

# CROFTON SCHOOLS ACADEMY TRUST

## BOARD OF DIRECTORS PROFILES



### **Andrea Carter**

As Executive Head of Crofton Schools Academy Trust Andrea has voting rights on Curriculum, Standards, Safeguarding & Inclusion, Finance & Premises, Personnel, Staffing & Professional Development, Audit & Risk and Pay Committees, Full Governors and Board of Directors meetings.

### **Position on Board of Directors**

Executive Head Teacher of the Crofton Schools Academy.

### **Current/past work experience**

Before joining Crofton Andrea worked in a real variety of schools from the small village school, to large federations and fully understands the leadership challenges that each situation brings. She also has experience of taking responsibility for other schools in challenging circumstances and supporting them through the Ofsted experience. Andrea has also been a part of many strategic groups within local authorities, supporting policy writing and training sessions.

### **Board Committee Membership**

As a Member of the Board of Directors Andrea sits on the Audit & Risk and Pay Committees.

### **Business Interests**

None.



### **Sandra Clements**

Sandra was elected by the Directors as an Independent Director and has voting rights at the Board of Directors meetings.

### **Position on Board of Directors**

Independent Director

## **Current/past work experience**

Sandra read Physiology and Biochemistry at Southampton University before completing a PGCE at King's College, London University. She has recently retired after a long career in teaching. Sandra has worked in a range of educational settings having been Head of Sixth form at Hayes school, a tutor at a Sixth Form College, and has worked in both Boys and Girls independent schools, culminating in the post as Deputy Head at Blackheath High School, GDST (with pupils from Nursery to Sixth Form). She was an examiner for Biology at GCSE and A level and more recently an internal verifier for OCN modules.

Sandra is also a qualified Team Inspector for the Independent Schools' Inspection service, has participated in many school inspections and continues with this work.

## **Links with the local community**

Sandra is married and has three grown up children who attended Keston primary, Hayes and St Olaves Schools. She taught at Hayes School for 18 years and prior to becoming a director at Crofton Schools Academy Trust was a governor at 3 schools, which included leading the Education committee. Since retirement Sandra has worked with a charity teaching science to young people who have struggled with main stream education.

## **Relevant wider skills**

Sandra brings to Crofton Schools Academy Trust her educational expertise as a school leader and school inspector. Her experience has been in all areas of leadership including academic matters and pastoral care, staff development, finance, HR and ICT. She successfully led her school to both the Investors in People Award and the BECTA ICT Mark. She was also the school leader for the school Duke of Edinburgh Award scheme for many years.

## **Board Committee membership**

Board of Directors

## **Business Interests**

None



## **David Figg**

David was elected by the Junior School Local Governing Body as a Community Governor and as a Director has voting rights on the Curriculum, Standards, Safeguarding & Inclusion, Finance & Premises, Personnel, Staffing & Professional Development and Audit & Risk Committees and at Full Governors, Board of Directors and Members of the Trust meetings.

## **Position on Board of Directors**

Chair of Governors Crofton Juniors and Director of Crofton Schools Academy Trust, Community Governor. David's Term of Office ends on 14th November 2018

## **Current/past work experience**

David worked for IBM for 24 years as a Project Manager before retiring in June 2012. During this time he worked for many major Retailers and Financial Institutions. Prior to working for IBM he had worked for a number of major companies in various IT capacities.

## **Relevant wider skills**

During 2012 David was a Games Maker in the Paralympics and performed in the Opening and Closing Ceremonies of the Olympics. David loves all sports and still plays golf, bowls and racketball. David has run three half marathons and is in training for the next run.

## **Board Committee Membership**

As a member of the Board of Directors and Responsible Officer, David Chairs the Audit & Risk Committee and is a Member of the Trust.

## **Links to the School and local community**

David lives in West Wickham and has been married for over 40 years and has two daughters who had a wonderful education in Bromley and David wants to ensure that the children of Crofton Juniors get the same opportunities.

## **Business Interests**

None.



## **Peter Goodwin**

Peter was elected by the Junior School Local Governing Body as a Community Governor and as a Director has voting rights on the on the Finance & Premises and Audit & Risk Committees, Full Governors and Board of Directors meetings.

## **Position on Board of Directors**

Community Governor and member of the Junior School Governing Body and Joint Chair of Finance & Premises Committee. Peter's Term of Office ends on 31<sup>st</sup> August 2016.

