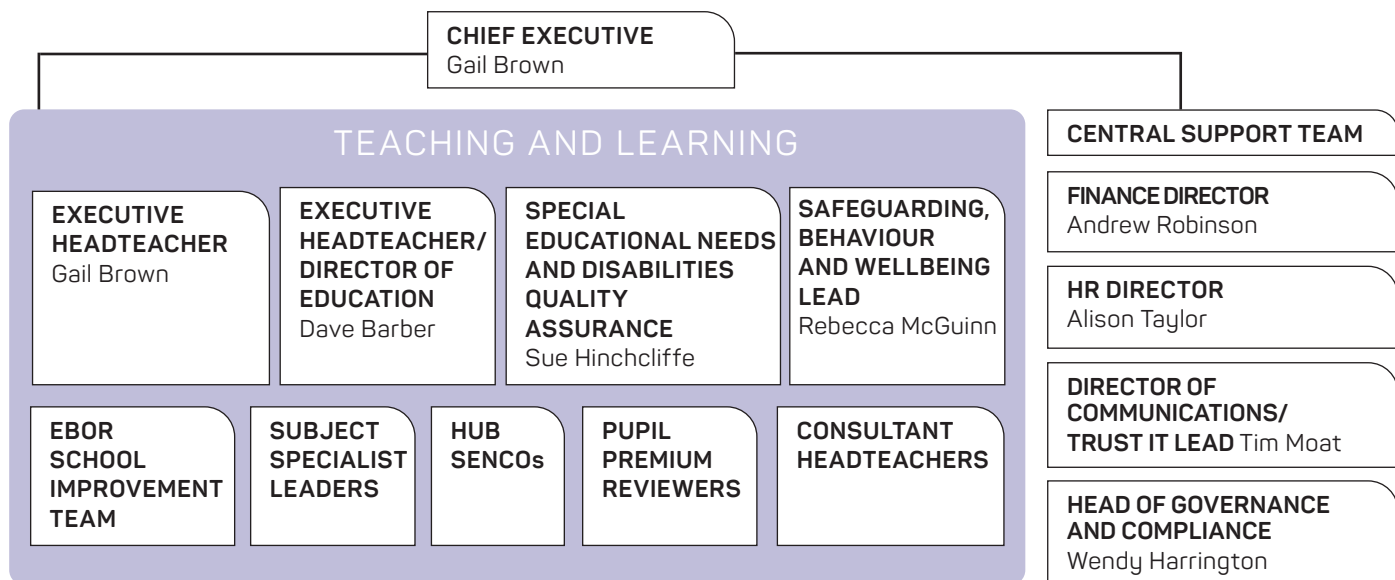




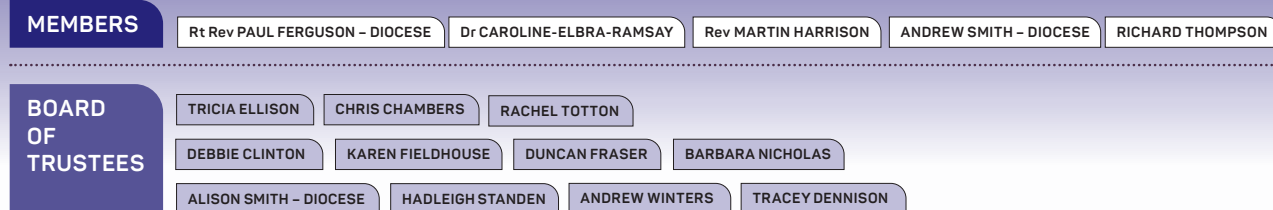
# EBOR ACADEMY TRUST

## STRUCTURES

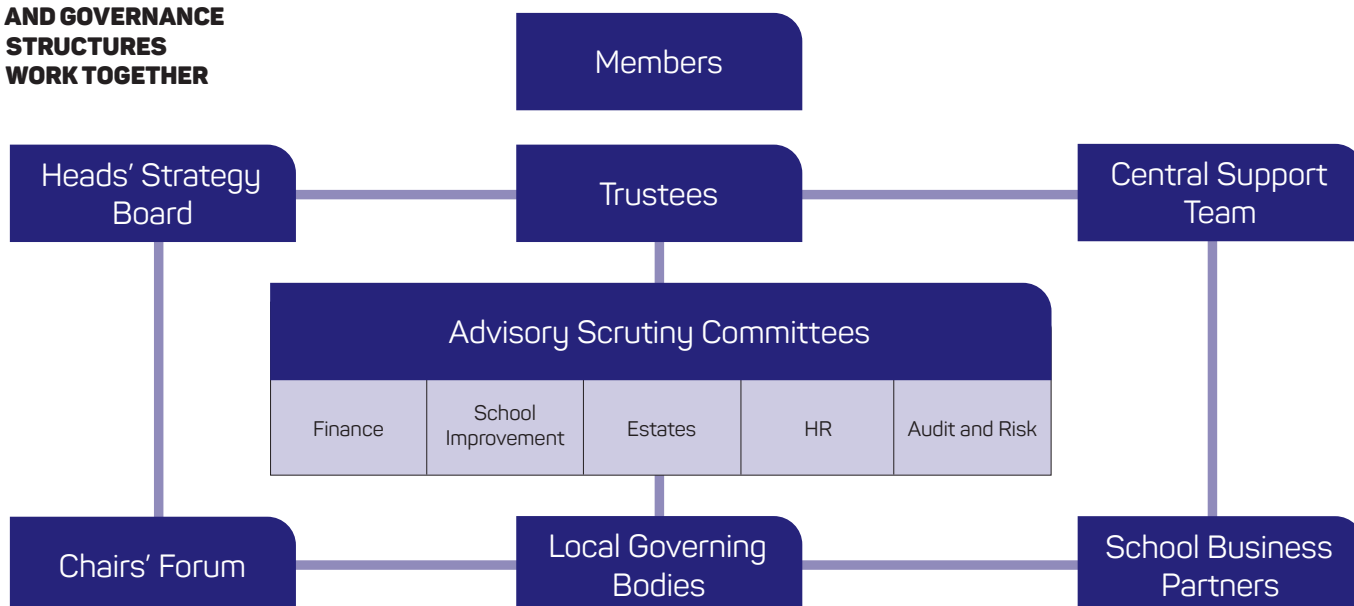
### OPERATIONAL STRUCTURE



### GOVERNANCE STRUCTURE



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



## 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. Andrew has also worked successfully in a number of collaborative partnerships, including within Teaching School Alliances and with schools overseas. 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.



### **Dr Caroline Elbra-Ramsay**

As Deputy of the School of Education at York St John University, Caroline has a particular focus on Initial Teacher Education. She works alongside subject directors, course leads, lecturers and school partners to ensure student teachers are professional, reflective practitioners who are 'classroom ready.' Caroline has completed a Postgraduate Certificate in Academic Practice and is a Senior Fellow of the Higher Education Academy. Before joining York St John, Caroline was deputy headteacher at a local primary school. Her teaching experience includes Foundation Stage, Key Stage 1 and Key Stage 2.



### **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



### 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.



### 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.



### Andrew Winters

Andrew is a business governance, risk and control specialist with 23 years of experience with two of the largest accountancy firms in the UK, advising Boards across all industry sectors on strategic and reputation, regulatory, financial, operational and cyber risk management. He is now an adviser to small and medium sized businesses on their governance arrangements when seeking to grow and enter new markets.



