

Local Academy Board Handbook

Introduction

On transfer into the Birmingham Diocesan Multi-Academy Trust there will be a variety of governance models within our schools. For those schools who were previously stand-alone academies their previous model would have involved governors being directors of the company and directly responsible for the finances and provision within the schools. For those who were local authority, some of these responsibilities remained with the local authority.

On transfer into BDMAT the previous governing body is re-defined as Local Academy Boards to distinguish that a change has occurred; this is because, as with any MAT the ultimate responsibility now rests with the main board of directors – the current directors on the board can be located at <https://bdmatschools.com/staff-department/directors/>. Local academy boards are technically committees of the main board of directors, although no directors sit on LABs.

The role of Local Academy Boards

LABs have a number of key roles in both a strategic and operational manner; some of these may be undertaken by the full board, others delegated to either a standing committee, a role specific group or an individual governor, all of which will report back to the full board. These roles include:

Vision and values

- For our church schools, ensuring that they preserve, develop and promote the Christian distinctiveness of the school, working closely with Church of England representatives;
- Monitoring the implementation of BDMAT's vision of 'life in its fullness for all', 'success for all' and 'positive well-being for all' and the Church of England's vision of education that allows for the development of wisdom, knowledge and skills; promotes dignity and respect; values community and living well together; and pupils having hope and aspiration;
- Monitoring the implementation of the school's own vision and aims, ensuring they are in sympathy with those of the BDMAT and in our Church of England schools the Church of England;
- Undertaking learning walks on a regular basis to ensure that the school's Christian ethos is being promoted (where appropriate),

Safeguarding and health and safety

- Ensuring that all procedures are followed to safeguard pupils when appointing staff and that records are maintained;
- Monitoring the school's safeguarding mechanisms, ensuring that they are meeting national and local requirements;
- Ensuring all Governors receive annual update training from a designated safeguarding leader at the school, including knowledge of PREVENT;
- Ensuring that the safeguarding governor receives more detailed training on a regular basis from the local safeguarding board;
- At least termly, analyse the school's data regarding number of pupils at risk and referrals made to Social Care for patterns and potential concerns;
- LABs should receive, discuss and challenge leaders annually on their section 175 audit return to the safeguarding board and the BDMAT safeguarding audit;
- Termly, evaluating the school's single central record, cross referencing it to a staff list to ensure all staff have received the relevant checks;
- Ensuring that the school has in place an Educational Visits Co-ordinator who is adequately trained and approve any educational visits that involve residentials, medium to high risks and all visits in the proximity of water. Where required request additional guidance from outside agencies;
- Undertaking termly site visits to identify potential health and safety risks;
- Ensuring that leaders have in place effective risk assessments for the school and out of school activities;
- Ensuring that the standards of catering and cleaning within the school meet the highest possible expectations through reviewing or commissioning reviews;

Risk management

- Monitoring the school's specific risks and evaluating progress towards the school risk register at each main LAB meeting;

Financial probity

- Ensuring that governors and school leaders comply with the latest version of the Academies Financial Handbook issued by the Department for Education;

- Receiving regular finance reports from the Central Team and use this information to guide discussions regarding the allocation of resources, and inputting to the development of the annual budget;
- Monitoring the spending of Pupil Premium and Sports Premium to ensure that both restricted funds are having an impact, and ensuring the school's website accurately reflects the position regarding these funds;

Staff appointments and staff management

- Appointing all staff (with the exception of the headteacher and deputy, which is in partnership with the CEO), and ensuring their performance is measured by school leaders and that staff are rewarded accordingly. Governors should follow the correct BDMAT procedures for these;
- Monitoring the school's staff sickness and absence policy – meeting with staff as required by the local policy;

School improvement

- Ensuring that the school improvement plan, once approved by the Central Team is implemented and has impact;
- Ensuring that statutory requirements are being made regarding the support offered to SEND pupils, that they are having impact and that the school's SEN statement on its website is accurate;
- Receiving regular reports from the headteacher regarding the quality of teaching, monitoring improvements and reporting any concerns that you have to the Central Team if you feel that the quality of teaching is not improving;
- Monitoring the school's curriculum statement on its website. Ensuring that it clearly identifies what children will learn and the skills they will develop and that it is guided by an 'intent' that aligns with the school's and BDMAT's visions and values;
- Set targets for pupil attendance for the whole school and vulnerable groups (SEND, pupil premium and other specific school vulnerable groups e.g. EAL) and monitor progress toward these targets; monitor authorised and unauthorised pupil leave in term time;

