

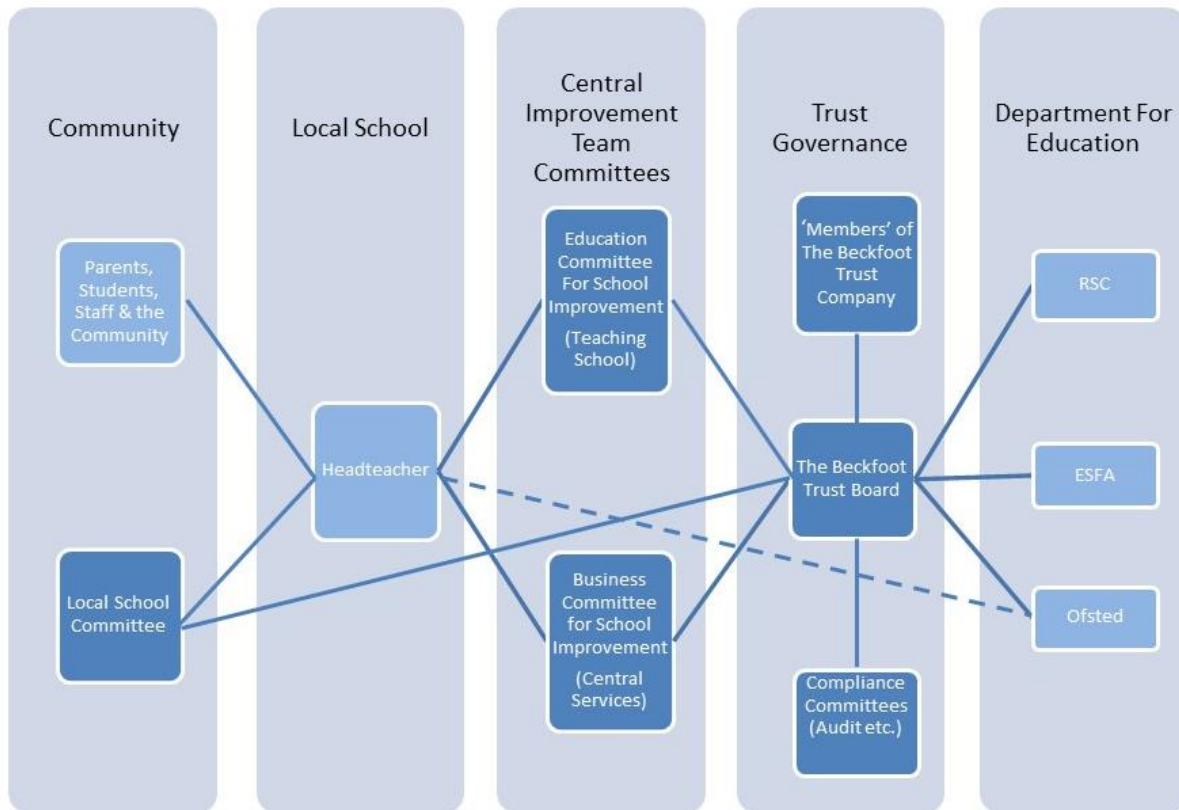
# LEADERSHIP SKILLS, CREDENTIALS AND CAPACITY

01/01/2023 V24.1

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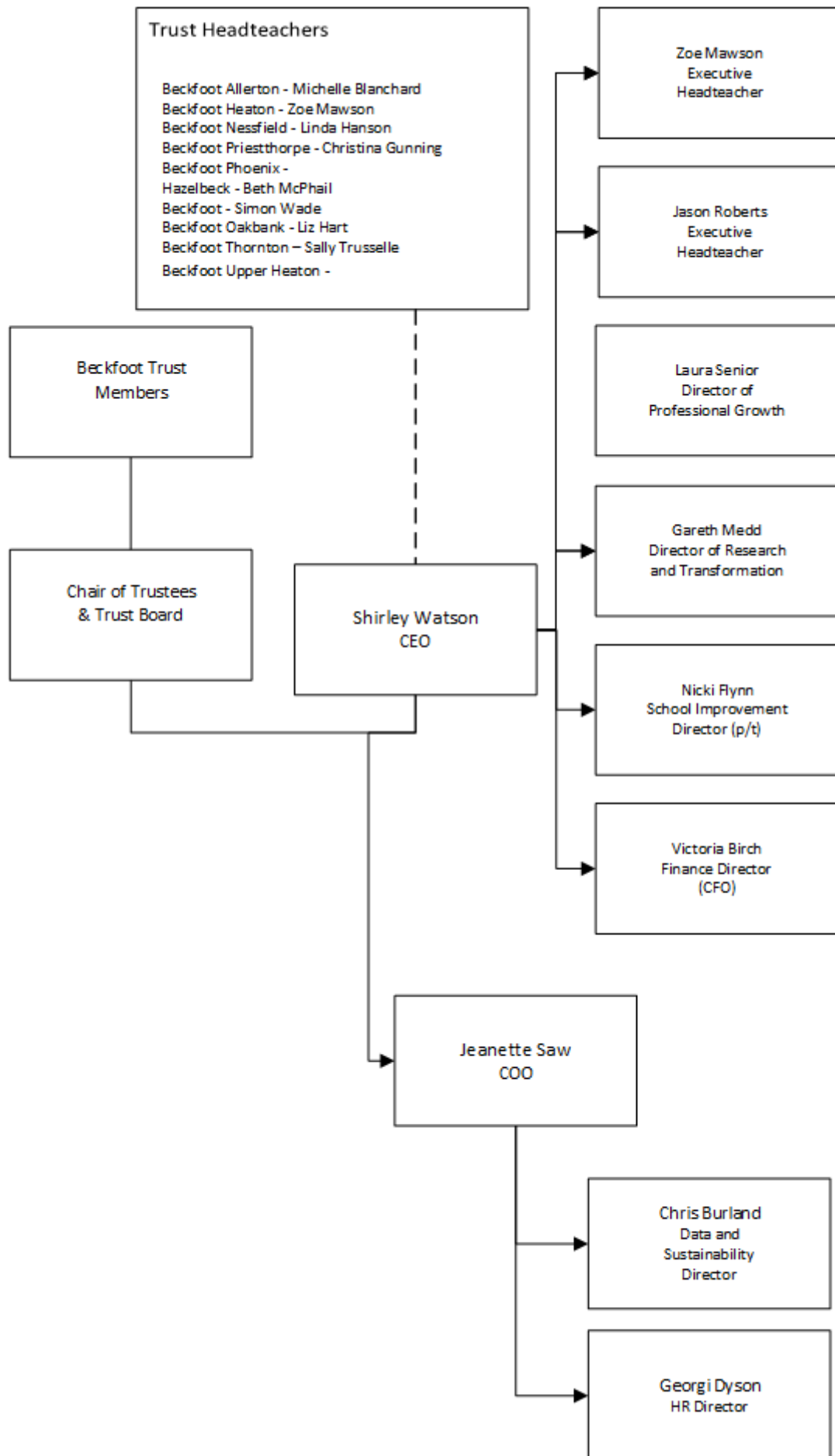
# 1.0 Beckfoot Trust Governance Structure



The role of the Board is to ensure:

1. The Beckfoot Trust is governed and managed so as to comply with requirements and take account of the guidance set out by the DfE in the following documents and their successor publications:
  - The Beckfoot Trust Articles
  - The Beckfoot Trust Funding Agreement
  - Supplementary Funding Agreements for Local Schools
  - The Academies Financial Handbook
  - The Academies Annual Accounts Direction
  - The DfE Governance Handbook
2. The Schools within the Trust comply with the Ofsted framework and aspire to become outstanding examples of comprehensive education (top 10% of all schools nationally)
3. The Local Schools adopt the Trust 4 critical questions and the alignment principles of the One Trust Contract
4. The DfE define three financial disciplines that any well-run organisation should expect to deploy:
  1. Having rigorous procedures for preparing and monitoring financial plans
  2. Delivering effective operational controls
  3. Maintaining a system of internal scrutiny to remain compliant
5. The purpose of governance is to provide confident, strategic leadership and to create robust accountability, oversight and assurance for educational and financial performance. The Board ensures it manages the three core functions of governance as described in the 'Governance Handbook'
  - Ensuring clarity of vision, ethos and strategic direction;
  - Holding executive leaders to account for the educational performance of the organisation and its pupils, and the performance management of staff; and
  - Overseeing the financial performance of the organisation and making sure its money is well spent.