## **Current /past work experience**

Peter is Client Director at Arqiva, the Broadcast and Telecommunications company, where he has worked for the past 5 years. Prior to that, he spent 2 years in a city based Consulting firm following 14 years at National Grid in various Operations Management and Business Development roles. Peter graduated at the Polytechnic of the South Bank with a First Class Honours Degree in Physics.

## **Board Committee membership**

As a member of the Board of Directors Peter sits on the Audit& Risk Committee.

## **Links to the School and the wider community**

Peter has been married for 29 years to Sue and lives in Petts Wood. Their son attended the Crofton Schools and now attends Darrick Wood School.

## **Business Interests**

None.



## **Sue Hannay**

Sue was elected by the Infant School Local Governing Body as a Community Governor and as a Director has voting rights on the Curriculum, Standards, Safeguarding & Inclusion, Personnel, Staffing & Professional Development, Finance & Premises, Audit & Risk Committees, Full Governors, Board of Directors and Members of the Trust meetings.

## **Position on the Board of Directors**

Sue is Chair of the Infant School Governing Body, Director of the Crofton Schools Academy Trust and Vice Chair, Community Governor. Sue's Term of Office ends on 31<sup>st</sup> May 2018.

## **Current/past work experience**

Sue's first career was in Market Research as an Associate Director of GfK/NOP Market Research in London, moving to a local firm as Research Services Director after a career break. Sue has been involved with the local company for over 20 years and continues to provide consultancy services to them.

## **Relevant wider skills**

In 2009 Sue trained as a couples and family counsellor. She holds an MA in Relationship Therapy and works for Relate.

Sue's experiences have involved HR, finance, operational and business strategy, as well as listening and communication skills.

### **Board Committee membership**

As a member of the Board of Directors Sue sits on the Audit & Risk Committee.

### **Links to the School and the local community**

Sue is married and has two grown up children, both of whom attended the Crofton schools.

Sue has been a governor for over 20 years, joining as an Infant parent governor in 1992. She has had periods of time as both an Infant and Junior school governor at Crofton and became chair of Crofton Infant School in 2009. Sue was involved in the transition to become part of the Crofton Schools Academy Trust in 2012.

Sue lives in Petts Wood and works locally, supporting families and young people. She also has links to local court services.

### **Business Interests.**

None



### **Neil Lawrence**

Neil was elected by the Infant School Local Governing Body as a Community Governor and as a Director has voting rights on the Personnel, Staffing & Professional Development, Finance & Premises and Audit & Risk Committees, Full Governors, Board of Directors and Members of the Trust meetings.

### **Position on Board of Directors**

Neil is a Local Authority Governor, Vice Chair of the Infant School Governing Body, Joint Chair of the Finance & Premises Committee and a Director of the Crofton Schools Academy Trust. Neil's Term of Office ends on 31<sup>st</sup> May 2018.

### **Current/past work experience**

Neil's background is Telecoms and IT. Having worked in the City for 20+ years for firms such as BT, Price Waterhouse and Madge Networks currently Neil works in IT Consultancy.

### **Relevant wider skills**

Commercial and business experience gained from 25 years working in the City in such areas as management, personnel and project management.

### **Board Committee membership**

As a member of the Board of Directors Neil sits on the Audit & Risk Committee.

### **Links to the School and Local Community**

Neil has lived in the area for 17 years and both his children, now in Secondary School, both attended the Infant and Junior Schools.

### **Business Interests**

None.



### **Diane Moss**

Diane was elected by the Directors as Independent Chair of the Directors and has voting rights at the Board of Directors and Members of the Trust meetings.

### **Position on Board of Directors**

Independent Director and Chair of the Board.

### **Current/past work experience**

Diane was educated locally, attending Crofton Infant and Junior schools and then Newstead Wood School. Diane read Geography at Cambridge University and went on to work in the heart of government as a tax policy specialist, advising Treasury ministers on alcohol, tobacco and gambling taxation. After starting a family, Diane worked more locally in the area of business and administration in the private early years sector. Diane now has a portfolio career as a freelance consultant working for the Ministry of Justice, Health Education England and the Department for Education. After many years' experience as a Chair of Governors, Diane was made a National Leader of Governance (NLG) and has been appointed by the National College of Teaching and Leadership as the regional Advocate, supporting and promoting NLGs across London and the South East. Diane is a freelance consultant for the National Governors Association providing governor training and reviews of governance across the region.