Pupil admissions

- Acting as the admission body, on behalf of BDMAT;

Dispute management and resolution

- Dealing with complaints, disciplinary and grievance issues at the school in line with policies;

- Where necessary, issuing banning notices to parents or warning letters where their conduct on the premises is not acceptable;

Pupil behaviour

- Administering exclusion panels to hear all permanent exclusions and where required, fixed term exclusions (in line with regulations);
- Undertaking learning walks on a regular basis to ensure that the conduct of pupils is good and that the school provides a suitable learning environment;

Relationship with the Central Team

- Reporting any significant concerns to the Central Team;
- Challenging the Central Team if the services / support being provided by the Central Team are not meeting the school's requirements;

Headteacher support and challenge

- Providing effective pastoral support for the headteacher – seeking additional assistance when it is felt that the headteacher requires this;
- Supporting the CEO / Chief School Effectiveness Officer in monitoring and assessing the performance of the headteacher (this will involve the chair of governors, CEO and an additional governor);

Governor training

- Ensuring that an effective training programme is in place for governors and that an annual skills audit of all governors is undertaken to identify future training and gaps in the LAB's skills set;

Stakeholder and community engagement

- Regularly consulting with pupils, parents and staff regarding the school;
- Act as a link between the school, BDMAT and the local community – ensuring that the school is playing an active role with its local community, including other schools;
- Ensure that there is an effective and mutually productive relationship between the school, the church and, where appropriate, other local faith organisations.

Policies

- Review and monitor school specific policies that are not covered by generic BDMAT policies including safeguarding, health and safety, performance management and subject specific policies.

Transferring from governing body to LAB governor

When schools transfer into BDMAT, governors will need to apply to continue being a LAB governor within a BDMAT school. This is a simple process and the form for this can be located in appendix 11.

Terms of office

Governors will normally serve four-year terms. On joining BDMAT any remaining terms of office will transfer with each governor into the LAB. For example, if a governor was appointed in Sept 2019 and the school joined BDMAT in Sept 2020 the governor would remain in post until Sept 2023. On transfer, governors will be asked to complete a transfer form, stating that they wish to transfer as a governor and agreeing to abide by BDMAT's code of practice (see appendix 1).

Governor conduct

Appendix 1 includes the code of practice for governors, including reference to the conduct that governors are expected to follow. It is a requirement of BDMAT that this is signed annually and that the clerk keeps a record on site of the signed copies. Where there are issues with a governors' conduct these should be brought to the attention of the chair of governors; for issues related to the chair of governors these should be referred to the CEO. Following an investigation, the chair of governors in consultation with the CEO will decide if the governor has broken the code of conduct; they will then decide if the governor should be removed from post or issued with a warning / guidance note. If the complaint refers to the chair of governors, once the investigation has concluded the CEO will consult with the Chair of BDMAT regarding the next steps.

Role of governors

Each LAB should have the following on its board:

Chair (recommended annually by the LAB but the position is appointed by the board of directors, delegated to the CEO)

Vice Chair (selected annually by the LAB)

Special Educational Needs Governor

Safeguarding Governor

Pupil Premium Governor

Clerking

Each LAB requires a clerk to record its meetings and ensure that procedures are adhered to. A model job description and person specification for a clerk to governor can be located in appendix 2. In the absence of the clerk, neither the chair nor the headteacher should be asked to clerk the meeting.

Agendas for meetings should be sent out to all governors on the LAB / committee 7 clear days before the meeting using the BDMAT template (appendix 3). In order to ensure consistency across the Trust, some agenda items are set by the Central Team for each meeting – this allows for accurate and effective reporting on issues at the same time of year to our main board. LABs will supplement the agendas with their own local agenda items.