## 2.0 Central Leadership Structure



## 3.0 Constitution of the Beckfoot Trust Board

Full name of Director First and surname	Category of Director Headteacher, co-opted, local authority, parent, staff	Current term of office	Position of responsibility Chair or vice-chair (Appointed Annually in July)
Jenny Cryer	Director/Trustee, Co-opted then Member decision 3/7/20. First appointed 1/9/19.	Current term: 1/9/19-31/8/23	
Surita Dalal-Wilson	Director/Trustee co-opted then Member decision 3/7/20. First appointed 1/9/19.	Current term: 1/9/19-31/8/23	Parent Trustee
Ryan Dolan	Director/Trustee co-opted 20/10/22	Current term: 9/12/22 -8/12/26	
Diane Fairfax	Director/Trustee, Member decision 26/3/21. First appointed 1/9/19.	Current term: 1/9/21-31/8/25	
Mike Kelly	Founding Director/Trustee, Member re-appointed 3/7/20. First appointed 26/7/12.	Current term: 24/7/20-23/7/24	Deputy SEND, CLA, Disadvantaged Trustee
Homera Najib	Director/Trustee, Member appointed 26/3/21. First appointed 6/4/20.	Current term: 1/9/21-31/8/25	Vice Chair (Sept 2022) Chair of Business and Finance committee
Erum Pervez	Parent Director, co-opted then Member appointed 3/7/20. First appointed 1/9/19.	Current term: 1/9/19-31/8/23	Parent Trustee
Paul Speight	Director/Trustee, Member re- appointed 3/7/20. First appointed 8/12/16.	Current term: 8/12/20-7/12/24	GDPR Trustee
Kim Tollervey	Founding Director/Trustee, Member re-appointed 3/7/20. First appointed 24/7/12.	Current term: 24/7/20-23/7/24	Chair Audit and Risk Committee
Shirley Watson	Director, co-opted then Member appointed 3/7/20. First appointed 6/4/20.	Current term as director: 6/4/20-5/4/24	Accounting Officer
John Winkley	Founding Director, Member re- appointed 3/7/20. First appointed 24/7/12.	Current term: 24/7/20-23/7/24	Chair of Trust Board, Chair Remuneration Committee, Chair of Education Committee, Acting Safeguarding Governor (following retirement in September of incumbent)

### **Other Officers in attendance:**

Victoria Birch serves as the Trust Chief Financial Officer (CFO)

Jeanette Saw serves as the Executive Representative of the Audit and Risk committee (COO)

Adam Varley serves as the Trust Data Protection Officer (DPO) and Responsible Person (H and S)

Schofield Sweeney serve as the Trust Company Secretary

## 4.0 Committee Membership of the Beckfoot Trust Board:

### 4.1 Board and Committee Membership

<b>Beckfoot Trust Governance Arrangements</b>	Board	Education	Business	Audit	Remuneration	Link School
Jenny Cryer	✗	✗		✗		
Surita Dalal-Wilson	✗	✗		✗		
Ryan Dolan	✗			✗		
Diane Fairfax	✗	✗				Nessfield
Mike Kelly	✗		✗		✗	Upper Heaton
Homera Najib	✗		✗			Beckfoot
Erum Pervez	✗	✗		✗		Allerton
Paul Speight	✗		✗			
Kim Tollervey	✗	✗		✗	✗	Thornton
Shirley Watson	✗	✗	✗		✗	Hazelbeck
John Winkley	✗	✗	✗		✗	Nessfield
Vacancy						
Total	11	7	5	5	4	
Meetings	6	3	3	3	1	

## 5.0 Beckfoot Trust Board Personnel Specification

In May 2015, the Board of Trustees established a personnel specification for Directors/Trustees based on NCSL guidance available at the time. In 2019, this was updated to reflect guidance in the DfE publication 'A Competency Framework for Governance' 2017.

### 5.1 *Principles and personal attributes*

The principles and personal attributes that individuals bring to the board of Trustees are as important as their skills and knowledge. These qualities enable board members to use their skills and knowledge to function well as part of a team and make an active contribution to effective governance.

All those elected or appointed to Boards should fulfil their duties in line with the seven principles of public life (the Nolan principles). They should also be mindful of their responsibilities under equality legislation, recognising and encouraging diversity and inclusion.

They should understand the impact of effective governance on the quality of education and on outcomes for all children and young people. In addition, all those involved in governance should be:

**Committed** Devoting the required time and energy to the role and ambitious to achieve best possible outcomes for young people. Prepared to give time, skills and knowledge to developing themselves and others in order to create highly effective governance.

**Confident** Of an independent mind, able to lead and contribute to courageous conversations, to express their opinion and to play an active role on the board.

**Curious** Possessing an enquiring mind and an analytical approach and understanding the value of meaningful questioning.

**Challenging** Providing appropriate challenge to the status quo, not taking information or data at face value and always driving for improvement.

**Collaborative** Prepared to listen to and work in partnership with others and understanding the importance of building strong working relationships within the board and with executive leaders, staff, parents and carers, pupils/students, the local community and employers.

**Critical** Understanding the value of critical friendship which enables both challenge and support, and self-reflective, pursuing learning and development opportunities to improve their own and whole board effectiveness.

**Creative** Able to challenge conventional wisdom and be open-minded about new approaches to problem-solving; recognising the value of innovation and creative thinking to organisational development and success.

