



Beckfoot
Trust

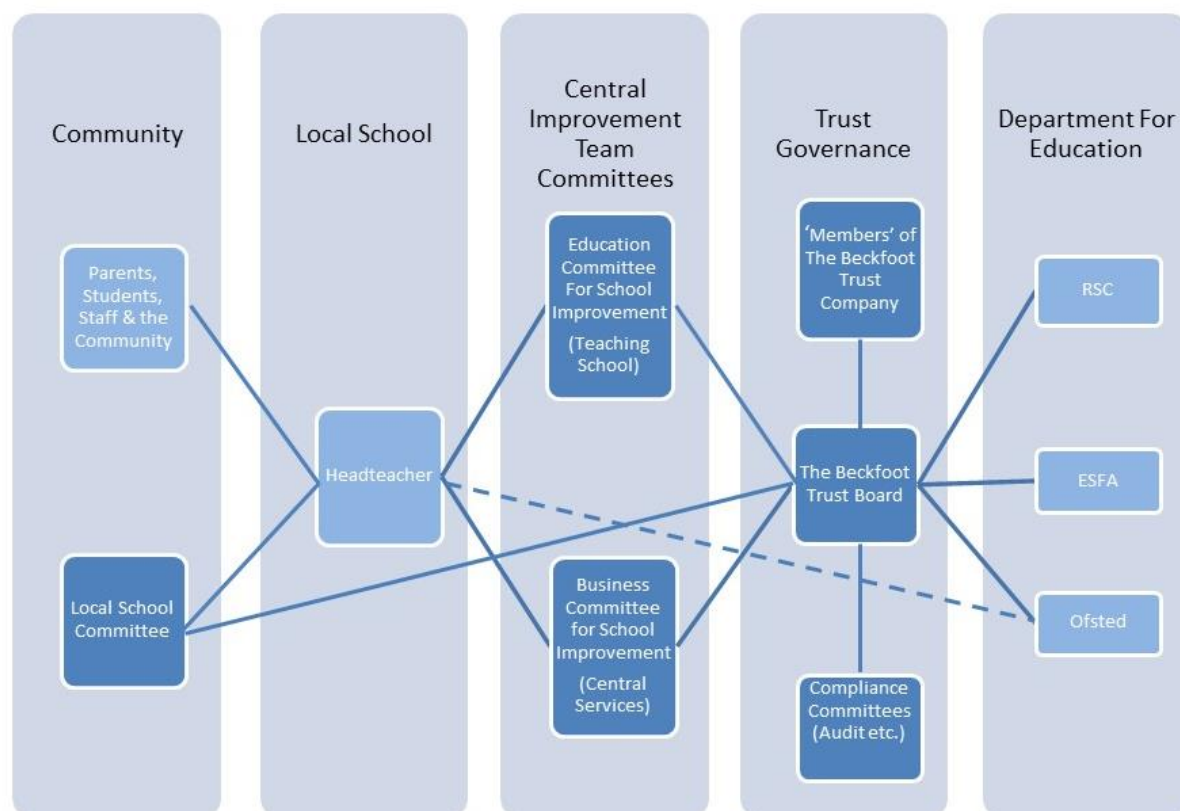
LEADERSHIP SKILLS, CREDENTIALS AND CAPACITY

