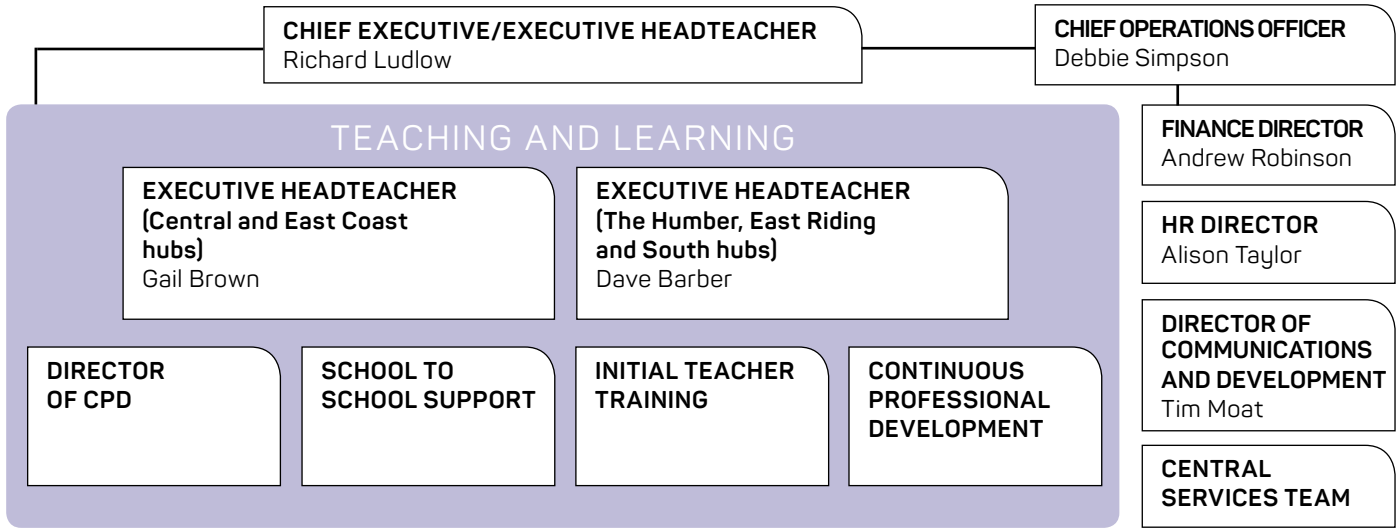




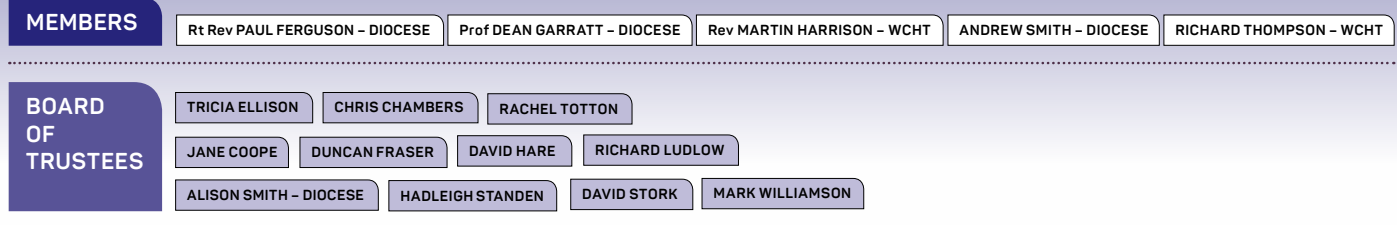
# EBOR ACADEMY TRUST

## STRUCTURES

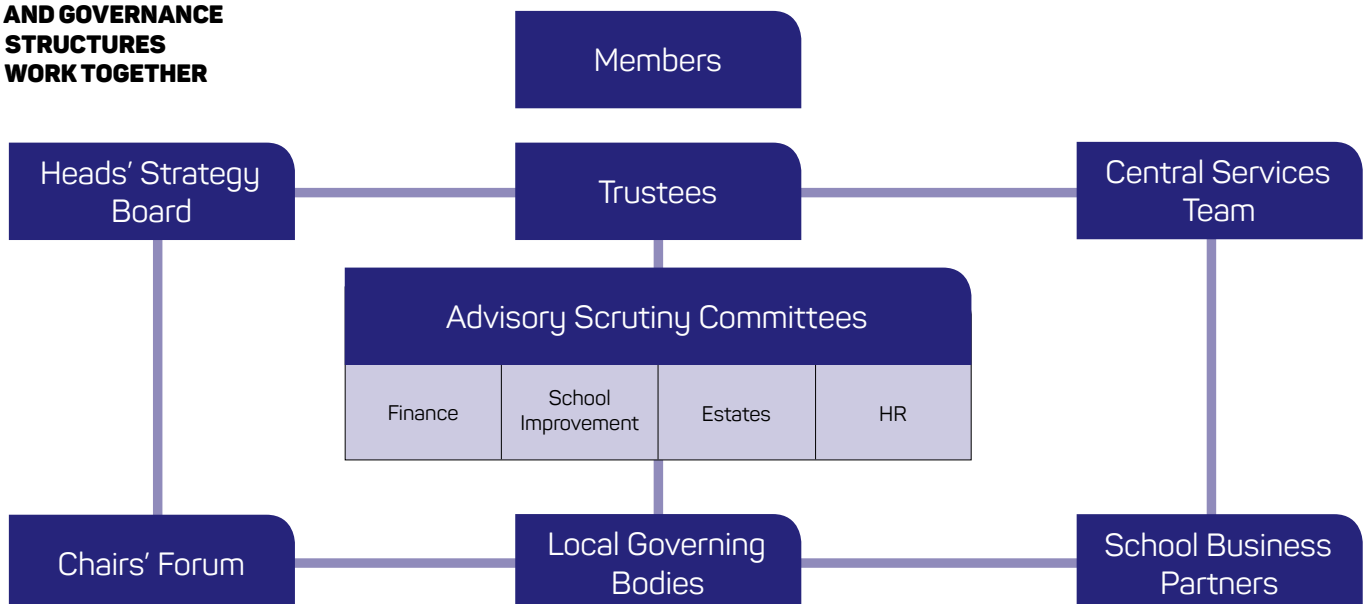
### OPERATIONAL STRUCTURE



### GOVERNANCE STRUCTURE



### HOW THE STRATEGIC, OPERATIONAL AND GOVERNANCE STRUCTURES WORK TOGETHER





## EBOR ACADEMY TRUST

### MEMBERS

#### **Right Reverend Paul Ferguson**

*Diocesan Member*

Paul studied music at New College, Oxford. After training as a teacher, he had the opportunity to see closely the daily work and ministry of a parish priest. This led him to Westcott House, Cambridge as an ordinand, taking a theology degree at King's College. Paul was ordained to a title post in Chester and went on to Westminster Abbey, where he was first Chaplain and then Precentor. In 1995 he came to York Minster as Precentor and Residentiary Canon, and in 2001 was appointed Archdeacon of Cleveland. He was consecrated as Bishop of Whitby in June 2014.

#### **Reverend Martin Harrison**

*WCHT Member*

Martin worked in the NHS as a radiographer for ten years before training at Trinity College Bristol for ordination. He has served as a clergyman in the Diocese of York for over 27 years, working in three benefices. Martin has been Rural Dean, and a Chaplain at York Hospital. Currently he is a Training Incumbent and Vicar of Strensall. Martin has been a governor at two schools over a period of 20 years and is a trustee for the Strensall based Wilkinson, Cobb and Hodgson Trust.

#### **Andrew Smith**

*Diocesan Member*