Having reviewed DfE guidance on personnel specifications and skill requirements in 2019, the Board will continue to be made up of Trustees/Directors that provide expertise in the following areas:

- School Improvement and educational performance data
- Safeguarding
- Community links
- Corporate Governance and Corporate Development
- Finance and financial data
- Estates Management and Health and Safety
- Human Resources
- Operational and Change Management

## 6.0 Beckfoot Trust Board Skills and Experience Matrix

In 2012, the Board established a skills matrix for Trustees/Directors that it used to assess the balance of its overall competence. In 2019, the Board revised its skills matrix to reflect the skills described in the DfE publication 'A Competency Framework for Governance' 2017.

Directors/Trustees grade themselves on a self-evaluation basis using the criteria below:

- 1 Very experienced (Good first-hand experience gained here and elsewhere)
- 2 Reasonably experienced (Good experience by association and aware of the issues)
- 3 Limited experience (experience gained through governance)
- 4 Very limited experience (no or very little direct or indirect experience)

Please consider the criteria below for each category you are scoring: Please answer taking account of the current Trust context, 10 schools, 7,500 pupils, 1,100 staff and £50m of annual income.

### **Setting direction**

The knowledge and skills required for effectiveness in setting the strategic direction of the organisation, planning and prioritising, monitoring progress and managing change.

### **Culture, values and ethos**

The knowledge and skills required to set the culture, values and ethos of the organisation successfully; demonstrate these in the conduct and operation of the board; embed them through the whole organisation; and monitor the impact on outcomes for children and young people and on the reputation of the organisation in the wider community.

### **Decision-making**

Boards which operate effectively as strategic decision-makers are able to provide the foundation for creativity, innovation and improvement in the organisation. Effective decision-making is about moving from free and frank discussion to specific, measurable actions.

### **Collaborative working with stakeholders and partners**

Effective boards are well-informed about, and respond to, the views and needs of key stakeholders, particularly parents and carers. They enable productive relationships, creating a sense of trust and shared ownership of the organisation's strategy, vision and operational performance.

### **Risk management**

Effective boards play a key role in setting and managing risk appetite and tolerance. They are able to ensure that risks are aligned with strategic priorities and improvement plans and intervention strategies provide a robust framework for risk management. These competencies enable those on the board to identify, evaluating and prioritise organisational risks and ensure appropriate action is taken to mitigate against them.

### **Educational improvement**

These competencies enable the board to know that the information that they are receiving about the educational performance of children and young people is accurate, to challenge appropriately where necessary and to hold leaders to account for improving outcomes for all young people. Holding leaders to account is about establishing clear expectations, ensuring clear lines of responsibility, putting in place systems for monitoring appropriately, ensuring evaluation and taking action in response to that evaluation.



**Rigorous analysis of data**

Board members are required to develop specific knowledge to allow the monitoring of school performance and improvement. It will also assist them in holding leaders to account.

**Financial frameworks and accountability**

These are the skills, knowledge and behaviours which enable the board to ensure that the organisation is in a strong and sustainable financial position to achieve its strategic goals. It is about ensuring the sustained financial health and efficiency of the whole organisation.

**Financial management and monitoring**

The competencies required will ensure that the board is able to make sufficiently informed and effective decisions on the use of resources and allocation of funds to improve outcomes for children and young people. It will also ensure that public money is utilised efficiently and in the best interest of the organisation.

**Staffing and performance management**

The knowledge and behaviours required by the board to oversee executive leaders in their responsibility to ensure that the organisation has the right staff who are managed and incentivised to perform to the best of their abilities.

**External accountability**

This section is about managing the organisation's relationship with those who have a formal or informal role in holding it to account. It enables the board to use their skills and knowledge confidently and effectively to be accountable for the delivery of the organisation's strategic plan, their own decision-making and their oversight of executive leaders.

**Building an effective team**

These are the skills and behaviours necessary to ensure effective relationships and dynamics around the table. They help to foster a learning culture where constructive challenge is welcomed; thinking is diverse; a variety of experiences and perspectives are welcomed; and continuous improvement is the norm.

**Roles and responsibilities Everyone**

Understanding and designing the structures through which governance takes place is vital to avoid unclear and overlapping responsibilities that can lead to dysfunctional or ineffective governance arrangements.

**Statutory and contractual requirements**

To ensure all those involved in governance understand the legal frameworks and context in which the organisation operates and all of the requirements with which it must comply.

**Managing self-review and development**

The skills and behaviours that help individuals on the board to reflect on how they personally are demonstrating the agreed values and culture of the organisation and what impact their individual contribution to making to effective governance.