15/7/20 V20

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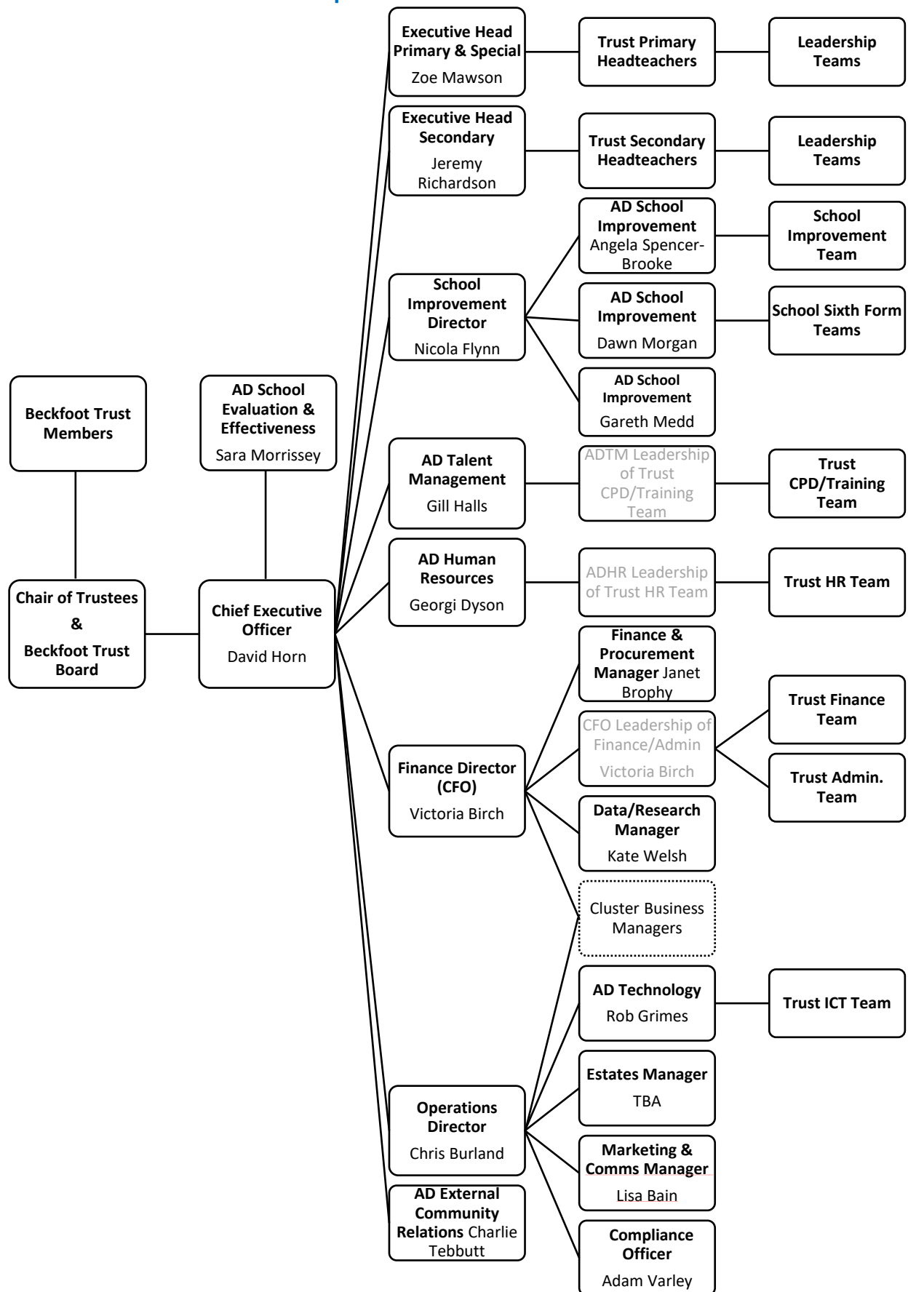
1.0 Beckfoot Trust Governance Structure



The role of the Board is to ensure:

1. The Beckfoot Trust is governed and managed so as to comply with requirements and take account of the guidance set out by the DfE in the following documents and their successor publications:
 - The Beckfoot Trust Articles
 - The Beckfoot Trust Funding Agreement
 - Supplementary Funding Agreements for Local Schools
 - The Academies Financial Handbook
 - The Academies Annual Accounts Direction
 - The DfE Governance Handbook
2. The Schools within the Trust comply with the Ofsted framework and aspire to become outstanding examples of comprehensive education
3. The Local Schools adopt the Trust Values, Core Purpose, Learner Leadership and Organisational principles
4. The DfE define three financial disciplines that any well-run organisation should expect to deploy:
 1. Having rigorous procedures for preparing and monitoring financial plans
 2. Delivering effective operational controls
 3. Maintaining a system of internal scrutiny to remain compliant
5. The purpose of governance is to provide confident, strategic leadership and to create robust accountability, oversight and assurance for educational and financial performance. The Board ensures it manages the three core functions of governance as described in the 'Governance Handbook'
 - Ensuring clarity of vision, ethos and strategic direction;
 - Holding executive leaders to account for the educational performance of the organisation and its pupils, and the performance management of staff; and
 - Overseeing the financial performance of the organisation and making sure its money is well spent.