The minutes of the meeting should be recorded on appendix 4. Once the draft minutes have been approved by the chair of the board / committee, a set should be emailed directly to the CEO at c.mansell@bdmatschools.com

Frequency of meetings

Recently the majority of LABs within BDMAT have moved to have a full meeting each half term with no additional committees. If the LAB continues to have committee meetings then a full board meeting might only be required once per term. Governors should be mindful of the number of meetings that they hold outside of normal work hours and the additional pressure that this places on school leaders.

Timing of meetings

Ideally, governor meetings involving school staff should take place during school hours but BDMAT understands that this is often difficult for governors. Where meetings have to be held outside of normal work hours the following should be followed:

- Arrangements should be put in place by governors to ensure that the headteacher is not left alone at the end of the meeting to lock-up etc;
- The meetings should be no longer than 2 hours in duration.

Scheme of delegation / remits

LABs are required to follow the latest scheme of delegation which is available on the BDMAT website. The current scheme of delegation can also be located in appendix 5. This scheme of delegation acts as the 'remit' for the LAB. If LABs establish any additional committees they will need to develop a remit for that committee and seek approval from the full LAB board and the CEO.

Appointment of new governors

It is imperative that governing bodies remain representative of the communities they serve, stakeholders and the foundation and their historical foundation. Therefore, schools should ensure that the following are represented on their LABs:

- Church of England foundation representatives (for our church schools). For schools previously designated as Voluntary Aided (VA) there should be two more foundation governors than non-foundation governors; for schools previously designated Voluntary Controlled this should be 25% of governors
- Foundation members (for those schools with an historical foundation, other than the church)
- Parents (a minimum of 2 per school)
- Staff (usually two members, both elected by staff, one to represent the teaching staff and the other to represent support staff)

The headteacher and the incumbent (church schools only) will be *ex officio* governors; both can elect not to serve as governors on appointment or at any other point during their tenure by informing the chair of the LAB. Headteachers will still have a duty to report and attend governor meetings as required but within a non-governor capacity. The incumbent can delegate this role to another Church of England foundation governor, but the role will remain as classed as '*ex officio*'. As the local authority has no control over the school there is no requirement to have local authority governors on the board; chairs could request to the board of directors that previously designated LA governors remain on the board but as co-opted members but they would cease to represent the LA.

Extension of governors' terms of office

All governors serve four-year terms. At the end of the four-year term the body that appointed the governor (foundation, PCC or diocese etc) should be consulted by the chair of governors to discuss if they wish to re appoint the governor or select another governor to represent them. For staff and parent governors once the four-year term has concluded there should be an election for either their continued representation or replacement.

Appointment of governors

Prior to taking-up post all new governors will need approval from the BDMAT Central Team and the Church of England, Birmingham. Appendix 6 contains the pro-forma for requesting approval from these bodies.

Appointment of chairs of local academy board

On the resignation of a chair of governors the CEO should be informed and be involved in the appointment of a new chair. Following resignation, the LAB board should meet to propose a new chair of governors to the LAB. The CEO will then act on behalf of the main board of directors to approve or reject the proposed nomination.

Resignation of governors

All resignations of governors should be brought to the attention of the LAB and CEO.

Governor complaints

If individual governors have complaints regarding any issue these would normally be dealt with in an informal manner by the chair of governors. If the governor feels that they cannot speak to the chair or they do not feel that the chair of governors dealt with their complaint sufficiently they should follow the Staff and LAB Governor Complaints Policy (see appendix 7); this policy should also be used when the Local Academy Board has a complaint against either a member of the Central Team or the BDMAT Board of Directors.

Policies

The high majority of policies that LABs require will be MAT wide policies developed by BDMAT (see appendix 8 for a list of current policies in place across BDMAT). There is no requirement for LABs to formally approve BDMAT policies. There are also likely to be a set of policies that transferred through TUPE that apply specifically to the school and other policies that relate to your school only e.g. safeguarding and health and safety, which should be annual. Where a policy is school specific, the LAB should have in place a timetable for reviewing these policies – normally on a three-year cycle with the exception of some key policies such as safeguarding and health and safety. LAB governors should be aware that the writing and reviewing of policies is time consuming for staff and therefore governors should consider the necessity of any policies they are requesting.

