

## **The Board of Directors**

### **Heather Bowman – Chair of Directors and Director of Curriculum, Performance and Standards**

Heather grew up in Kent and after training as a teacher and graduating from Oxford University with a degree in Theology began her teaching career in Hertfordshire, where, amongst other things, she ran a Religious Education department and also did innovative work on the transition between Primary and Secondary education.

Heather moved to Kings Bromley in 1986 and her children attended Richard Crosse Primary School, and later secondary school in Rugeley.

Heather resumed her career in 1987 and headed another RE department before becoming a Head of Sixth Form. From there, she went on to become a deputy Head Teacher and then Head Teacher of two very different High Schools in Staffordshire.

Her last Headship was of one of the biggest schools in the county and Heather had to lead the rebuilding of it after a devastating fire destroyed almost all of it in the summer term before she started, while delivering the best results the school had ever had.

Heather retired in 2008 after 35 years as an education professional and it is her hope to share the accumulated benefit of that experience with the Trust as its chair. Heather is totally committed to ensuring the continuing success of the Trust both now and as it extends. She wishes to ensure that all children within our schools continue to receive an excellent education, and grow in its values and vision.

### **Sue Cockayne - Director of Wellbeing and Stakeholder Engagement**

Sue's career background has been in industry where she has primarily worked in Finance. Has also headed up a welfare department caring for several hundred staff and been involved in the HR functions of a limited company.

Became a governor of The Howard Primary School, Elford in 2005 and Chair of governors in 2011 where she was actively involved in planning the future route of the school. Sue is retired but takes a keen interest in the welfare and education young people.

**Charles Bradshaw-Smith - Director of Finance, Trading and Risk Management. Environmental Responsibility. Chair of Finance, Audit and Risk Committee**

Charles read Physics at London University. He started his career in Information Technology at British Steel before running his own IT Consultancy. He used his technical knowledge to design, launch and float a dotcom business in online print during the first internet boom. Charles' interest in environmental issues steered him towards a career change helping decarbonise the energy industry at E.ON. Charles held various executive positions including Head of Innovation and then moved to corporate strategy at the company's HQ in Dusseldorf, Germany. Charles is now doing another startup helping communities establish local energy projects. Charles has lived in Kings Bromley for the last 20 years with his four children attending Richard Crosse.

**Caroline Humphries - Director of Corporate Affairs, Human Resources, Equality, Diversity and Inclusion**

As a HR professional Caroline has worked with schools for 14 years and has worked with local authority employers for over 20 years. With particular expertise in organisational change Caroline has supported many schools to collaborate through amalgamation, federation, and academy conversion. In addition, Caroline has significant experience in dispute resolution and implementing formal procedures. Caroline is a Director of her own company providing HR consultancy services and has experience as a governor at other schools.

**Melanie Havelock-Crozier - Director of Pupil Care (Safeguarding, Vulnerable Groups, Nurture Provision and Achievement)**

Melanie attained BA (Hons) in History and English at Leeds University in 1995. She then completed a Masters in Modern Social History at Nottingham University in 1999 and a PGCE at Keele University in 2000.

Melanie has been a history teacher at Cheslyn Hay Sport and Community High School since 2000. Melanie was full time until the birth of her children. During this period she was main scale classroom teacher and a head of year.

Since 2006 Melanie has been a part time member of staff. While being part time Melanie is often called on to provide long and short term cover, so rarely finds herself limited to contracted hours! She has coordinated annual skiing and WW1 battlefields trips for the past thirteen years. She also coordinates a Year 9 Whitsun Venice trip, which has been the largest school trip nationally on several occasions – the largest being 200 students. Melanie has been acting head of department during this period. She is a teacher governor at Cheslyn Hay.

Melanie is an active member of the Colton Community. She has close links with St. Mary's church and was nominated by St Marys and the diocese as a federation governor. She is a member of the WI, the History Society and the Produce Guild. She participates as a volunteer in many of the fund raising activities at the local village hall. Melanie works hard to be an approachable member of the community and a sounding board across its breadth. When people need information or to discuss something they know that she will try her best to help – and if she can't, she will know who to ask! Melanie is heavily involved with The St Mary's PTFA, and works with a brilliant team on a wide variety of fund raising activities at school and throughout the village community.

Most importantly Melanie is a mom to two children who both attend The St Mary's C of E Primary school. She could not have wished for a better start to their education. They have been loved,

nurtured and challenged when appropriate in a truly delightful environment. She passionately believes in the strength that the Trust offers three cherished small schools, and feels privileged to be able to contribute to its continued success.

