

## Dales Academies Trust

### Summary governance structure

Dales Academies Trust (NCAT) will be a new Church of England majority MAT set up around the Swaldale/Richmond/Stockton areas of North Yorkshire. The Trust will initially seek to include 11 academy convertors and one sponsored school.

The MAT will be overseen by five members representing the Diocese of Leeds and Diocese of York. Members will be responsible for holding the MAT employees and Trustees to account and ensuring the company fulfills the requirements set out in its memorandum and articles and funding agreement. The members of the Trust will appoint the Trustees of the MAT Board. Trustees will be appointed based on the skills and knowledge set they can bring to drive the set up of the new MAT.

The MAT board is expected to initially be comprised of 9 members including the interim (and then substantive) CEO who will be an ex-officio Trustee.

<b>Trust and Governance Structures Dales Academies Trust</b>	
<b>Members</b>	
<b>The Diocesan Bishop of the Church of England Diocese of Leeds</b>  <b>Right Reverend Nicholas Baines</b>	<p>Bishop Nick is the Diocesan Bishop of Leeds.</p> <p>The Right Reverend Nick Baines became the first Bishop of Leeds, an area covering West Yorkshire &amp; the Dales in 2014. Bishop Nick was previously Bishop of Bradford (2011-14), and before that was Bishop of Croydon (in the Diocese of Southwark). He read German and French at Bradford University and, before ordination, worked for four years as a Russian linguist at GCHQ.</p> <p>Bishop Nick has a particular expertise and passion for communication and is known for his engagement with the media. He has 10,000 followers on Twitter and his blog – ‘Musings of a restless</p>

	<p>bishop' – attracts between 500 and 2000 views every day – pulling in over 1.7 million views in the first five years. He's frequently asked to comment nationally on topical issues and is regularly heard on the Chris Evans Show on Radio 2 and Thought for the Day on Radio 4. The extent of his writing includes comment pieces for broadsheet newspapers, popular books on Christian faith (he's written six) and contributions to academic journals. He chairs the Sandford St Martin Trust which promotes excellence in religious broadcasting through the presentation of annual awards. Bishop Nick represented the Archbishop of Canterbury at international faith conferences and is the English Co-chair of the Meissen Commission which develops relationships between the Church of England and the Evangelical Church in Germany. He also preaches regularly at conferences in Germany – in German.</p>
<p><b>The Diocese of Leeds Board of Finance</b></p> <p><b>Richard Noake</b></p>	<p>Richard is the Diocesan Director of Education (DDE) for the Leeds Diocese. He is a qualified teacher, having taught RE in secondary schools in Middlesbrough in the 1980s to the mid-90s. He worked for over 20 years at York St John University in teacher education (QTS and PGCE Programmes) and theology and religious studies (BA, MA and research degree supervision). From 2004 he was Head of the Department of Theology and Religious Studies and Director of the Centre for Church School Education. He became a Fellow of the Higher Education Academy in 2012. In 2014 he was seconded to work for the new Diocese of Leeds to help shape education policy. In January 2015 he was appointed as Director of Education.</p> <p>Richard has published research in the diaspora experiences of UK Sikhs and in Public Theology. He is a Visiting Fellow of York St John University. He was Chair of Governors of Ripon Cathedral CE Primary School taking up the post after the school was placed in Special Measures and remaining as Chair until he took up post as DDE in January 2015.</p>
<p><b>The Diocese of Leeds Board of Finance</b></p> <p><b>Peter Foskett - Diocesan Registrar/The Diocese of Leeds Board of Finance</b></p>	<p>Peter has built a strong reputation as a family lawyer. Described as 'calm and incisive' in the 2015 edition of the Legal500, Peter joined the firm's family team to deal specifically with high value claims and high net-worth individuals in family and matrimonial proceedings. He will bring legal, policy and negotiation skills to the trust.</p>