Attendance at LAB meetings

The clerk to governors will keep a log of all attendance of governors at LAB meetings. It is important for the smooth running of schools that governors aim to attend all meetings where they are required. If a governor has not attended the last 3 meetings and / or 50% or more meetings in the last 12 months the chair may write to the CEO and request that the governor be removed; this decision will rest with the CEO, who will

consult with the Deputy Director of Education, Church of England Birmingham for all church representatives or the Foundation for such governors.

Quorate rules

LABs should operate a quoracy of 1/3 of the governors on the LAB / committee (rounded-up to the nearest whole number) for the meeting to be classed as quorate. If the meeting is not quorate it can still take place to receive information but cannot act / vote on any matters. In circumstances where a decision is extremely urgent the chair can undertake a vote and then request a decision from absent governors.

Auditing skills

It is imperative that our local academy boards have a wide range of skills in order to effectively support and challenge our school leaders. We therefore expect that once a year an audit of skills will be completed. LABs should use the National Governors Association model, which can be located at appendix 9.

Executive Governing Bodies

When a school is designated as a BDMAT Priority school the CEO will decide if issues regarding leadership mean that the local academy board is suspended and replaced with an Executive Governing Body (EGB). When an EGB is in place it will normally be chaired by a member of the BDMAT executive team. Some or all of the governors on the local academy board are also likely to be asked to be members of the EGB. The EGB will undertake all of the duties of the LAB. The CEO will determine when the LAB should be reinstated.

Constitutions

Unlike with a governing body for a stand-alone academy or a maintained school there is no requirement to have a constitution or articles for the LAB, as these documents refer to the main board of BDMAT only. Each clerk should keep a record of all governors' terms of office and the body that they represent (appendix 10 should be used to record this and a copy should be sent to the CEO following any revisions).

Governor safeguarding checks

It is a requirement that on appointment the following checks are undertaken on all governors, these should then be recorded on the school's Single Central Record:

- Evidence of identity
- DBS clearance
- Section 128 clearance

Support for governors

At times being a governor can be challenging and emotional; you are dealing with the lives of both staff and pupils and have to juggle the fine line of supporting and challenging whilst being there as a pastoral support for the headteacher. If governors need support they should initially contact the Chair of Governors; Chairs of Governors should consult with the CEO for their own support.

List of appendices

- Appendix 1 – BDMAT governor code of conduct
- Appendix 2 – Clerk to governor’s model job description and person specification
- Appendix 3 – BDMAT standardised agenda format
- Appendix 4 – BDMAT standardised minute format
- Appendix 5 – Current scheme of delegation
- Appendix 6 – Approval form for new governor appointment
- Appendix 7 – Local Academy Board and Governors Complaints policy
- Appendix 8 – Policy status
- Appendix 9 – NGA Governor skills audit
- Appendix 10 – Governing body composition record
- Appendix 11 – Transferring from a governing body governor to a LAB governor

Member biographies

Mini Biography: Andrew Halstead

Andrew is the Diocesan Secretary for Church of England – Birmingham. He is the senior non-clerical executive in the diocese, leading its projects and administrative structures and is responsible for staffing and allocation of resources. He acts as Company Secretary for finance, investments, property and office services across the 184 churches. Previously, Andrew was Operations Director at the Football Association, running the opening events at Wembley Stadium and planning the National Football Centre. Andrew's background is in information systems, holding senior positions at Blue Circle, Saatchi & Saatchi, WPP, Kone and 3i.



Mini Biography: Mark Pryce

The Revd Canon Dr Mark Pryce is Director of Ministry, Church of England – Birmingham and Chaplain to the Queen. Originally from Wales, Mark moved to the West Midlands in 1987 to serve as Curate of All Saints Church, West Bromwich, where he was also part-time Chaplain at Sandwell District General Hospital, Governor of two Church Primary Schools, and Community Governor of a large Secondary School.

He was elected as a Fellow of Corpus Christi College, Cambridge in 1990, and served there as Dean of Chapel and Tutor for twelve years before returning to the Black Country as Vicar of Smethwick Old Church, where he led the development of the Dorothy Parkes Community Centre.