2.0 Central Leadership Structure



Governance	Team around the CEO	Exec. Leadership Team	Central Improvement Team and School Leaders
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3.0 Constitution of the Beckfoot Trust Board

Full name of Director First and surname	Category of Director Headteacher, co-opted, local authority, parent, staff	Current term of office	Position of responsibility Chair or vice-chair
Jenny Cryer	Director, Cco-opted then Member appointed 3/7/20	First appointed 1/9/19 Current term: 1/9/19-1/9/23	Trust Safeguarding Director
Surita Dalal-Wilson	Parent Director, co-opted then Member appointed 3/7/20	First appointed 1/9/19 Current term: 1/9/19-1/9/23	
David Horn	Founding Director, converted to fixed four year term 8/12/17, Chief Executive Officer	First appointed 24/7/12 Current term: 1/9/17-1/9/21	Accounting Officer
Mike Kelly	Founding Director, Member re-appointed 3/7/20	First appointed 26/7/12 Current term: 24/7/20-24/7/24	Chair Business Committee, Vice SEN, CLA, Disadvantaged Director
David Maybury	Director, Member re-appointed 3/7/20	First appointed 18/8/16 Current term: 18/8/20-18/8/24	
Anne Marie-Merifield	Director, co-opted then Member appointed 3/7/20	First appointed 6/4/20 Current term: 6/4/20-6/4/24	
Erum Pervez	Parent Director, co-opted then Member appointed 3/7/20	First appointed 1/9/19 Current term: 1/9/19-1/9/23	
Sue Pierce	Director, Member re-appointed 8/12/17	First appointed 1/8/13 Current term: 1/8/17-1/8/21	SEN, CLA, Disadvantaged Director
Paul Speight	Director, Member re-appointed 3/7/20	First appointed 8/12/16 Current term: 8/12/20-8/12/24	GDPR Director
Kim Tollervey	Founding Director, Member re-appointed 3/7/20	First appointed 24/7/12 Current term: 24/7/20-24/7/24	Vice Chair of Trust Board, Chair Education Committee, Chair Audit Committee, Vice Trust Safeguarding Director
Shirley Watson	Director, co-opted then Member appointed 3/7/20	First appointed 6/4/20 Current term: 6/4/20-6/4/24	
John Winkley	Founding Director, Member re-appointed 3/7/20	First appointed 24/7/12 Current term: 24/7/20-24/7/24	Chair of Trust Board, Chair Remuneration Committee

Other Officers:

Victoria Birch serves as the Trust Chief Financial Officer (CFO)

Adam Varley serves as the Trust Data Protection Officer (DPO)

Schofield Sweeney serve as the trust Company Secretary

4.0 Committee Membership of the Beckfoot Trust Board:

4.1 Board and Committee Membership

Beckfoot Trust Governance	Board	Central Improvement		Compliance	
	Board	Education	Business	Audit	Remuneration
Jenny Cryer	✓	✓		✓	
Surita Dalal-Wilson	✓	✓		✓	
David Horn	✓	✓	✓		✓
David Maybury	✓		✓		
Anne Marie-Merifield	✓	✓		✓	
Mike Kelly	✓		✓		✓
Erum Pervez	✓	✓		✓	
Sue Pierce	✓	✓		✓	
Paul Speight	✓		✓		
Kim Tollervey	✓	✓		✓	✓
Shirley Watson	✓	✓		✓	
John Winkley	✓	✓	✓		✓
Total	12	9	5	7	4
Meetings	6	3	3	3	1
Executive Team present:					
Nicola Flynn, School Imp		✓			
Victoria Birch, Finance			✓	✓	
Chris Burland, Operations			✓		
Georgina Dyson, HR			✓		
Gill Halls, Talent Management			✓		
Sara Morrissey, School Evaluation		✓			
Charlie Tebbutt, External Com Rel	✓				
Zoe Mawson, Primary & Special		✓			
Jeremy Richardson, Secondary		✓			