<p><b>The Diocese of York Education Trust</b></p> <p><b>Andrew Smith</b></p>	<p>Andrew is the Diocesan Director of Education (DDE) for York Diocese. He is a qualified teacher with over twenty years in primary education working in York and North Yorkshire. He held the post of Headteacher at Cawood CE VA Primary School, in North Yorkshire / York Diocese for over 10 years prior to taking up the post of DDE in September 2016, securing good and outstanding judgements in both Ofsted and SIAMS inspections.</p> <p>Andrew has also worked successfully in a number of collaborative partnerships, including within Teaching School Alliances and with schools overseas, particularly focusing on developing effective school leadership and shared curriculum development. 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.</p>
<p><b>The Diocese of York Education Trust</b></p> <p><b>Right Reverend Paul Ferguson</b></p> <p><b>Bishop Paul will be Chair of the Trust Board</b></p>	<p>Bishop Paul is the Bishop of Whitby within the Diocese of York.</p> <p>The Right Reverend Paul Ferguson holds degrees in music (Oxford) and theology (Cambridge), and a PGCE from Westminster College Oxford. The primary purpose of his present post (2014-) as Bishop of Whitby (suffragan bishop to the Archbishop of York) is to provide general oversight for the Church of England in South Teesside and much of North Yorkshire. His previous post was as Archdeacon of Cleveland (2001-14), in which his responsibilities included the resourcing of the church's work in the same area.</p> <p>In previous years he has been a Governor of Millbank Community Primary School, Westminster; Westminster Abbey Choir School; York Minster School; and St Peter's School, York. He is now Chair of York Diocesan Board of Education and the Diocese of York Educational Trust; All Saints (Secondary) Ingleby Barwick Church of England Academy Trust (2015: Outstanding); and William Temple Academy Trust (Easington and Patrington Primary Academies, East Riding). During the recent vacancy in the post of Diocesan Director of Education for York, he was closely involved in discussions with the Regional Schools Commissioners' offices in relation to academy policy and conversions.</p>

## Trustees

### **Chelo Brooks**

**Skills: Education, Leadership & Management, Teaching and Learning, School Inspection**

Chelo is a School Development Adviser working for the Education Team in the Diocese of York.

She had a 15-year career in nursing prior to her career change to education. She became a Ward Sister in a large London hospital. Chelo has been in teaching for over 15 years and has worked as an Advanced Skills Teacher and then as a Headteacher in a Church of England School in the Diocese of York.

Chelo's current role involves supporting schools in developing their distinctiveness as Church Schools. My work also involves supporting the Diocesan Board of Education in securing the effectiveness of its schools and academies. She is also an associate school governor at a York Community School and a Church School in North Yorkshire.

### **Carol Dewhurst**

**Skills: CEO, change management, company start-ups, project management, marketing branding and communications.**

Carol is CEO of Bradford Diocesan Academies Trust, an expanding MAT in the Diocese of Leeds, made up of five primary schools and four secondary schools in Bradford. Carol will take on the role of interim CEO while the Trust appoints a substantive CEO.

Carol is a political science graduate from Leeds University and Chartered Marketer, Carol has worked in a number of public sector roles delivering project work across different areas of the children's workforce from early years, social work and integrated working (every child matters). Carol joined BDAT in April 2014 having previously worked as a team leader in the Academies programme at the Department for Education covering Yorkshire and Humber and

	<p>the North West. Carol has previously worked as a Trustee and marketing lead in a Leeds based pre-school setting.</p>	
<p><b>Elizabeth Kay Edwards</b></p> <p><b>Skills: Human Resources Management</b></p>	<p>Liz has a LLB (Hons) in Law from Reading University, 1997; a PGDip in Personnel Management from University of Westminster, 2000; a LLM in Law and Employment Law from Leicester University, 2005; and is an associate of the CIPD. She has been working in the HR field for almost 20 years in the NHS, in Higher Education and currently since 2010 for North Yorkshire Police. Her current duties include providing expert advice to all levels of the organisation and HR colleagues on issues including change management, job evaluation, discipline, grievance, and performance and attendance management. She also manages a project portfolio which includes all aspects of professional development (performance management and CPD) in line with HR strategy and national requirements. Liz also develops and write policies, procedures and associated guidance. She has been a parent governor at South Otterington CE Primary School for nearly 5 years. During this time, Liz has chaired the school improvement committee and is currently Vice Chair.</p>	
<p><b>Rt. Rev. Paul Ferguson</b></p> <p><b>Chair of the Trust Board</b></p> <p><b>Skills: Governance, Leadership, Christian Ethos</b></p>	<p>Bishop Paul is the Bishop of Whitby within the Diocese of York. Bishop Paul will be Chair of the Trust.</p> <p>The Right Reverend Paul Ferguson holds degrees in music (Oxford) and theology (Cambridge), and a PGCE from Westminster College Oxford. The primary purpose of his present post (2014-) as Bishop of Whitby (suffragan bishop to the Archbishop of York) is to provide general oversight for the Church of England in South Teesside and much of North Yorkshire. His previous post was as Archdeacon of Cleveland (2001-14), in which his responsibilities included the</p>	

