in helping organisations across different industry sectors with digital transformation, technological decarbonisation, cyber risk management and outsourcing. Mark specialises in the Financial Services sector and will use his extensive experience of corporate governance and risk management to bring value to the academy in support of its strategic aims.

**Melanie John Ross** – (Independent) - Melanie has significant experience in managing children's social work and safeguarding services, as a senior leader in children's services. She has previously served as a school governor and the designated safeguarding governor, with a background of safeguarding. Melanie was an Executive Director of Children's Services before recently retiring. Since retiring she is supporting sector led improvement across children's services and supporting local children's safeguarding partnerships. Melanie also provides execution coaching and mentoring to senior leaders.

## **CEO**

**Tom Banham** – CEO of Hoyland Common Academy Trust - Tom has been the Head Teacher at Hoyland Common Primary School since 2011 and as an NLE has provided school to school support to schools in a variety of different contexts. Tom is the designated lead for Tykes Teaching School Alliance which was established in April 2014.

## HCAT – GOVERNANCE STRUCTURE

### Member Powers/Responsibilities

- Ultimate control over MAT
- Hold trustees to account
- Ability to appoint some trustees
- Right to amend articles of associations

### Working Parties/Committees- Powers/Responsibilities

- As per individual committee's Terms of Reference
- There will be at least one trustee represented on each working party / committee (to which their skills / experience will be best utilised) and will be the chair of meetings
- A representative from each LGB will also be represented on each committee
- Collating of information from LGBs
- Meetings will facilitate two way communication between the Board and LGBs i.e. review of performance against improvement targets, raising and addressing issues, identification of best practice, resource requisitions
- LGB/Trustee representatives reporting back to LGBs and the Board respectively

### Local Governing Bodies Powers/Responsibilities

- Being accountable for the spending of delegated elements of the budget including; Pupil Premium, SEN, Sports Premium.
- Reporting back to individual committees and the Board on performance in specific areas
- Monitoring progress and attainment at FS, KS1 and KS2 and reporting back to relevant parties
- Greater focus on strategic direction of the MAT and input into this
- Developing business cases to go to the Board / committees for additional resources, including staffing

### Trustees Powers/Responsibilities

- Delegating powers to LGBs
- Setting the strategic direction of the MAT
- Holding Executive Head and Headteachers to account
- Responsible for overall budget and delegation of Pupil Premium, SEN, Sports Premium and funding for resources to individual academies
- Setting of overall performance objectives for all key stages
- Ensuring Financial probity
- Ensuring compliance with Company Law
- Overarching Self-Evaluation and Improvement Plan
- Receiving data and analysis from working parties and individual academies that enables informed decision making with regards allocation of resources, transfer of best practice etc.
- Arranging the movement of staff between schools to address needs, provide professional development opportunities and retention of best staff