4.2 Local School Committee Links

Beckfoot Trust Governance	Local School Committees									
	Allerton	Beckfoot	BUH	Hazelbeck	Heaton	Nessfield	Phoenix	Priesthorpe	Oakbank	Thornton
Jenny Cryer							✓			
Surita Dalal-Wilson			✓							
David Horn	Reserve	Reserve	Reserve	Reserve	Reserve	Reserve	Reserve	Reserve	Reserve	Reserve
David Maybury		✓								
Anne Marie-Merifield						✓				
Mike Kelly					✓					
Erum Pervez	✓									
Sue Pierce				✓						
Paul Speight	Reserve	Reserve	Reserve	Reserve	Reserve	Reserve	Reserve	Reserve	Reserve	Reserve
Kim Tollervey										✓
Shirley Watson									✓	
John Winkley								✓		
Total	1	1	1	1	1	1	1	1	1	1
Meetings	4	4	4	4	4	4	4	4	4	4

5.0 Beckfoot Trust Board Personnel Specification

In May 2015, the Board established a personnel specification for Directors/Trustees based on NCSL guidance available at the time. In 2019, this has been updated to reflect guidance in the DfE publication 'A Competency Framework for Governance' 2017.

5.1 Principles and personal attributes

The principles and personal attributes that individuals bring to the board are as important as their skills and knowledge. These qualities enable board members to use their skills and knowledge to function well as part of a team and make an active contribution to effective governance.

All those elected or appointed to boards should fulfil their duties in line with the seven principles of public life (the Nolan principles). They should also be mindful of their responsibilities under equality legislation, recognising and encouraging diversity and inclusion.

They should understand the impact of effective governance on the quality of education and on outcomes for all children and young people. In addition, all those involved in governance should be:

Committed Devoting the required time and energy to the role and ambitious to achieve best possible outcomes for young people. Prepared to give time, skills and knowledge to developing themselves and others in order to create highly effective governance.

Confident Of an independent mind, able to lead and contribute to courageous conversations, to express their opinion and to play an active role on the board.

Curious Possessing an enquiring mind and an analytical approach and understanding the value of meaningful questioning.

Challenging Providing appropriate challenge to the status quo, not taking information or data at face value and always driving for improvement.

Collaborative Prepared to listen to and work in partnership with others and understanding the importance of building strong working relationships within the board and with executive leaders, staff, parents and carers, pupils/students, the local community and employers.

Critical Understanding the value of critical friendship which enables both challenge and support, and self-reflective, pursuing learning and development opportunities to improve their own and whole board effectiveness.

Creative Able to challenge conventional wisdom and be open-minded about new approaches to problem-solving; recognising the value of innovation and creative thinking to organisational development and success.

Having reviewed DfE guidance on personnel specifications and skill requirements in 2019, the Board will continue to be made up of Directors that provide expertise in the following areas:

- School Improvement and educational performance data
- Safeguarding
- Community links
- Corporate Governance and Corporate Development
- Finance and financial data
- Estates Management and Health and Safety
- Human Resources
- Operational and Change Management

6.0 Beckfoot Trust Board Skills and Experience Matrix

In 2012, the Board established a skills matrix for Directors that it used to assess the balance of its overall competence. In 2019, the Board revised its skills matrix to reflect the skills described in the DfE publication 'A Competency Framework for Governance' 2017.

Please grade the columns described on a self-evaluation basis using the criteria below:

- 1 Very experienced (Good first-hand experience gained here and elsewhere)
- 2 Reasonably experienced (Good experience by association and aware of the issues)
- 3 Limited experience (experience gained through governance)
- 4 Very limited experience (no or very little direct or indirect experience)

Please consider the criteria below for each category you are scoring: Please answer taking account of the current Trust context, 10 schools, 7,300 pupils, 1,100 staff and £44m of annual income.

Setting direction

The knowledge and skills required for effectiveness in setting the strategic direction of the organisation, planning and prioritising, monitoring progress and managing change.

Culture, values and ethos

The knowledge and skills required to set the culture, values and ethos of the organisation successfully; demonstrate these in the conduct and operation of the board; embed them through the whole organisation; and monitor the impact on outcomes for children and young people and on the reputation of the organisation in the wider community.

