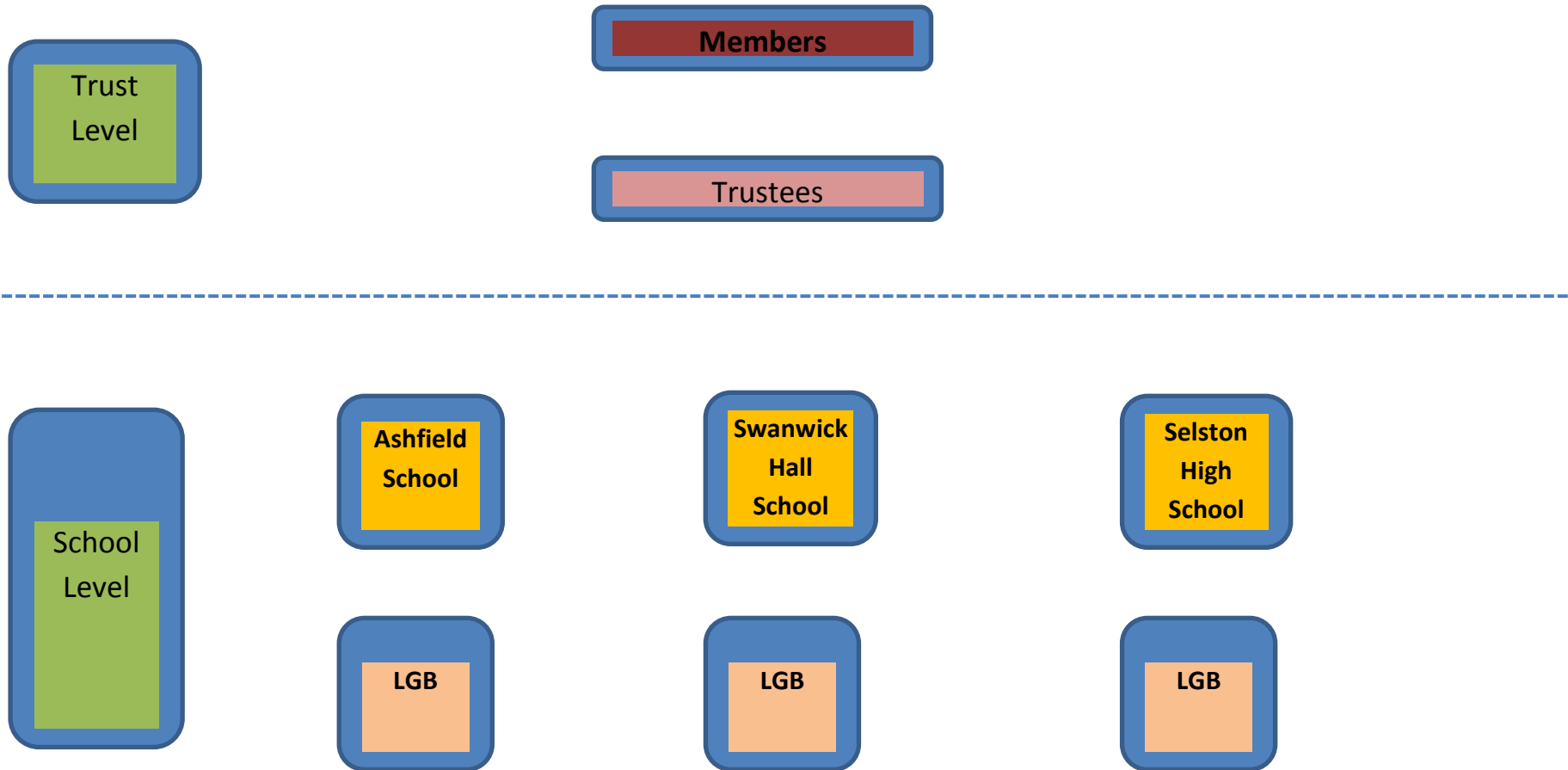