Andrew is the Diocesan Director of Education (DDE) for York Diocese. He is a qualified teacher with over 20 years' experience in primary education working in York and North Yorkshire. Andrew has also worked successfully in a number of collaborative partnerships, including within Teaching School Alliances and with schools overseas, particularly focusing on developing effective school leadership and shared curriculum development. He currently represents the Diocese of York Educational Trust (DYET) as a corporate member on Multi Academy Trusts and is a director of DBE Services, a consortia of several Church of England dioceses in the north of England.

#### **Professor Dean Garratt**

*Diocesan Member*

After qualifying as a secondary teacher in 1993 Dean completed a PhD in education before working in a variety of roles in HE for the last 20 years. This included an 11-year period at Manchester Metropolitan University, three years at Liverpool John Moores University and six and a half years at the University of Chester. Dean's experience as a qualitative researcher and work with postgraduate students provided the opportunity for him to undertake a secondment as Director of the Graduate School and Associate Dean of Research at the University of Chester before moving to York St John University.

#### **Richard Thompson**

*WCHT Member*

Richard studied mathematics at Lincoln College, Oxford before a career in the railway industry. Since taking early retirement, he has become a trustee for the Strensall based Wilkinson, Cobb and Hodgson Trust and is currently its secretary and treasurer. He was a director of the Robert Wilkinson Trust, chair of its finance and staffing committee and a member of the curriculum, development and wellbeing committee.



