

The Board of Directors

Heather Bowman – Chair of Directors and Director of Performance and Quality

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

My family and I moved to Kings Bromley in 1986 and my children attended Richard Crosse Primary School and later secondary school in Rugeley.

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

My last Headship was of one of the biggest schools in the county and I had to lead the rebuilding of it after a devastating fire destroyed almost all of it, as well as delivering the best results the school had ever had.

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

Sue Cockayne - Director of Local Advisory Groups

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.

Gareth Wood - Director of Finance and Trading

Gareth's 30 year business career has been spent working in the healthcare companies. After graduating from Birmingham University (modern languages), he joined Smith & Nephew in Hull as a graduate trainee, and worked his way up in various marketing, sales and

management roles for several medical device companies, becoming Managing Director of an International healthcare supplier in 2005.

Running businesses has given Gareth useful experience for good governance of a Multi Academy Trust, in particular, managing healthy financial performance and financial probity, as well as people management, health & safety and talent development.

Settling in Kings Bromley in 2000, all 3 of Gareth's daughters have attended Richard Crosse CE(A) primary school, and Gareth is delighted to be "giving something back" to a school that has prepared his daughters so well for senior school and University.

Caroline Humphries - Director of Corporate Affairs – Human Resources

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

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 of Directors and Director for Strategy.

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.

Julie Smith - Director of Corporate Affairs - Estates, Learning Environment and Health and Safety–

I live in the village of Elford with my Husband Richard and my three children Phillippa (12) and identical twins Charlie and Harry (9). The boys attend the Howard Primary School in the village and Phillippa attends Rawlet School. She also went to the Howard.

I am an experienced Environmental Health Officer and during my career have worked for a number of different local authorities, big and small. I presently work, full time for a Leicestershire authority where I am responsible for enforcing food safety, health and safety as well as public and animal health legislation. As such my work is extremely diverse and forever evolving. I have to be adaptable, flexible and always ready to respond to the wide variety of complaints and queries that land on my desk. It can be incredibly challenging and demanding but also very rewarding and satisfying. It requires quick thinking and a pragmatic outlook.

The role has professional status and requires the ability to conduct inspections and investigations and gather evidence for cases brought before the courts. It requires adherence to all relevant codes of practice as well as to the Police and Criminal Evidence Act. The role requires confidentiality to be maintained at all times and a methodical attention to detail.

When not at work I enjoy spending time with my family. My other pastimes include holidaying, cooking and eating good food which I balance out by running. Predictably, just like most women, I also enjoy a little retail therapy from time to time.

Paul Lovern - Executive Head, CEO and Accounting Officer

After achieving a Bachelor of Education Degree at the University of Nottingham, Paul began work as a Class Teacher at Rushall JMI School in Walsall in 1989. During his time at Rushall JMI Paul acted as both PE and Geography Coordinator before leaving in 1993 to take up post at Millfield JMI School in Brownhills. Whilst at Millfield Paul held the roles of:

- Literacy Coordinator
- Assessment Coordinator
- KS1 Coordinator
- KS2 Coordinator
- KS1 & 2 Classteacher
- Local Authority End of Key Stage 1 Assessment Moderator

In 1997 Paul moved to Whittington County Primary in Lichfield as Deputy Head with responsibility for Literacy and Assessment and still maintaining his role as LA Assessment Moderator.

In 2002 Paul began his first Headship at The Richard Crosse C.E. (A) Primary School in Kings Bromley. During his time at Richard Crosse Paul has seen the School through two Ofsted inspections the first is 2006 resulting in an outcome of 'Good with Outstanding Features' and the second in 2011 when the school was recognised as 'Outstanding'.

In 2006 The Richard Crosse School was also graded as 'Outstanding' following on from its SIAS inspection.

In September 2007 Paul was asked to take on St. Mary's C.E. (A) Primary School in Colton, a then undersubscribed rural village Primary. Acting as Executive Head across the two schools, for the first twelve months as a 'loose collaboration' the School joined The Richard Crosse C.E. (A) Primary School in 2010 to become a Federation. Pupil numbers at St. Mary's has doubled since the School became part of the Federation and it continues to be a popular choice.

In St. Mary's 2009 Ofsted Leadership and Management was recognised as 'Outstanding' and the school achieve an overall grading of 'Good' with Outstanding Features. In the same year the school received the same grading following in from its SIAS Inspection. In 2014, under the new framework, St. Mary's was recognised as a 'Good' school and it was reported that 'St Mary's is a good and improving school. The leadership team has been very effective in driving up the quality of teaching and learning, so much so, that last year's leavers attained the school's highest ever levels in reading, mathematics and science. In each, test results were well above the national average, as well as exceeding the expectations for pupils in similar small schools. Better attainment is also seen for pupils at the end of Year 2, who also gained higher levels than hitherto'.

In 2014 Paul became a Local Leader of Education supporting a school requiring improvement and Howard Primary School joined the St. Mary's and Richard Crosse Federation as part of a soft collaboration in September 2014. In addition to taking responsibility for a third school Paul also took on the role of Professional Partner for two Headteachers new to Headship.