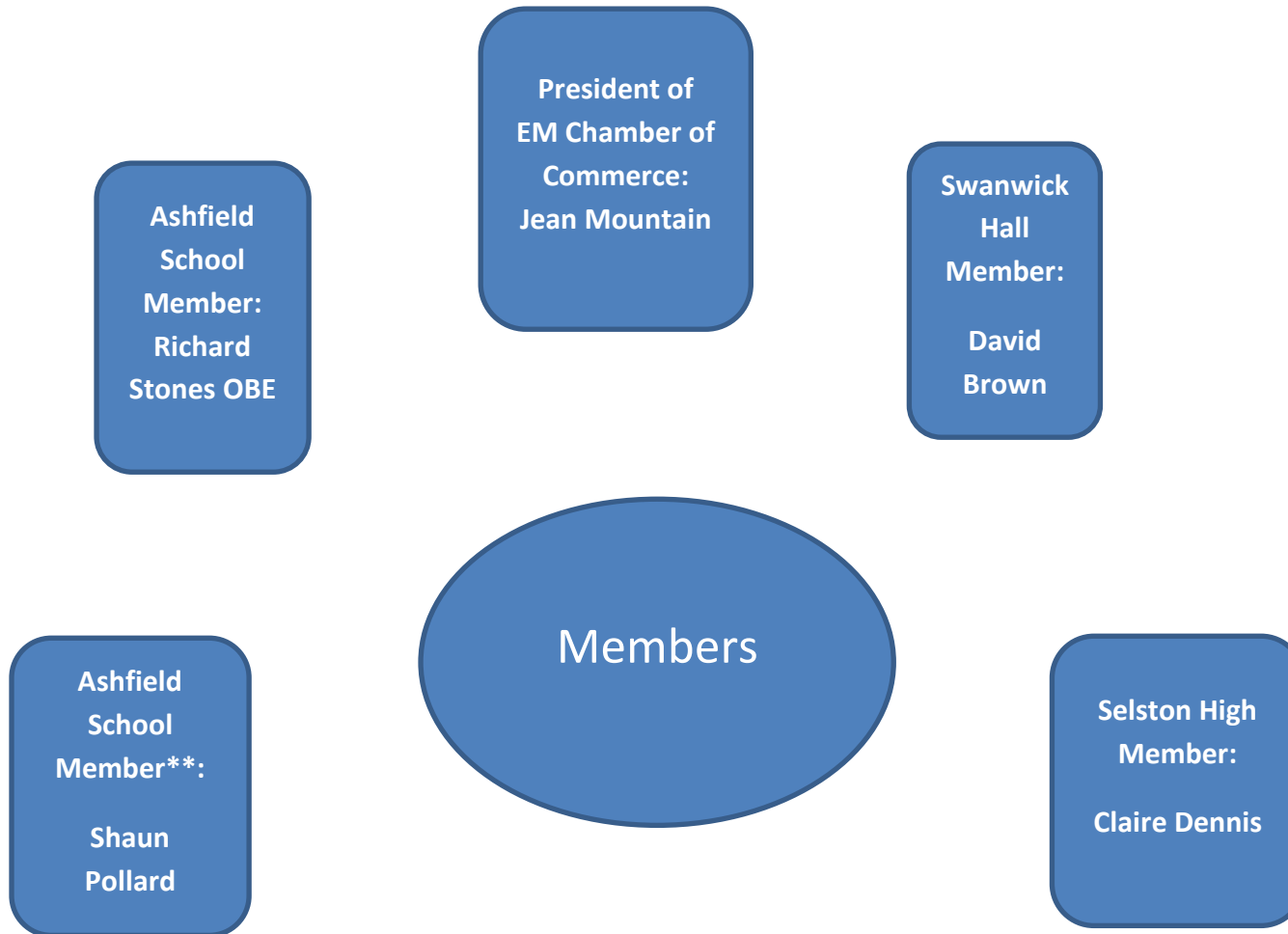