### Karen Fieldhouse

Karen qualified as a chartered accountant with PricewaterhouseCoopers in London and worked in audit and corporate finance roles before joining Burberry. At Burberry, Karen was finance partner to the executive team before managing the financial integration of their licensed fragrance and beauty business. Karen now leads the portfolio and acquisitions team at Pentland Group, which encompasses a number of brands including Speedo, Berghaus and Canterbury.



### Barbara Nicholas

Barbara practised as a solicitor for over 40 years, specialising in all kinds of property work. Whilst her children were young, she ran her own practice, later combining with a larger practice where she headed the property department and took an active role in management. Following her retirement from general practice in 2012, Barbara was appointed by the Law Society as an assessor for the solicitors' quality kite mark, Lexcel, and has acted as a consultant on all matters relating to regulation and compliance.



### Debbie Clinton

Debbie is a freelance education leadership expert specialising in strategic risk, governance, people development, peer review and trust growth. She has been the CEO of two large multi academy trusts and during her tenure, both saw significant improvement in educational outcomes, people development and financial/operational performance. Debbie is a former HMI and Principal of Nunthorpe Academy, Middlesbrough. She has wide experience in leadership development and school improvement, and has supported national projects, conferences and working parties/groups for the DfE, the Institute of Education and many others.



### Tracey Dennison

Tracey has 25 years' experience as a People Director in national and local public sector organisations, including the London Borough of Camden and the Care Quality Commission. Her last role at the London Fire Brigade included responsibility for the brigade's wellbeing response after the Grenfell Tower fire. A Chartered Fellow of the CIPD, Tracey also served for five years as a trustee of the Employers' Network for Equality & Inclusion.