**Managing and developing the board's effectiveness**

It is essential for the board to reflect on its own effectiveness including the effectiveness of its processes and structures. This will assist in building relationships and improving accountability, and will enable the board to ensure that there is a clear distinction between strategic and operational leadership. It will also assist in setting the tone and culture of the board.

Full name of Trustee /Director	Occupation or previous occupation	Degree subject	Strategic leadership					Accountability								Effective Governance				Total Score	Other
			Setting Direction	Culture, values and Ethos	Decision making	Collaborative working with stakeholders and	Risk Management	Educational Improvement	Rigorous analysis of educational data	Financial frameworks and Accountability	Financial management and monitoring	Statutory and contractual	Staffing and performance	External accountability	Building an effective team	Roles and responsibilities	Managing self-review and development	Managing the Boards Self-effectiveness			
Jenny Cryer	Assistant Director, Childrens services CBMDC	BA (Hons) Eng Lit & Lang. MA Education Mgt. Dip, Careers Guidance	1	1	1	1	1	2	2	2	2	1	1	1	1	2	1	3	23		
Surita Dalal-Wilson	Research Fellow, University of Leeds	PhD, MSc Biomedical Sciences	1	1	2	1	2	2	2	3	3	3	2	2	2	2	1	2	31	Project Management	
Ryan Dolan	Executive Director of Digital Strategy Dixons Academies Trust		1	1	2	1	1	2	3	2	2	2	2	2	2	2	1	3	29	Strategic IT leadership, audit and risk, Project Management, Exec Director of high performing trust	
Diane Fairfax	Local Government Final position - Organisational Development Adviser	Diploma in Training and Development (IPD)	1	1	1	1	3	2	2	3	3	2	1	2	1	1	2	2	28	Community Engagement	
Mike Kelly	Local Government – Final position Head of ICT – BMDC – Retired	BSc Physics, DMS (Diploma in Management Studies)	1	1	1	3	2	3	2	2	1	2	2	2	2	2	2	3	31	Project Management	
Homera Najib	Bursar Bradford Grammar School	BA (Hons) Natural Sciences ACA	2	2	2	1	1	3	3	1	1	1	2	2	2	2	2	2	29	Accountancy and Business Management	

Erum Pervez	Consultant/ trainer		1	1	1	2	2	1	2	3	3	2	2	2	2	2	2	2	30	Data leadership
Paul Speight	Head of Business Development & Strategy, Lloyds Bank (Halifax)	BA (Hons)	1	2	1	1	2	3	3	2	1	3	1	2	1	3	2	2	30	Community Relations experience
Kim Tollervey	Project Manager, UKAR, 27 years with company (Financial Services)	Post Grad Diploma Management	1	1	1	2	2	3	3	2	2	2	2	2	1	2	2	2	30	Leadership
Shirley Watson	CEO/Accounting Officer	BA (Hons) Political Science	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2	17	Sector leadership and previous experience of hospitality industry
John Winkley	Director of company working in education	BSc (Hons) Electronic Engineering Management MEng FCIEA - assessment	1	1	1	1	2	2	1	2	2	3	2	2	1	1	2	2	26	Assessment Company, legislation, Good business practice
Totals			12	13	14	15	19	24	24	23	21	22	18	20	16	20	18	25	304	
<b>Summary of Trustee/Board Capacity Scores:</b>			<b>Strategic leadership</b>					<b>Accountability</b>						<b>Effective Governance</b>						
1	Very experienced (Good first-hand experience gained here and elsewhere)		Setting Direction	Culture, values and Ethos	Decision making	Collaborative working with stakeholders and	Risk Management	Educational Improvement	Rigorous analysis of educational data	Financial frameworks and Accountability	Financial management and monitoring	Statutory and contractual	Staffing and performance	External accountability	Building an effective team	Roles and responsibilities	Managing self-review and development	Managing the Boards Self-effectiveness	Total Score	Other
2	Reasonably experienced (Good experience by association and aware of the issues)																			
3	Limited experience (experience gained through governance)																			
4	Very limited experience (no or very little direct or indirect experience)																			
			<b>Total 73/5 questions/11 Directors</b>					<b>Total 152/7 questions/11 Director</b>						<b>Total 79/4 questions/11 Directors</b>						
			<b>= Average 1.33</b>					<b>= Average 1.97</b>						<b>= Average 1.79</b>					<b>Av 1.72</b>	

## 8.0 Members Pen Portraits

**John M C Cole** (Appointed 26/7/12)

Retired Teacher of Economics, Salts Grammar School  
Previous Chair of Governors Hazelbeck Maintained School  
Trustee, Eccleshill Adventure Playground  
Director, Aspire-I Ltd  
Trustee, Nell Bank Outdoor Education Centre Trust  
Titus Salt School LEA Governor