## TRUSTEES



### Tricia Ellison

Tricia has a background in teaching and educational leadership in the UK and overseas. She was appointed as English adviser in North Yorkshire in

1989 and joined the new local authority school improvement team in the City of York in 1996, retiring in 2014. Tricia has worked extensively across all phases and led work on the National Literacy and KS3 strategies. She is an accredited Ofsted inspector and School Improvement Partner.



### Chris Chambers

Chris was born and raised in south London and after studying International Politics, joined the army in the Royal Corps of Transport. He was latterly

with the Royal Logistic Corps. Now retired, Chris is a member of the Strensall parish council and village hall committee, the Foss Internal Drainage Board, a trustee of a charitable trust, a volunteer with York Neighbours and a school governor. He is also a lay member of the York Hospital research and development group.



### Rachel Totton

Rachel retired from secondary headship in 2007. Prior to that, she gained over 30 years' experience in teaching and senior leadership. She spent three years after as a trainer,

facilitator, coach and consultant working across the Yorkshire & Humber region. She became a governor at Haxby Road Primary School, and was closely involved in its sponsored academy conversion within the Ebor Academy Trust. Rachel is also Chair of Trustees for independent charity, Older Citizens Advocacy York



### Jane Coope

Jane is an HR specialist with roles including Head of HR for the National Trust and Director of People at Guide Dogs. Highly qualified, including as a post 16

teacher, Jane has worked as a University academic and currently undertakes quality assurance for a Masters programme. She is an experienced Governor in Primary, Secondary and University settings, and has worked in the Independent sector including as Director of HR at Marlborough College.



### Duncan Fraser

Duncan is a secondary maths teacher and Assistant Head of Department. He has been Chair of Governors at Brotherton & Byram Community Primary Academy

since the school was placed in special measures in 2013 and took an active role in the school's conversion to an academy and joining

the Ebor Academy Trust. As a director he now sits on the trust's policy review committee and the due diligence scrutiny committee as well as a working party developing the role of governance across the trust.



### David Hare

David has been chair of governors at Park Grove Primary since January 2014. He was a key part and influence in the school's move from an Ofsted

"requires improvement" rating following their November 2013 inspection to "good in all categories" in April 2016. An accountant by profession, David held Board level roles in a number of companies in both the UK and USA for over 30 years. Now retired, he is Trustee of Accessible Arts & Media, a York-based charity dedicated to using music to enrich the lives of disabled young people. He is a member of Ebor's Finance & Estates committee.



### Richard Ludlow

Richard is Chief Executive of Ebor Academy Trust, a National Leader of Education and has been headteacher of three primary schools, latterly Robert

Wilkinson Primary Academy which was graded 'Outstanding' by Ofsted at its last inspection. Richard has led Ebor since it was formed in December 2013. He is a Fellow of the National College for Teaching and Learning and has a track record of successfully leading, managing and improving primary schools. He has also established two international education partnerships, in Madrid and Singapore.



### Alison Smith

A primary school headteacher for nine years, Alison is currently Deputy Director of Education and school effectiveness adviser for the Diocese of York.

She monitors and reports on a range of performance data and liaises with local authorities, the DfE and Ofsted, attending feedback meetings and monitoring visits as appropriate. Alison provides school improvement advice to individual schools and supports collaborative relationships to share expertise and build capacity.



### Hadleigh Standen

Hadleigh has an extensive background in property and facilities management, currently working as Managing Director of the Central Government Sector

for a large multi-national energy and services company. Prior to that Hadleigh worked as a Commercial Director with responsibilities for Healthcare and Education projects and was heavily involved in the mobilisation and

delivery of multiple PFI and BSF schools. He is a Fellow of the Royal Institute of Chartered Surveyors and a Member of the Chartered Institute of Arbitrators.



### David Stork

David spent 20 years as a teacher and senior manager in secondary education before joining the newly-created East Riding School Improvement Service in 1996,

retiring in 2013. During this period, David oversaw modern languages, 14-19 education, leadership development and workforce reform. He served as a representative of Local Authorities on several 14-19 steering groups and scrutiny committees at the Department for Education. David holds a doctorate in school leadership development, and is a Fellow of the Royal Society of the Arts. He currently serves on three school governing bodies, and is a member of the East Riding Schools' Forum.



### Mark Williamson

Mark is finance director with The Huntercombe Group. He qualified as a chartered accountant with Price Waterhouse Coopers in Newcastle and worked as

a business assurance manager prior to joining Four Seasons Health Care, initially to lead the statutory financial reporting for the group. Prior to a comprehensive career in accountancy, Mark gained a PhD in Physics from the University of Leeds. In his current role, Mark's responsibilities focus upon strategic development.