**Peter Halifax - Vice Chair. Director for IT Strategy, Security & Data Protection**

Peter joined the academy trust on its creation as a former parent governor of the Federation. Peter holds an engineering honours degree in microelectronics and computer engineering. He has twenty years of experience in the IT sector, working across Europe, the Middle East and Asia. He has experience in setting and delivering a strategic program, leadership and supervisory management. Peter is currently a senior executive at DLA Piper UK LLP, the world's largest law firm. He manages multi million pound budgets and is project sponsor on a £323 million project. He has worked with the education sector voluntarily from 2010 to date and was previously a school Governor.

**Kevin Borg - Director of Strategy, Strategic Leadership and Development**

Kevin lives in Elford and is married with 3 grown up daughters.

Joining the British Army as a 16 year old, Kevin served in the Royal Engineers and towards the end of his career in the army, saw active service in the first Gulf War.

On leaving the army, having served for 7 years, he joined West Midlands Police, where he performed a variety of roles, both strategically and operationally. Kevin attained the rank of Inspector, representing the force both nationally and internationally, but spent the vast majority of his career at the 'sharp end', experiencing the very best and worst of humanity. During a posting at headquarters he was responsible for co-ordinating force resources and writing policy documents that helped shape policing in the West Midlands.

Kevin retired from West Midlands Police in 2017 and now has his own leadership coaching practice. He has a Masters degree in Leadership and Management.

As a Director on the Board, he hopes to add value, particularly around leadership and people development. Influencing and supporting the work of the Academy is an important responsibility that he is committed to.

Kevin is an active member of his church and is passionate about community transformation. His main recreational interests are cycling, photography and clay pigeon shooting. He is currently writing an autobiography.

**Angela Burns - Director of Premises and Health & Safety. Legal, Compliance and Audit.**

Angela's working life has been predominantly in the hospitality industry, together with a spell of 15 years running a small company providing accountancy and secretarial services to small companies. She is now CEO of a small family run company of 4 hotels and a pub which is close by in Newborough. She has extensive experience as a company director in a number of sectors and she uses that experience, together with logical, analytical and practical thought processes, to add value to the trust. Angela has a passion for the development of young people, and consistently challenges to ensure that all pupils, teachers and parents feel supported as the trust drives forward with its business strategy.

Angela has been involved with local children having run the Scout Group based in Yoxall, for a good number of years. Scouting contributes in a small way to the development of young people alongside the huge involvement of their school, parents and outside influences. The children benefit hugely from the community feel of smaller schools and Angela is excited to be

part of a trust which champions the smaller school, giving the benefit of some independence yet the expertise, collaboration in shared best practices and drive of a larger organisation.

### **Charlene Gethin, CEO and Accounting Officer**

Charlene Gethin is a local lady who grew up in Lichfield. After achieving a Bachelor of Education (Hons) Degree and a Diploma in R.E. at Manchester Metropolitan University she began work as a Class Teacher and Science co-ordinator at Heath Hayes Primary School in Wimblebury, Staffordshire in 1997 and had a wonderful start to her career.

Charlene moved in 2000 to become a member of the senior leadership team as a year leader of 3 classes at The Willows Primary School in Lichfield. She was I.C.T Coordinator and latterly PSHE and RE. She was also a lead interactive whiteboard teacher and QLS trainer for Staffordshire County Council. Additionally, she was a whiteboard trainer for Promethean.

Charlene took a promotion into Deputy Headship at Osmaston CE Primary School in Ashbourne where she was English, I.C.T and RE coordinator and was a PLICTT (Primary leading ICT Teacher) working with many schools across Derbyshire. During this time Charlene had the experience of two, six month periods of Acting Headship supporting her in achieving her Headship qualification, the NPQH as well as a swift move to Headship.

Charlene was a Headteacher for 6 years from 2007 and an Executive Headteacher for 8 years from 2013. In 2007 Charlene took up her first Headship at All Saints CE Primary School, Rangemore which included a 0.5 teaching commitment, SENDCO responsibility and a range of subject areas of leadership over the years. In 2013 Charlene became the acting Executive Headteacher across 2 schools during the process of consultation and subsequent Federation of All Saints with Needwood CE Primary school and formal Federation was completed in 2014. As Executive Headteacher of two small, rural Church of England Schools Charlene learnt a great deal about running 2 schools, bringing together 2 communities and driving improvements. Both schools held Outstanding OFSTED status and were successful, thriving church and village schools. Across 2017 and 2018, Charlene led the schools to academisation and joined JTMAT (John Taylor Multi Academy Trust). During this time, she achieved her NPQEL (National Professional Qualification of Executive Leadership).

Charlene is passionate about the growth, development and education for all which is underpinned by ethical leadership. She has enjoyed supporting Headteachers new to headship and those undertaking their NPQH delivering training and supporting others. Taking on the role of CEO enables Charlene to utilise the skills she has learnt over her career and she is relishing and grateful for this wonderful and privileged opportunity.