	<p>resourcing of the church’s work in the same area.</p> <p>In previous years he has been a Governor of Millbank Community Primary School, Westminster; Westminster Abbey Choir School; York Minster School; and St Peter’s School, York. He is now Chair of York Diocesan Board of Education and the Diocese of York Educational Trust; All Saints (Secondary) Ingleby Barwick Church of England Academy Trust (2015: Outstanding); and William Temple Academy Trust (Easington and Patrington Primary Academies, East Riding). During the recent vacancy in the post of Diocesan Director of Education for York, he was closely involved in discussions with the Regional Schools Commissioners’ offices in relation to academy policy and conversions.</p>	
<p><b>Haydn Rees Jones</b></p> <p><b>Skills: Risk and Compliance Management, Safeguarding, Education and Training</b></p>	<p>Hayden has a PGCE from Huddersfield University, 2007; and a Post Graduate Diploma in Management Development and Certificate in Management from Teesside University, 1999. He is an Information Governance professional with 17 years’ experience in managing Data Protection, Information Security and Freedom of Information. He has experience in risk management, vetting, quality assurance, audits, working across the public sector, developing stakeholder relationships, working in multiagency environments and sharing best practice. He has experience in safeguarding children and is responsible for the multi-agency safeguarding procedures for the North Yorkshire Safeguarding Children Board. He has experience in the interpretation and implementation of legislation, managing projects and staff and is also an experienced and qualified educator for the post-compulsory education sector and has been delivering training courses within the Police, the Independent Safeguarding Authority, the Local Authority and Rossett Academy for over twenty</p>	

	<p>years. He has been Chair of Governors of Ainderby Steeple CE Primary School since 2014.</p>	
<p><b>Jane Kent</b></p> <p><b>Skills: Education, Leadership &amp; Management, Teaching and Learning, School Inspection</b></p>	<p>Jane is a qualified teacher with over 12 years' experience of primary headship. She is Deputy Director of Education in the Diocese of Leeds with a responsibility for School Effectiveness and Improvement across 237 primary and 10 secondary schools and line managing all of the diocesan education team's school advisers.</p> <p>Jane has led 3 separate primary schools across the maintained, church and academy sectors. She is a trained SIAMs inspector (Statutory Inspection of Anglican and Methodist Schools) and carries out inspections for York Diocese. She is also Vice Chair of the Church of England Education Office's (CEEO) School Effectiveness Board. Jane has been part of the CEEO's pilot programme working with Fisher Family Trust on providing data to the whole of the Church of England diocesan education teams.</p>	
<p><b>Janet Probert</b></p> <p><b>Skills: Business Management, Strategic Leadership,</b></p>	<p>Janet is Chief Officer for the Hambleton, Richmondshire and Whitby Clinical Commissioning Group. She is a qualified nurse practitioner with a BSc (1985) and an MBA (1996).</p> <p>Janet is an innovative strategic leader with a strong track record of delivery in a range of health care settings, including commissioning and provision of services in acute, community and mental health settings. She leads and delivers organisational and system change in complex, challenging environments with passion, humour and sharp, analytical ability. A strategic thinker, Janet is able to translate policy into deliverable plans and to achieve desired outcomes through diverse teams. She is an enthusiastic and highly motivated system</p>	

	<p>leader with strong networks; inspiring communicator; credible at all levels and across a range of healthcare settings.</p> <p>Janet is currently Chair of Governors of the Federation of Middleton Tyas CE Primary and Eppleby Forcett CE Primary. She took on the role of Chair at Richmond CE Primary in May 2016 to support the school.</p>	
<p><b>Graeme Thompson- Chair of Governors at E Cowton and Kirkby Fleetham</b></p> <p><b>Skills: Accountant and Finance, experienced Chair and Governor</b></p>	<p>Graeme spent 20 years as an officer in the Royal Engineers serving in various theatres including three tours of Afghanistan one of which was as a squadron commander. He left having qualified as an accountant and now has his own accountancy practice dealing with a very wide range of clients from a multitude of business areas. He has a BEng (Hons) in civil engineering from Cranfield university and is a member of the Association of Certified Chartered Accounts. He was the Chair of Governors at East Cowton school and is currently Vice Chair of the Federation of East Cowton &amp; Kirkby Fleetham schools, both roles as a parent governor. He works with clients across all business sectors currently focusing on the likely impact and opportunities due to Brexit on the manufacturing, farming and export sectors.</p>	
<p><b>Ian Victor Reginald Juden - Chair of Governors South Otterington Primary</b></p> <p><b>Skills: Leadership and Management, Governance, Communications, Training and Development, Change Management.</b></p>	<p>Ian has worked in retail management for over 30 years, during which time he has become highly proficient in communicating with a wide array of people in a straightforward and uncomplicated, but effective manner. By the nature of his role, he is used to leading change management with a positive approach and is able to think on his feet to ensure an effective resolution to any problems encountered. He has been an active partner in a Mental Health Training company for 15 years and during this time has achieved qualifications in Neuro Linguistic Programming.</p>	



	Ian has been a governor at South Otterington CE Primary School since 2004, has been a committee Chair, Vice Chair and for the last 4 years, Chair of Governors. The highlight of this has been seeing the school awarded the Outstanding Judgement by OFSTED recently.	
<b>Judy Hooton</b>	To follow	