Decision-making

Boards which operate effectively as strategic decision-makers are able to provide the foundation for creativity, innovation and improvement in the organisation. Effective decision-making is about moving from free and frank discussion to specific, measurable actions.

Collaborative working with stakeholders and partners

Effective boards are well-informed about, and respond to, the views and needs of key stakeholders, particularly parents and carers. They enable productive relationships, creating a sense of trust and shared ownership of the organisation's strategy, vision and operational performance.

Risk management

Effective boards play a key role in setting and managing risk appetite and tolerance. They are able to ensure that risks are aligned with strategic priorities and improvement plans and intervention strategies provide a robust framework for risk management. These competencies enable those on the board to identify, evaluating and prioritise organisational risks and ensure appropriate action is taken to mitigate against them.

Educational improvement

These competencies enable the board to know that the information that they are receiving about the educational performance of children and young people is accurate, to challenge appropriately where necessary and to hold leaders to account for improving outcomes for all young people. Holding leaders to account is about establishing clear expectations, ensuring clear lines of responsibility, putting in place systems for monitoring appropriately, ensuring evaluation and taking action in response to that evaluation.

Rigorous analysis of data

Board members are required to develop specific knowledge to allow the monitoring of school performance and improvement. It will also assist them in holding leaders to account.

Financial frameworks and accountability

These are the skills, knowledge and behaviours which enable the board to ensure that the organisation is in a strong and sustainable financial position to achieve its strategic goals. It is about ensuring the sustained financial health and efficiency of the whole organisation.

Financial management and monitoring

The competencies required will ensure that the board is able to make sufficiently informed and effective decisions on the use of resources and allocation of funds to improve outcomes for children and young people. It will also ensure that public money is utilised efficiently and in the best interest of the organisation.

Staffing and performance management

The knowledge and behaviours required by the board to oversee executive leaders in their responsibility to ensure that the organisation has the right staff who are managed and incentivised to perform to the best of their abilities.

External accountability

This section is about managing the organisation's relationship with those who have a formal or informal role in holding it to account. It enables the board to use their skills and knowledge confidently and effectively to be accountable for the delivery of the organisation's strategic plan, their own decision-making and their oversight of executive leaders.

Building an effective team

These are the skills and behaviours necessary to ensure effective relationships and dynamics around the table. They help to foster a learning culture where constructive challenge is welcomed; thinking is diverse; a variety of experiences and perspectives are welcomed; and continuous improvement is the norm.

Roles and responsibilities Everyone

Understanding and designing the structures through which governance takes place is vital to avoid unclear and overlapping responsibilities that can lead to dysfunctional or ineffective governance arrangements.

Statutory and contractual requirements

To ensure all those involved in governance understand the legal frameworks and context in which the organisation operates and all of the requirements with which it must comply.

Managing self-review and development

The skills and behaviours that help individuals on the board to reflect on how they personally are demonstrating the agreed values and culture of the organisation and what impact their individual contribution to making to effective governance.

Managing and developing the board's effectiveness

It is essential for the board to reflect on its own effectiveness including the effectiveness of its processes and structures. This will assist in building relationships and improving accountability, and will enable the board to ensure that there is a clear distinction between strategic and operational leadership. It will also assist in setting the tone and culture of the board.