### **Board Committee membership**

As a member of the Board of Directors Diane sits on the Pay Committee.

### **Business Interests**

Diane is the business manager for Crofton Early Learners, a private pre-school which is in an Early Years Initial Teaching Training partnership with the Trust.



## **Christopher Munday**

Chris was elected by the Infant School Local Governing Body as a Community Governor and as a Director has voting rights on the Personnel, Staffing & Professional Development and Pay Committees, Full Governors and Board of Directors meetings.

### **Position on the Board of Directors**

Community Governor and a member of the Infants' School Governing Body and Joint Chair of the Infant School Personnel, Staffing & Professional Development Committee. Chris's Term of Office ends on 31<sup>st</sup> May 2018.

### **Current/past work experience**

Christopher recently became the Chief Executive of a small mental health charity in Kent. The charity provides residential care and supported housing for adults with acute mental health issues. It also has a mental health awareness programme working in local schools and the wider community.

Before that for over 25 years he was a property lawyer in a City law firm. He was a partner for nearly 20 years providing technical legal advice to housing associations and charities, as well as helping run the business and manage staff. He also led the firm's corporate responsibility activities initiating a number of significant programmes in the local community.

### **Relevant wider skills**

Christopher's career has given him clear leadership and rigorous technical skills. He is able to engage easily with people, working collaboratively and openly. He is pragmatic and sets clear goals and direction. Particular skills include analysis and explanation of complex information, report writing and evaluation of commercial risks and issues. Christopher is at ease in one-to-one situations as well as wider committees and public forums.

### **Board Committee membership**

As a member of the Board of Directors Chris sits on the Pay Committee.

### **Links to the School and the local community**

Both Christopher's children attended Crofton Infant and Junior School. He is a Charity Trustee and member of the leadership team at Crofton Baptist Church. He is also a trustee of Crofton Early Learners.

### **Business Interests**

Trustee of Crofton Early Learners pre-school, an EYITT partner with CSAT.



### **Stuart Searle MRICS**

Stuart was elected by the Junior School parents as a Parent Governor and as a Member has voting rights on the Finance & Premises Committee, Full Governors and Members of the Trust meetings.

#### **Position on the Members of the Trust**

A member of the Junior School Governing Body Stuart was elected as a Parent Governor in 2014. Stuart's Term of Office ends on 14<sup>th</sup> October 2017. Stuart was elected Vice-Chair of the Junior School Governing Body in June 2015.

#### **Current/past work experience**

Stuart is a Chartered Building Surveyor and has worked in the building industry since 1997. He graduated from Greenwich University and has worked for a number of multi-disciplinary property consultants where he reached Partnership level before starting his own business in 2007. He currently runs his own Building Surveying Practice which focuses on sustainability and energy conservation.

#### **Committee membership**

As a Member of the Trust Stuart serves on the Finance & Premises Committee.

#### **Links to the School and the local community**

Stuart has been married to Joanne since 2004, who is a teaching assistant at Crofton Infants School. He lives in Locksbottom with his two sons who attend Crofton Junior School.

#### **Business Interests**

Owner of a Building Surveying firm and his wife Joanne Searle is a TA at the Infant school.



### **Tim Smythe**

Tim was elected by the Junior School parents as a Parent Governor and has voting rights on the Curriculum, Standards, Safeguarding & Inclusion, Personnel, Staffing & Professional Development and Pay Committees and at Full Governors meetings.

#### **Position on the Governing Body**

A member of the Junior School Governing Body, Tim was



elected as a Parent Governor in 2013. Tim's Term of Office ends on 24<sup>th</sup> January 2020.

### **Current/past work experience**

Tim currently works for a bank in an Operational Risk Management role. His background is IT Service Management based, where he has worked in multiple roles within the Financial Services industry. After leaving school, Tim attended the Royal Naval College in Dartmouth, and has degrees from Portsmouth and Northampton universities.

### **Committee membership**

Tim is joint chair of the Academy Trust Personnel Committee, sits on the Local Governing Body for the Junior School and is a Director of the Academy Trust.

### **Links to the School and the local community**

Tim has 2 children currently at Crofton; 1 in the Junior School and the other in the Infant School.

### **Business Interests**

None.