TWO COUNTIES TRUST STRUCTURE



TCT – Governance arrangements



The Members are individuals and appoint the Trustees to the Board of the Multi Academy Trust

Members rights are enshrined in company law and Members may

- wind up the MAT
- amend the articles of association
- appoint Trustees
- remove a Trustee

In the event that the MAT is wound up without enough assets to satisfy its creditors, each Member would be liable to pay up to £10 towards these debts

Individual Members comprising:

- Representative from East Midlands Chamber of Commerce
- 2 Members from Ashfield School
- 1 Member from Selston High School
- 1 Member from Swanwick Hall School

Each Academy has a Local Governing Body

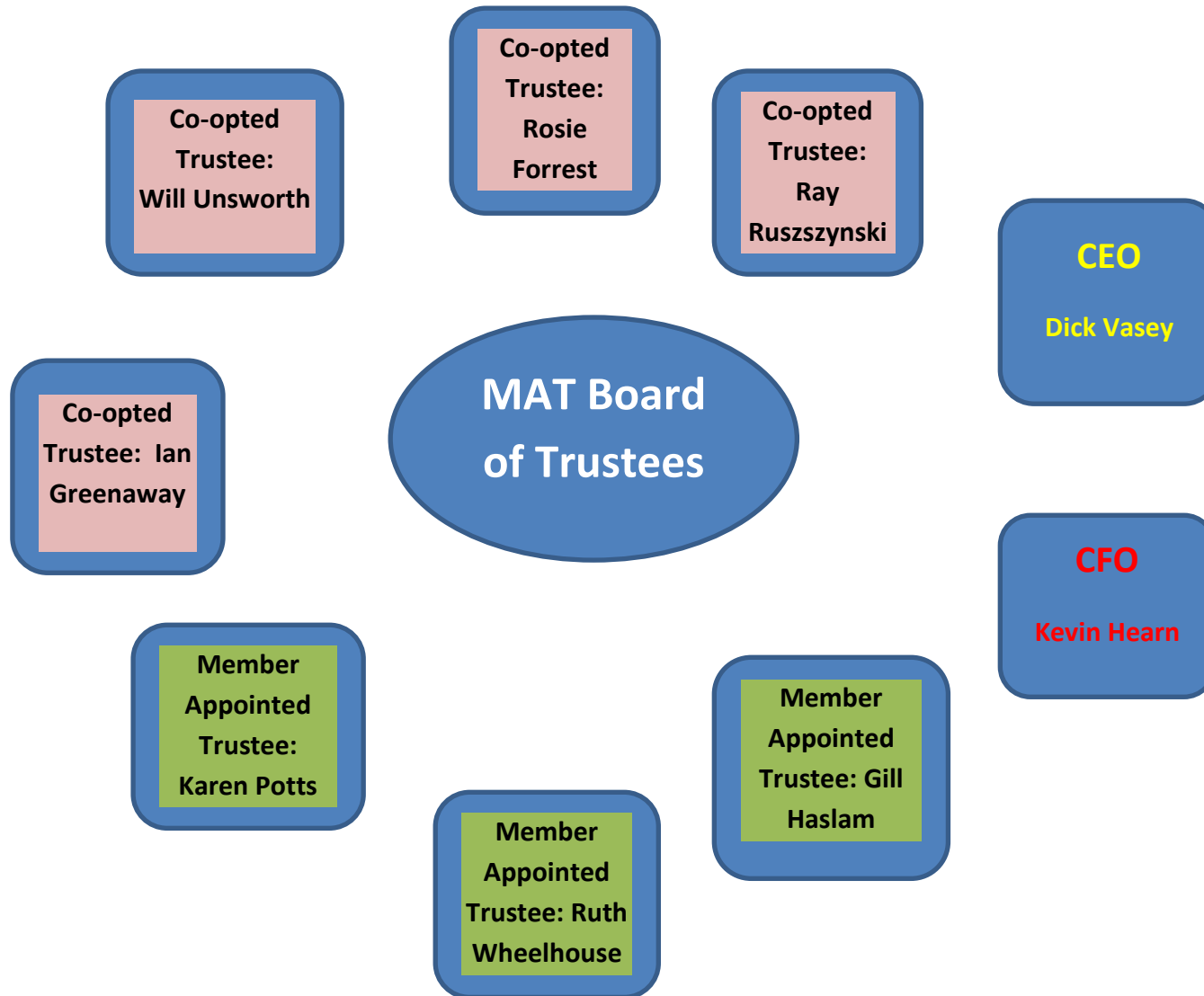
** Once the number of Primary Schools in the MAT exceeds 5 schools this Member position will become a representative for primary schools.