In 2015, Mark was awarded a doctorate in Practical Theology from Birmingham University for research into poetry and professional development. As a published poet, he gives many talks and readings about poetry and religion in the Birmingham region, nationally and internationally.

Mark is also a volunteer Chaplain for St John Ambulance in the West Midlands, supporting thousands of local volunteers, including large numbers of children and young people, in delivering First Aid services, training in local communities and providing specialist transport for Birmingham Children's Hospital.



Mini Biography: Pat Saunders

Pat Saunders' main career was with the Local Government Ombudsman, specialising in local authority education issues and working as a lay inspector of rural and urban primary and secondary schools when OFSTED was first established.

As Chair of Governors of a church primary school Pat plays a major part in ensuring that it maintains its Christian distinctiveness while keeping pace with the national schools' agenda. Under her chairmanship the school became one of the first in the Diocese to convert to academy status and to establish a nursery and wraparound care within its Academy Trust.

Pat has also mentored the Governing Bodies of schools in difficulty, helping them to evaluate their overall performance and set a vision for the future. Pat is Vice Chair of the Birmingham Diocese Board of Education.



Mini Biography: Sarah Smith

Sarah came to the Diocese in February 2015 from her post as Executive Head Teacher of St John's CE Primary School in Sparkbrook, which she led for 11 years.

A National Leader of Education, she has been involved in supporting schools on their journey of school improvement and served as Chair of Birmingham Local Authority Primary Forum.

Sarah's focus currently includes developing the CoFE Birmingham's Multi-Academy Trust and working on growing new church schools through the Department of Education's Free Schools Programme.



Mini Biography: Matt Thompson

Dean Matt is Dean of Birmingham. He was installed as Dean of Birmingham on 30 September 2017.

Matt grew up in the West Midlands and attended school in Walsall. He studied Theology & Religious Studies at Corpus Christi College, Cambridge and trained for ordination at Ridley Hall, Cambridge.

Matt served his title at the Parish of the Ascension, Hulme in the Diocese of Manchester from 1994 to 1997. From 1997 to 2000 he served first as Assistant Curate and then as Team Vicar in the Langley and Parkfield Team Ministry. From 2000 to 2008 he was Priest-in-Charge at St Cross Clayton and Area Dean of Ardwick from 2003 to 2008. From 2008-2017 he was Vicar of Bolton and Borough Dean of Bolton from 2010-2017. He served as an honorary canon of Manchester Cathedral from 2012-2017 and as Chair of the House of Clergy for the Diocese of Manchester from 2015-2017.

Throughout his ministry, he has been particularly involved in schools, urban regeneration, interfaith ministry and community cohesion. He is interested in public theology and Ignatian spirituality.



Director biographies

Mini Biography: **Christine Arrowsmith**

Since 2012, Christine has worked as a 'Hotline' officer with the Association of School and College Leaders, offering telephone advice to all ASCL members, which requires up to date expertise and knowledge of curriculum, data for accountability, inspections, pay, performance management, employment law, management of staff and students and Governance and Trusts, as well as strong people skills. Christine has also worked since 2011 as a self-employed education consultant, supporting schools in the primary, secondary, special and pupil referral unit sectors. Her specialisms include supporting Senior teams and Governors on school improvement, particularly involving leadership and management, subject and pastoral leader training, pre and post inspection support, school evaluation and school improvement planning.

Christine's previous roles include Headship at Kingsbury School, Warwickshire, an 11-16 LA comprehensive school, from 1995-2001, which was identified by The Daily Mail as "The most improved school in England" in 1999 and by the LA as a 'Centre of Excellence'. From 2001-2003, Christine was Senior Inspector for Secondary Education in Warwickshire, leading on school improvement across the county and heading up the Inspectors' Improvement Team and the National Strategies team. She also led on the Specialist Schools roll out. From 2003-2005 she was Headteacher at Limehurst High School, Loughborough, an 11-14 LA comprehensive school, and from 2005-2011 at Abbot Beyne School, Burton Upon Trent, an 11-18 LA comprehensive school. Christine led these 3 very different schools through five Ofsted inspections; all were rated Good and her Leadership was rated Outstanding. Two of the schools had significant multi-cultural populations and Abbot Beyne School was graded Outstanding for its Community Cohesion work.

