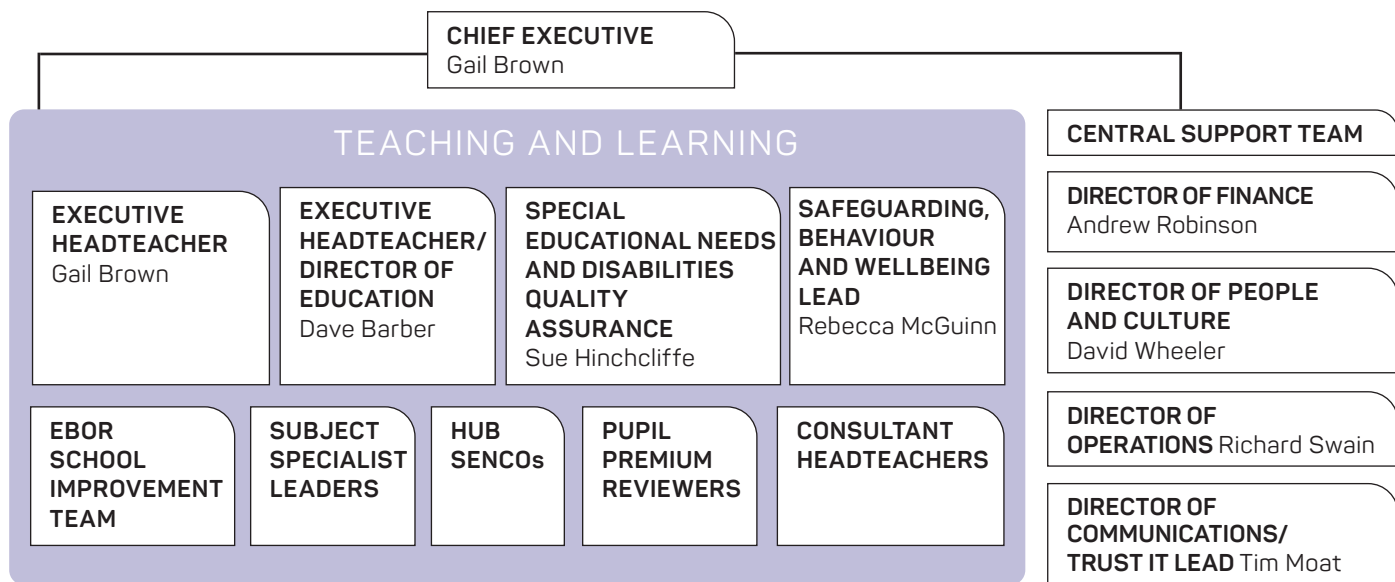




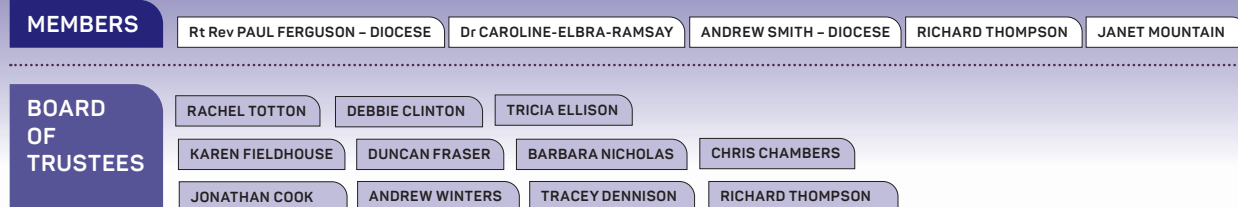
# EBOR ACADEMY TRUST

## STRUCTURES

### OPERATIONAL STRUCTURE



### GOVERNANCE STRUCTURE



**GAIL BROWN**  
Chief Executive



These are the senior staff who lead on the delivery of the Department for Education's five pillars of quality for our trust: **high-quality education, school improvement, workforce, finance and operations, governance and leadership**

## 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.



### **Janet Mountain**

*WCHT Member*

Janet worked in the NHS in various administrative, management and project management roles. Janet has wide experience in assessing organisations to a set number of objectives. She has been a part-time tutor at both the College of Arts and Technology and at the University of York. In her private life Janet is a practising Christian and authorised Lay Minister at her local church. She undertook a course of study to gain her theological qualification and has been in church leadership for many years. Janet is currently the chairman of the Parochial Church Council.



### **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.



### **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



### 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



### 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.



### 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.



### Jonathan Cook

Jon had a varied career defining and delivering major change programmes in financial services, in the charity sector for Cancer Research UK and, immediately before retirement in 2021, for the Diocese of York. He is the Diocese's nominated trustee on the Ebor board with a particular responsibility for encouraging the distinctively Christian character of the Church of England academies within the trust. He has experience as Treasurer to a small charity and advises charities on strategy and change management challenges.



### Richard Thompson

Richard is an experienced senior leader in secondary education, combined with over ten years' experience in finance roles ranging from multinational firms to owner managed businesses. Richard switched careers to join the teaching profession in 2009 and progressed through a number of roles to become a senior leader with a large multi-academy trust, before joining a York secondary school in January 2021 as Deputy Head.



### 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.