BOARD OF MEMBERS

Name	Pen Portrait
Jean Mountain	<p>Jean is the President of the East Midlands Chamber of Commerce. She has operated The Supreme Rubber Stamp Company since 1985. During her career with the company Jean has successfully grown the organisation into a market leader with clients such as Rolls Royce, Toyota, Health Authorities and Schools across the UK. Jean also owns a designer handbag business that has developed into an expanding business with many corporate clients. She is also a director of a print management company which looks after corporate clients such as Waterstones, HMV and Ryman's .</p> <p>Jean joined Nottinghamshire Chamber of Commerce in 1992 and in 1997 was asked to join the Board of Directors. She is the former the Chair of the Nottinghamshire Members Council which promotes policy across the county and is also the British Chamber of Commerce national representative for business crime. She is a founding board member of the National Business Crime Forum.</p> <p>In 1997 Jean founded Enterprising Women, a networking group aimed at empowering women in business through a variety of both business and social events. Enterprising Women now has over 500 members and the group is recognised nationally as a leading organisation representing women in business. She is a former Governor of Nottingham Girls High School.</p>
Richard Stones OBE	<p>Richard is a serving senior police officer who was awarded an OBE for services to police and business security. He was the first serving Police Officer worldwide to be awarded Chartered Security Professional status. He holds an MSc in Security and Risk Management, is a Visiting Fellow of Derby University, a Fellow of the Security Institute, Fellow of the Chartered Management Institute, and a Freeman of the City Of London. Richard technical advises on international security related projects for the EU, UN and NATO, is a contributing author to the UN Criminal Research Institute Handbook for the Protection of Crowded Places and recently wrote the UK Chapter of the McGraw Hill American Homeland Security handbook. He sits on several national security related project boards and is a founding director of the UK National Business Crime Forum. He has been a school governor at both primary and secondary schools for over 15 years and has held numerous portfolios and chairs.</p>
Shaun Pollard	<p>Shaun is an experienced Social Worker and Educator. He has been a school Governor for 18 years in both Primary and Secondary Schools. Currently he works freelance as a guest lecturer in Safeguarding at Nottingham, Derby and Nottingham Trent University's as well as providing tuition to Children in Care and children with health complications not attending School. For the past fifteen years he has provided services as a Court Expert in the field of Safeguarding, Child Development and Family assessment and has been involved in providing evidence in over 100 court cases in the Family and Crown Courts including the High Court in London. Shaun has been a Social Worker, SW manager and Independent SW over the past thirty years. He has managed Safeguarding, Children in Care and Care Leaving Services. He has won awards for Safeguarding and Partnership 'Working Together' initiatives as well as having organised conferences and given talks at the Cabinet Office, 10, Downing Street and given evidence to sub committees in Parliament on specific safeguarding issues. Shaun is registered with the HCPC (SW33006). He is also currently doing an MA in Education Studies</p>

David Brown	David has served with Derbyshire Constabulary for the past 26 years and has extensive experience as a criminal investigator and team supervisor at the rank of sergeant. David has been involved in a number of high profile cases, including murder and child exploitation. As a committed parent governor to Swanwick Hall School since December 2012, David has used his expertise in the arena of safeguarding to act as governor safeguarding lead, ensuring that the school's policies and procedures are robust and effective. He has been Vice Chair of Governors since September 2013.
Claire Dennis	Clare is currently a manager within the Police service, and has been with them for 23 years. Having gained significant experience in the development of administration and finances systems and practices, along with a research role, Clare moved 12 years ago to an investigation role and during this time has further enhanced her research skills, along with legal knowledge and more recently, following promotion, the management and development of staff. She is now responsible for strategic development of the department, implementation of new policies and procedures, recruitment of staff and preparation of annual performance reviews and development plans. Clare is also a volunteer with one of the largest youth football leagues in the Country and is responsible for the preparation of the league accounts and monthly budget reviews.