In all her Headship posts, Christine developed and sustained strong teams across the schools and gained significant experience in school improvement, Governance, finance and HR. She was also elected Chair of the East Staffordshire Heads' Group and worked hard to develop strong links across the schools, many of which were Academies and parts of Trusts.



Mini Biography: **Melanie Crooks**

Mel is Director of Finance across a number of church related entities - the Diocesan Board of Finance, Cathedral, Thrive Together Birmingham, the Diocesan Board of Education and the previous umbrella trust for sponsored diocesan school academies, The Diocese of Birmingham Educational Trust (DBET). She is a member of the BDMAT Finance and Resources Committee, with oversight for school financial management and audit effectiveness. She also provides financial governance and management training to governing bodies/accounting officers and school business managers.

Mel is Foundation Governor for the Queen Mary's Grammar School, Walsall (Academy Trust) and member of the Business Committee, with a remit covering school property and finance and with delegated oversight of the internal and external audit process. This Trust recently formed a Multi Academy Trust for which she is a Board member. Mel is also a Trustee Director of the charity 'Writing West Midlands' and chairs its Finance Committee.

Mel was previously an Audit Partner with RSM UK LLP, specialising in the Education and Charity Sectors. She has worked with more than 10 academy schools through the academy conversion and set up process, providing particular support with academy financial management and governance structures. Between November 2002 and March 2013, she also worked extensively within the public sector, providing financial management and grant funding assurance services to a number of central government departments and NPBD's such as UK Border Agency, Ministry of Justice, MoD, Met Office and DCLG.

Mel has invaluable experience in reviewing and implementing academy financial management and governance from both a practitioner and oversight perspective. This enables her to ensure that industry best practice can be effectively implemented and robustly monitored.



Mini Biography: **Olivia Jenkins**

Olivia is a solicitor in the dispute and resolution team (DART) at Trowers and Hamlin LLP currently specialising in litigious construction matters. She is well versed in providing advice to corporate bodies / exec boards on the commercial running of their business.

Prior to joining Trowers, Olivia specialised in four distinct areas, fraud, child abuse, human rights and personal injury. Particularly in the latter three practice areas, safeguarding children and their future was an integral part of that work. During that time, she represented both vulnerable children and local authorities in relation to allegations of abuse of positions of trust against schoolteachers. She also assisted local authorities in their involvement in the government led Inquiry into child sexual exploitation.

In a volunteer capacity, Olivia provides regular support to children in care and is also a mentor to young law graduates. Safeguarding young children is obviously important to her and she would be happy to offer her support to BDMAT on a non-charge basis as a member of the board.



Mini Biography: Kabir Khan

Kabir has worked in senior business roles for multinational engineering, construction and manufacturing companies prior to joining BDMAT. As part of his functions, he has been closely involved at strategic level with operational, commercial and HR direction of organisations.

Furthermore, he has worked closely with government agencies such as ESFA (formerly SFA) and Ofsted when he was the key figure for his organisation, delivering apprenticeships. With his academic background in Management & Law, he has a good understanding of corporate governance, compliance and education sectors.



Mini Biography: Heidi Leung

Heidi currently works as a Senior Education Advisor for FFT Education Ltd, a leading non-profit independent provider of education data for schools in the UK. In this nationwide role, she supports local authorities, Dioceses and Multi-Academy Trusts in the use of insightful data and analysis to improve outcomes for children and young people. A key part of her advisor role is to ensure she keeps abreast of changes in the national education landscape and their impact on school improvement strategies.

Prior to her role at FFT Education, Heidi gained a wealth of education experience working for a local authority and schools in Nottingham and surrounding areas. She also completed a secondment at the Department for Education, supporting the training and business requirements of a national school data system. In addition, Heidi also held a Chair role for a national education data consortium where she provided strategic direction and leadership.

Having worked with the Diocese of Birmingham for several years, Heidi is looking forward to applying her professional skills and knowledge in a trustee capacity.