**Baroness Margaret Eaton (DBE, OBE)** (Appointed 21/12/16)

Life peer in the House of Lords  
Deputy Lieutenant for West Yorkshire since 2008.  
Previous Council Leader  
Previous Director of Bradford Centre Regeneration Company  
Previous Director Leeds Bradford International Airport

**Professor Dame Helen Wallace** (Appointed 23/8/16) BA in Classics, MA and PhD in political science

2015-2019 Board Member, British Library  
2011-2015 Foreign Secretary and Vice-President, British Academy  
2010-2013 Emeritus Professor, London School of Economics and Political Science  
2008-2011 Chair of Politics Section (S5), British Academy  
2007-2010 Centennial Professor, London School of Economics and Political Science

**Nick Whiteside** (Appointed 23/8/16) LLB Law; Legal Practice Certificate; Level 6 Diploma in Information, Advice & Guidance

2014-Present Director of Employment & Skills & Chief Operating Officer, Aspire-igen Group  
2007-2014 Head of Employment & Skills/Operations Manager, Aspire-i  
2002-2007 Partnership Adviser, Learning & Skills Council

**John Winkley** (Appointed from 24/7/12) - Chair

BSc and MEng in Electrical Engineering, Fellow of the Chartered Institute of Educational Assessors, a Board member of the e-Assessment Association, NLG  
2008-Present Director, Alphaplus Consultancy Ltd  
2011-Present Director, UK Awarding Academy  
1995-2006 Director, BTL Group  
1997-2001 Chief Executive Officer, Virtual College Ltd  
2012-Present Chair, the Beckfoot Trust  
2006-2013 Chair, Beckfoot School Governors  
2002-2013 Governor, Beckfoot School  
2005-12 Governor, Hazelbeck School

## 9.0 Board of Trustees/Directors Pen Portraits

### **Jenny Cryer** (appointed 1/9/19) – Trustee/Director

2016-Present Assistant Director Children’s Services Bradford Council - responsibility for Safeguarding and Reviewing; Children’s Commissioning; School Transport; Post 16 Skills; Opportunity Area  
2011-2016 Regional Operations Director Prospects – responsible for contracts across Bradford, Leeds, Wakefield, Kirklees and Calderdale including leaving care and IAG/support contracts  
2008-11 Business Development Manager - igen in Leeds  
2000-2008 Team Manager/Education Services Manager - Careers Bradford  
1996-2000 Careers Education Manager- Prospects North London

### **Surita Dalal-Wilson** (appointed 1/9/19) – Parent Trustee/Director

PhD, MSc Biomedical Sciences  
2007-Present Research Fellow, Haematological Malignancy Diagnostic Services, St. James’s University Hospital, Leeds  
2016-Present Health and Care Professions Council Registered Biomedical Scientist  
2017-2019 Committee Member, Beckfoot Local School Committee  
2015-2017 Co-Chair, Friends of Saltaire Primary School  
2006-2007 Research Fellow, Leeds Institute of Molecular Medicine, University of Leeds  
2004-2006 Junior Scientist, UK Children’s Cancer Study Group (Biological Studies Committee)  
2000-2006 Research Fellow, Cancer Research UK Clinical Centre, University of Leeds

### **Ryan Dolan** (appointed 9/12/22) Trustee/Director

2021-Present, Executive Director Information (Dixons Academies Trust)  
2018-2021, Group Head of IT Services (Dixons Academies Trust)  
2012-2018, Infrastructure Manager & Technical Architect (Leeds Trinity University)  
2007-2012, Service Delivery Manager (Leeds Trinity University)  
2004-2007, Infrastructure Engineer (Leeds Trinity University)  
2002-2004, 2nd Line Technician (Huddersfield Technical College)  
2001-2002, Assistant Web Developer (Knetsphere Ltd, Part Time)  
2001-2002, IT Administrator (Park Lane College, Part Time)  
2001-2002, Technical Trainer (Microsoft Training Florida, Temp)  
2000-2005, IT Disability Specialist (D.I.A.L UK, part-time)