TCT – Governance arrangements



- Trustees are responsible for the management and administration of the MAT and are accountable to the Members who act as a 'check and balance' on the performance of the MAT
- The founding schools have agreed a structure of 9 trustees comprising:
 - 4 co-opted Trustees appointed by the Board of Trustees (according to their skills and experience e.g. Business, Education, Finance, HR, H & S etc)
 - 3 Member Appointed Trustees (one from each Founding School LGB)
 - Chief Education Officer
 - Chief Finance Officer
 - A nominated Member will sit at Board of Trustee meetings
- The Board of Trustees will also have the following committees:
 - Audit (annual audit and risk management)
 - Personnel, Pay & Performance
 - Standards Committee

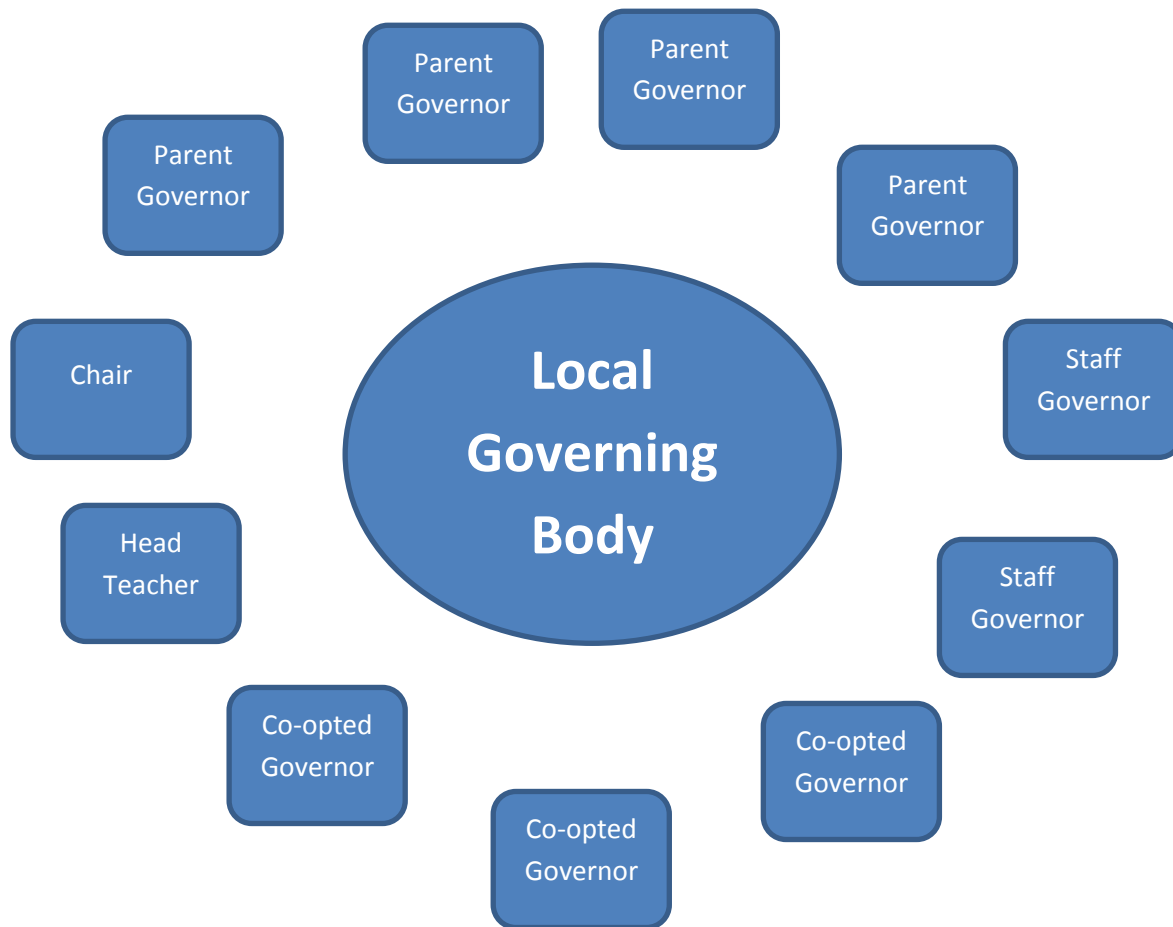
TCT BOARD OF TRUSTEES

Name	Pen Portrait
Dick Vasey MBA, BSC Hons, LLE	Dick has over 15 years' experience of secondary headship. In his first headship he led the school to an Ofsted judgement of 'outstanding' and relocated the school from a split site arrangement to a brand new PFI building. Whilst at Ashfield School Dick has improved all aspects of the school and this was reflected in the last Ofsted inspection when leadership and management was judged to be 'outstanding'. Dick has been a Local Leader of Education for the past 7 years and in this role he has extensive experience of supporting schools that have been placed in Special Measures. Ashfield School is a National College Designated Leadership Development School and as such Dick supports future headteachers following the NPQH programme. Dick has been asked by a neighbouring local authority to provide support to the leadership teams at three school which are Requiring Improvement and this is been done in liaison with the Sutton Trust who are evaluating the impact of this school improvement work and will write up the outcomes. Dick is a qualified Ofsted Inspector.
Kevin Hearn FCCA	Having qualified in 1995 Kevin has been a Finance Director and Company Secretary over the past 19 years within different industry sectors from Manufacturing, Contracting and Service and has a wealth of knowledge and experience in mergers and acquisitions, developing strong financial reporting and controls. Kevin has also covered corporate financial management and funding from buy-out to distress business management which further extends the pool of knowledge and experience which can directly maximise value for money for the multi academy. As his areas of responsibility within industry have included Finance, Company Secretary, Commercial, IT, HR, Logistics and General Administration these are all transferrable skills for the role of CFO. Kevin has been a school governor for the past seven years, a trustee for two years and Chair of the Finance Committee for the past three years.
Ray Ruszczyński MA, BA Hons, NLE	Ray Ruszczyński retired in 2015 as the longest serving Head Teacher of the largest secondary school in Derby City, Chellaston Academy. Chellaston became the first Outstanding secondary school in Derby in 2009 and regularly achieves the highest achievement in the City. As a pioneering Headteacher, Ray led Chellaston through early transition to Foundation status and subsequently Chellaston became the first Academy in Derby City. The growth of Chellaston from 600 to 1700 students during Ray's long leadership is a testament to his outstanding professional vision and relentless drive. The DfE recognised Ray's qualities and he was appointed as a National Leader in Education (NLE) and was praised by name in a speech by Michael Gove in 2012. As part of his NLE work Ray worked with local schools in special measures to provide advice and strategic guidance. Ray has boundless energy and enthusiasm and cares deeply about education and children. He has vast experience in strategic and pragmatic school leadership, child protection policy, pressurised decision making, school finance, personnel, Governance and leadership.