Mini Biography: Geoff Harley-Mason

Geoff works both as a mentor to church youth workers supporting them in their ministry to young people and as a learning mentor to year 6 young people at school in Sparkhill. He has qualifications in both youth work and theology and has worked for several churches in the West Midlands. Currently he is chair of Governors at Arden Academy in Knowle and is also a director of the Arden Multi Academy Trust. As part of these roles he sits on the Solihull LEA Schools Forum.

Geoff is part of the church community at St Andrew's, Chelmsley Wood where he is working with the church on its schools work and developing a strategy for local youth work. In the school environment Geoff is particularly interested in Mental Health education for young people and in pastoral care in schools.



Mini Biography: Christopher Mansell Chief Executive Officer

Christopher took up post as CEO of the new BDMAT on 01 September 2017.

Prior to this, he had been Headteacher of 4 schools in Derby City, Warwickshire and Derbyshire, having commenced his first headship in 2000. All of his headships were at schools which were in 'difficult situations', including one that had recently been placed into Special Measures and one in an inner-city, highly deprived area.

Christopher is a serving Ofsted Inspector working within the East Midlands region, a role he plans to continue in order to retain an insight into the current expectations of the inspectorate.



Mini Biography: Nigel Oram

Nigel is Head teacher of Harper Bell Seven Day Adventist School. He is a practicing Christian himself and his children attend a Church of England Primary school in Birmingham.

Nigel is passionate about raising aspirations for inner city children and took on the leadership of his current school, motivated by the underachievement of young Black children. His whole teaching experience has been in a variety of different inner-city Birmingham schools.

Nigel brings to our board his experience as a serving primary head teacher with a Christian faith, but not as a leader in one of our church schools, so has no bias. He attends a number of our events and regularly joins our senior leadership conference.



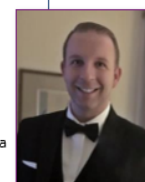
Mini Biography: Nick Pilditch

Nick joined the team in June 2017 and comes from a business background; his expertise in that world is in business transformation and culture change. Nick is commercial trained and gained his MBA from Edinburgh Napier University in 2016.

He also has extensive experience in strategic decision making, continuous improvement, problem solving, HR, company restructuring, corporate finance and mergers and acquisition.

Nick is a chartered manager and has managed teams right up to board level while setting and exceeding KPI's across a number of disciplines with a focus on international growth. Nick works across a number of industrial sectors including defence, UK civil and defence nuclear, oil & gas and government sectors.

Nick lends us his skills from an 'outside perspective' and offers a contrasting and complimentary approach to the Board.



Mini Biography: Revd Barrie Scott

Barrie has been Vicar of St John the Evangelist, Perry Barr since January 2015 and was previously Honorary Assistant Priest (SSM) at St Michael's Handsworth for sixteen years. Between 2004 and 2015, Barrie was also Headteacher of two different schools in the Midlands, having previously served as Deputy Headteacher, Head of Modern Languages and Advisory Teacher for Languages in schools across the Midlands. Granville Community School in Swadlincote, an 11-16 comprehensive school, moved over 3 years from Serious Weaknesses to become the best school in the area, the rise in KS3 SATS and GCSE results making it one of the top ten most improved schools in the country. Following this, Barrie became Headteacher of Cannock Chase High School, a large 11-19 comprehensive school in Staffordshire and oversaw its successful conversion to a free-standing academy and a rise in results of 18% on GCSE headline measures and a comparable increase in A Level/sixth form results. The school also saw a rise from 4% to 20% of sixth formers obtaining places at Russell Group universities. Barrie was elected to the Association of School and College Leaders National Council in 2011 and was a member of the Ofsted monitoring and the Curriculum and Standards committees. He also served on the Academies and Direct Employers Group.



Since being elected to the Birmingham Diocesan Board of Education, Barrie has been closely involved with the team which wrote the successful bid for a secondary free school and is also Vice-Chair of the new Birmingham Diocesan Multi-Academy Trust. He is involved in the "Yes2Life" campaign, which is a multi-denominational, multi-faith organisation which seeks to raise awareness of and combat knife and gun crime in Birmingham. He also volunteers as a Stonewall School Role Model, is an occasional contributor to local media and is a trustee of the Thomas Bromwich Charity, which offers financial support to the needy in the ancient parishes of Handsworth, Great Barr and Perry Barr.