### **Diane Fairfax** (appointed 1/9/21) - Trustee/Director

2020-present Trustee Friends of Bingley Pool  
2018-present Independent Member of Operations Committee - InCommunities Housing Association  
1996- present Member of the Holocaust Survivors Friendship Association and School educator  
2014-2019 DfE appointed Governor to Carlton Bolling IEB (Chair 2015-2019)  
1994-2014 School Governor Tong High School (including periods as Chair)  
2004-2016 Organisational Development Adviser to Bradford Council & Chief Executive (supporting the Political and Managerial leadership)  
1978-2016 Local Government Officer in Bradford, Kirklees and Leeds, including roles in Training & Development, Policy, Equality, Political Management and Local Agenda 21  
1993-1996 Parliamentary Researcher for a local MP  
1992-1995 School Governor Undercliffe Middle School  
1991-1999 Elected Member of BMDC. Whip. Served on Education Committee. Chair of Equalities Committee, part of Leadership Team  
1988-1999 School Governor Carlton Bolling (including periods as Chair)  
198-1988 Elected to National Council of the Woodcraft Folk  
1977-1984 School Governor (former) Eccleshill Upper School

**Mike J Kelly** (Appointed 26/7/12) - Trustee/Director  
Retired ICT Senior Manager  
Previous Governor Beckfoot Maintained School  
Previous Governor Hazelbeck Special School

**Homera Najib** (appointed 1/9/21) - Trustee/Director  
Member of Beckfoot Allerton Primary School LSC since 2017  
2020-present Bursar and Professional Clerk to the Governors (Bradford Grammar School)  
2018-2020 Finance Manager (Bradford Grammar School)  
2016-2018 Group Company Secretary (Hallmark Cards Plc)  
2008-2016 Senior Business Analyst (Hallmark Cards Plc)  
2006-2008 Assistant Manager (Audit, Deloitte LLP)

**Erum Pervez** (Appointed 1/9/19) – Parent Trustee/Director  
2019-Present External Expert, Ofqual  
2018-Present Principal Examiner, Cambridge Assessment International Education  
2015-Present Consultant/Trainer, Cambridge Assessment International Education  
2008-Present Reviser/Team Leader/Assessment Specialist, CAIE and OCR

**Paul Speight** (Appointed 8/12/16) – Trustee/Director  
2018-Present Director of Service and Resource Optimisation (Lloyds Banking Group)  
2016-2018 Director of Strategy (Halifax Bank)  
2013-2016 Head of Business Development and Strategy Lloyds Banking Group (Halifax Bank)  
2009-2013 Head of Network Performance Lloyds Banking Group (Halifax Bank)  
2003-2013 Local Director and Branch Leadership Lloyds Banking Group (Halifax Bank)  
1995-2003 Burger King UK, most recently General Manager

**Kim Tollervey** (Appointed 24/7/12) – Trustee/Director  
Project Manager, UKAR (Financial Services)  
Previous Governor Hazelbeck Maintained School  
Current Director, Beckfoot School (trading) Limited  
Grassington Singers Committee Member

**Shirley Watson** (Appointed 6/4/20) - Trustee/Director  
September 2021 CEO and Accounting Officer Beckfoot Trust (only employed executive a Trustee)  
Executive Director, Dixons Academies Trust (1 of 3 on the Exec Board)  
2011-2018 Principal, Dixons City Academy  
2005-2011 Senior VP/Head of School, Dixons City Academy  
2000-2005 Head of Sixth/Assistant Principal, Dixons CTC  
1999-2000 Deputy Head of Sixth, Dixons CTC  
1996-1999 Head of Sociology/Senior Tutor, Dixon CTC  
1995-1996 Lecturer of Humanities, BCCC/Craven College  
1990-1995 Business partner in hospitality industry (self-employed)  
1990-1993 BA Political Science – University of Leeds (1<sup>st</sup> Class)

**John Winkley** (Appointed from 24/7/12) - Trustee/Director  
BSC and MEng in Electrical Engineering, Fellow of the Chartered Institute of Educational Assessors, a  
Previously Board member of the e-Assessment Association, NLG  
Current Director, Beckfoot School (trading) Limited  
2008-Present Director, AlphaPlus Consultancy Ltd ([www.alphaplus.co.uk](http://www.alphaplus.co.uk))  
2011-Present Director, UK Awarding Academy

1995-2006 Director, BTL Group ([www.btl.com](http://www.btl.com))

1997-2001 Chief Executive Officer, Virtual College Ltd ([www.virtual-college.co.uk](http://www.virtual-college.co.uk))

2012-Present Chair, the Beckfoot Trust

2006-2013 Chair, Beckfoot School Governors

2002-2013 Governor, Beckfoot School

2005-12 Governor, Hazelbeck School

Note: Beckfoot School (Trading) Limited is a dormant company that has never traded.