Rosie Forrest	Rosie has 25 years of experience in HR, having worked in different sectors including Engineering, Utilities, Professional Services and the Care and not-for-profit sectors; she also has worked for a range of companies, big and small, including

	<p>Rolls-Royce, E.On and now Capita. Originally an engineer, she worked for some time as a training officer for graduates and apprentices before moving into general HR. Rosie has worked extensively with Trades Unions and is a trained mediator. She has worked as Head of HR in engineering companies and the care sector and is a member of the Employment Tribunal, making decisions on the full range of jurisdictions. Whilst at Capita, Rosie has led HR for the Insurance & Benefits Division and is now leading HR for the Local Government, Health & Property division; she was also part of the senior team that established Entrust, Capita's joint venture with Staffordshire Council, which provides support services to Staffordshire schools.</p>
Will Unsworth	<p>Will is an experienced Engineering Operations Senior Manager from a Blue Chip Engineering company. He is currently Chief Manufacturing Engineer and Deputy General Manager in a facility Manufacturing Nuclear Steam raising plant. Will brings a range of experience in Operations Management, Strategy, Change Management and Health Safety & Environment. Will Unsworth holds degrees in Materials Engineering and Science (BEng) and Quality Management and Business improvement (MSc) and is Chartered Engineer.</p> <p>Will was appointed as a co-opted governor to Swanwick Hall School in 2013 and is currently Chair of the Business Committee.</p>
Karen Potts	<p>Karen is a Member of the Chartered Institute for Procurement and Supply (MCIPS) and a Director of a small business providing procurement and project management services. Karen has twenty five years' procurement experience in the public and private sectors and an excellent understanding of EU Procurement Law. She worked for Royal Mail as Head of IT Procurement, Computer Sciences Corporation as Senior EMEA Supplier Manager and for six years as Senior Commercial Manager for the National College for Teaching and Leadership (previously NCSL), an Executive Agency of the DfE. Karen has managed all elements of procurement including strategy formation, OJEU tender management, negotiation, development and management of contracts and supplier management. Category expertise include professional services, commissioned training services, IT products and services and outsourcing. Karen has expertise and experience of licensing products and commercialisation of intellectual property, due diligence to facilitate transition and transformation projects, development and audit of procurement policies and procedures. A committed school governor at Swanwick Hall and governor and chair of the business committee at Pilsley Primary School in Derbyshire for two years.</p>
Ruth Wheelhouse	<p>Ruth has been a governor at Ashfield School since 2006. Ruth has taught in the Further Education sector, teaching the National Diploma in Business Studies, the National Certificate in Business Studies, GCSE English and RSA Communication at West Notts College. In 2006 she began work at EMFEC, an organisation which has the colleges of the East Midlands as its members and houses the AoC East Midlands. The role included supporting the identification and development of new project opportunities, engaging with stakeholder groups and fostering partnership and collaborative working and delivering projects for a range of funding bodies and organisations, including regional activity projects and research projects. Ruth planned and developed the Continuous Professional Development programme for the further education sector, including in-house training, networks and conferences and bespoke events. This included planning and developing</p>