Mini Biography: Steven Skakel Senior Executive and Trustee with twenty-five years of Experience in Leadership Roles

Steven is an Independent Director and Trustee with a portfolio of roles. He is currently Chair of Shirley Deanery and Birmingham Diocesan Synods. In addition to joining the Birmingham MAT, Steven is a member of Bishop's Council for The Church of England Birmingham, a member of the national Church of England Peer Review team, a trustee of the Barrow Cadbury Trust and a school governor.



Prior to this Steven was on the Board of NextiraOne UK as Managing Director from 2006 to 2014. He has more than twenty years' experience of the enterprise communications market (Voice, Video, Data, Contact Centre and Data Centre) gained in operational sales and service roles offering consulting, solutions and services.

Outside of work Steven is passionate about Birmingham and the West Midlands region, despite hailing from Edinburgh! His passion and mission is to make a difference, encouraging and supporting others as they seek to be the best they can be. Steven is married to Sally with two children, Patrick and Nicola and they live in Solihull, West Midlands.

Mini Biography: Dr Jan Smart

Jan's current role is HR Director of the Church of England, Birmingham. Prior to this, she was CEO of the Renewal Christian Centre in Solihull for seven years and from 1989 to 2008 she held various senior management roles at Cadbury Limited, including: Sales Analyst, Market Research, Strategic Planning, Business Development, Finance, Training & Development, HR and Employment Law. Her specialist HR experience will support the BDMAT in developing high quality people practices and ensuring compliance with statutory requirements relating to HR policies and procedures, while her general business experience will support strategic planning and development.



Mini Biography: Sarah Smith Diocesan Director of Education

Sarah came to the Diocese in February 2015 from her post as Executive Head Teacher of St John's CE Primary School in Sparkbrook, rated 'outstanding' by Ofsted, which she led successfully for eleven years.

A National Leader of Education, she has been involved in supporting schools on their journey of school improvement and has served as Chair of Birmingham Local Authority Primary Forum.

Sarah's focus currently includes developing the Birmingham Diocesan Multi-Academy Trust, of which she is Chair of the Board, and working on growing new church schools through the Department of Education's Free Schools Programme. Following a recent successful bid, Sarah is currently involved in setting up a new secondary Free School in the Diocese and in the bidding process for further Free School options for the Diocese.



Executive biographies

Mini Biography: Christopher Mansell Chief Executive Officer

Christopher took up post as CEO of the new BDMAT on 01 September 2017.

Prior to this, he had been Headteacher of 4 schools in Derby City, Warwickshire and Derbyshire, having commenced his first headship in 2000. All of his headships were at schools which were in 'difficult situations', including one that had recently been placed into Special Measures and one in an inner-city, highly deprived area.

Christopher is a serving Ofsted Inspector working within the East Midlands region, a role he plans to continue in order to retain an insight into the current expectations of the inspectorate.



Mini Biography: Sam Cosgrove Chief School Effectiveness Officer

Sam took up the post of Chief School Effectiveness Officer in September 2018. Prior to this she was Executive Head Teacher of the Barchelai Multi Academy Trust which was based in the south of Birmingham.

The majority of the schools that Sam has worked in have been schools in areas of high deprivation including one that had been placed in Special Measures. Sam also chairs the Primary Oaks Committee and attends the System Leadership meetings with Birmingham Education Partnership.



Mini Biography: Chris Manning Chief Finance and Operations Officer

Chris joined BDMAT as Chief Finance and Operations Officer in March 2019, having spent 10 years working for Landau Forte Charitable Trust, a multi academy trust based in the midlands, as Group Financial Controller, and then Executive Director of Finance & Administration. Prior to this Chris trained to be a Chartered Accountant within KPMG working across the public sector.

Chris is a Trustee and Treasurer of two charities working in the Derby area and also supports the Governing Body of an independent school, also based in Derby.