## 10.0 Executive Leadership Team Pen Portraits

### **Finance Director/CFO**

**Victoria Birch** BSc (Hons), ACA, CSBM  
2020-Present Finance Director, Chief Financial Officer  
2016-2020 Associate Director Finance  
2013-2016 Trust Accountant, Beckfoot Trust  
2007-2013 Audit Supervisor/Manager - Baker Tilly  
2004-2006 Financial Administrator - Bradford Trident

### **Data and Sustainability Director**

**Chris Burland** MEng (Hons), QTS  
2022-Present Data and Sustainability Director  
2020-2022 Operations Director  
2017-2020 Beckfoot Trust Associate Director, Estates  
2015-2017 Technical Services Manager, Beckfoot School  
2012-2015 Director/Trustee, Beckfoot Trust  
2003-2015 Teacher of Maths, Beckfoot School

### **Human Resources Director**

**Georgi Dyson** BA (Hons), MCIPD  
2016-Present Associate Director HR  
2013-2016 HR Manager, Beckfoot Trust  
2001-2013 Corporate HR Manager, Department for Work and Pensions - (Higher Executive Officer and Acting Senior Executive Officer) HRBP, HR, Pay and Reward.  
1998-2001 HR Manager, Department for Social Security  
1996-1998 Regional Personnel Officer, Benefits Agency

### **School Improvement Director**

**Nicki Flynn** BSc, PhD, QTS, NPQH  
2020-Present School Improvement Director  
2016-2020 Associate Director for School Improvement, Beckfoot Trust  
2014-2016 Assistant Director of Operations, The Bradford Partnership  
2012-2014 Deputy Headteacher Parkside School, Bradford  
2003-2012 Assistant Headteacher Parkside School, Bradford

### **Director of Research and Transformation**

**Gareth Medd** BEd, MA, MEd, QTS, SLE, NPQH  
2022-Present Director of Research and Transformation, Beckfoot Trust  
2020-2022 Associate Director School Improvement, Beckfoot Trust  
2007-2020 Deputy Headteacher, Beckfoot Heaton Primary School and Nursery  
2004-2007 Consultant Teacher, Delta City Learning Centre, Enfield LA  
1997-2004 Teacher and IT Co-ordinator, Bowes Primary School, Enfield

### **Executive Headteacher, Primary and Special Schools**

**Zoe Mawson** BA Hons & QTS, NPQH, NPQEL  
2020-Present Beckfoot Trust Executive Headteacher, Primary and Special Schools  
2014-Present Headteacher, Beckfoot Heaton Primary School and Nursery  
2010-2014 Deputy Headteacher, Beckfoot Heaton Primary School and Nursery  
1999-2010 Teacher, Beckfoot Heaton Primary School and Nursery including Subject, Phase and Assistant Headteacher



1997-1999 Teacher, Whitehall Infant School, Uxbridge  
1996 Volunteer Placement Teacher, Mira Model School, New Delhi, India

#### **Executive Headteacher, Secondary**

**Jason Roberts** BSc Hons, QTS, NPQH, SLE, NPQEL  
2022-Present Beckfoot Trust Executive Headteacher  
2019-2022 Principal United Learning Trust; Albion Academy  
2016-2019 Headteacher Gateacre School including executive support for two other maintained schools  
2015-2016 Vice Principal Waterhead Academy  
2014-2015 Seconded Associate Principal Droylsden Academy  
2013-2014 Vice Principal Waterhead Academy  
2010-2013 Assistant Principal Waterhead Academy  
2007-2010 Assistant Headteacher Couthill High School  
2002-2007 Assistant Head of Year and Teacher of RE/Social Sciences Wright Robinson College

#### **Chief Operating Officer**

**Jeanette Saw** ADSBM, Assoc CIPD, MInstAM  
2022 – Present Chief Operating Officer, Beckfoot Trust  
2021 – 2022 Executive Principal (Secondary), The Harbour Learning Trust  
2013 – 2021 Principal, Audenshaw School  
2010 – 2013 Director of Business, Audenshaw School  
2008 – 2010 Business Manager, Queensbridge School  
2004 – 2008 Business Manager, Butterstile School

## **11.0 Governance Professional Pen Portraits**

#### **Jo-Anna Barr**

Lead Governance Professional for Beckfoot Trust from September 2021 to present  
**2015 to present** - Managing Director of EduClerks Ltd - Governance Clerking and Consultancy Service. Current clients include Beckfoot Trust, Dixons Academies Trust, Ethos Academy Trust, Falcon Education Academies Trust, Pennine Academies Yorkshire, St Teresa of Calcutta Catholic Academy Trust.

**2012 - 2016** - Clerk to local governing bodies and Board - LEAF Academies Trust

**2006 - 2016** - Examinations, Data and Admissions Manager at LEAF Academies Trust

**2002 - 2006** - Senior Administrator Braim Wood High School

**2001-2002** - School Improvement Administrator - Leeds City Council

**2000-2001** - Teacher of English - Acequion School, Torrevieja, Spain

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