	<p>international visits, such as Continuous Professional Development for the Transversal programme. Ruth managed a number of regional projects, which involved reporting internally and to funding bodies, the control of budgets, marketing and communication and liaison with external stakeholders. For example, one of the projects was a regional OLASS project (Offender Learning and Skills Service) working with 12 regional colleges and a Chamber of Commerce and recruiting and managing a team of brokers. Ruth was also the Regional Manager for the national Functional Skills Support Programme..</p>
Gill Haslam	<p>Gill is currently retired but prior to that has run her own translation agency and taught for 38 years in local secondary schools, originally as a teacher of Modern Foreign Languages and for the last 22 years as the sole Deputy Head Teacher at Selston. She has experience as leader of both academic and pastoral systems and during her career has been Child Protection Coordinator, Senco, Advocate for Looked After Children, organised and delivered whole school in-service training to Selston and other schools, worked as an associate member of the local authority evaluating the provision of summer schools for Gifted and Talented, with local universities to coordinate the provision for trainee teachers and has been responsible for school finance. She has experience in working with employers as part of careers provision in school and has represented the school on local community groups (Safer Neighbourhood and Selston Forum). Additionally, as part of senior leadership, she has a vast experience of use of data, strategic planning, quality assurance, and performance management. She has held responsibility for premises and facilities management as well as Health and Safety and organised extensive refurbishment of parts of the school. Gill moved from leadership to governance on retirement as she is totally committed to Selston High School and wishes to contribute to its future progress.</p>
Ian Greenaway	<p>Ian is a Chartered Engineer, a Chartered Manager and Managing Director of MTM Products (I.S.P.P.) Ltd who are a manufacturer and supplier of bespoke labels, nameplates, graphic overlays, vinyl cut decals and emergency lighting signage. Ian is also a past President of East Midlands Chamber of Commerce and a Business Advisor with Young Enterprise. Ian represents the British Chambers of Commerce on Promoting Core Maths Senior Advisory Board. The aim is to introduce Core Maths as a new post 16 qualification which is very practical and relates to maths skills required for work, life and study. Ian is an Employability Champion for D2N2 Local Enterprise Partnership and as such he is working to improve the employability skills of school students in Derby, Derbyshire, Nottingham & Nottinghamshire by encouraging greater partnership working between schools, employers, local authorities and other stakeholders.</p>

Governance arrangements – for each school to determine individually



LOCAL GOVERNING BODY

- The LGB is responsible for making day to day decisions on the operation of the relevant Academy, by way of the powers delegated to it by the Trustees in accordance with appropriate terms of reference
- For Founding Member Schools all LGBS will retain full delegated responsibilities but as the MAT grows terms of reference may change to deliver “earned autonomy” where the main Board has a range of powers to intervene depending on scale of any issues.
- The level of financial contribution from an individual Academy’s GAG to central operating costs can be varied according to the performance so that high performing Academies that receive less central support have a lower contribution to central costs.
- Each LGB will comprise 11 members:
 - Chair
 - 3 elected parent governors
 - Headteacher and 2 other elected staff governors
 - 3 Co-opted governors