Full name of governor Copy and paste from table 1	Occupation or previous occupation	Degree subject	Strategic leadership					Accountability							Effective Governance				Total Score	Other
			Setting Direction	Culture, values and Ethos	Decision making	Collaborative working with stakeholders and	Risk Management	Educational Improvement	Rigorous analysis of educational data	Financial frameworks and Accountability	Financial management and monitoring	Statutory and contractual	Staffing and performance	External accountability	Building an effective team	Roles and responsibilities	Managing self-review and development	Managing the Boards Self-effectiveness		
Jenny Cryer	Assistant Director, Childrens services CBMDC	BA (Hons) Eng Lit & Lang. MA Education Mgt. Dip, Careers Guidance	1	1	1	1	1	2	2	2	2	1	1	1	1	2	1	3	30	
Surita Dalal-Wilson	Research Fellow, University of Leeds	PhD, MSc Biomedical Sciences	1	1	2	1	2	2	2	3	3	3	2	2	2	2	1	2	31	Project Management
David Horn	Executive Headteacher and Headteacher Beckfoot	BA (Hons) History, M.Ed, MBA	1	1	1	1	1	1	1	2	2	1	1	1	1	1	1	1	18	NLE
Mike Kelly	Local Government – Final position Head of ICT – BMDC – Retired	BSc Physics, DMS (Diploma in Management Studies)	1	1	1	3	2	3	2	2	1	2	2	2	2	2	2	3	31	Project Management 2
David Maybury	Regional Head of Customer Banking, Yorkshire Bank PLC	BSc (Hons) Economics, Diploma in Corporate Finance	1	1	1	2	1	3	3	2	2	2	1	2	2	2	2	2	29	1 excellent commercial links regionally
Anne Marie-Merifield	Executive Headteacher, NLE, Strategic lead for Bradford Birth to 19 Teaching School & SCITT, Former lead for seven		1	1	1	1	1	1	2	2	1	2	1	1	1	1	1	1	19	

	Children's Centres.																			
Sue Pierce	Special School Headteacher, (Hazelbeck) Retired	Music, GRSM, ARCM, PGCE	1	1	1	1	1	1	1	2	2	1	1	1	1	1	1	1	18	NLE (retired)
Erum Pervez	Consultant/trainer		1	1	1	2	2	1	2	3	3	2	2	2	2	2	2	2	30	
Paul Speight	Head of Business Development & Strategy, Lloyds Bank (Halifax)	BA (Hons)	1	2	1	1	2	3	3	2	1	3	1	2	1	3	2	2	30	Community Relations experience
Kim Tollervey	Project Manager, UKAR, 27 years with company (Financial Services)	Post Grad Diploma Management	1	1	1	2	2	3	3	2	2	2	2	2	1	2	2	2	30	Leadership
Shirley Watson	Trust Executive Director, Ex Secondary School Principle/head	BA (Hons) Political Science	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2	17	
John Winkley	Director of company working in education	BSc (Hons) Electronic Engineering Management MEng FCIEA - assessment	1	1	1	1	2	2	1	2	2	3	2	2	1	1	2	2	26	Assessment, Company legislation, Good business practice, NLG
Totals			12	13	13	17	18	23	23	25	22	23	17	19	16	20	18	23	302	
			Strategic leadership					Accountability							Effective Governance					
			Setting Direction	Culture, values and Ethos	Decision making	Collaborative working with stakeholders and	Risk Management	Educational Improvement	Rigorous analysis of educational data	Financial frameworks and Accountability	Financial management and monitoring	Statutory and contractual	Staffing and performance	External accountability	Building an effective team	Roles and responsibilities	Managing self-review and development	Managing the Boards Self-effectiveness	Total Score	Other
			Total 73 Average 1.3					Total 152 Average 1.8							Total 77 Average 1.6					Av 1.57

7.0 Members Pen Portraits

John M C Cole (Appointed 26/7/12)

Retired Teacher of Economics, Salt Grammar School
Previous Chair of Governors Hazelbeck Maintained School
Trustee, Eccleshill Adventure Playground
Director, Aspire-I Ltd
Trustee, Nell Bank Outdoor Education Centre Trust
Titus Salt School LEA Governor

Baroness Margaret Eaton (DBE, OBE) (Appointed 21/12/16)

Life peer in the House of Lords
Deputy Lieutenant for West Yorkshire since 2008.
Previous Council Leader
Previous Director of Bradford Centre Regeneration Company
Previous Director Leeds Bradford International Airport

Professor Dame Helen Wallace (Appointed 23/8/16) BA in Classics, MA and PhD in political science

2015-2019 Board Member, British Library
2011-2015 Foreign Secretary and Vice-President, British Academy
2010-2013 Emeritus Professor, London School of Economics and Political Science
2008-2011 Chair of Politics Section (S5), British Academy
2007-2010 Centennial Professor, London School of Economics and Political Science

Sir Nicholas Weller (Appointed 23/8/16) MBA, BA (Hons), PGCE, NLE

Current CEO & Executive Principal Dixons Academies Trust
Former Chair Independent Academies Association

Nick Whiteside (Appointed 23/8/16) LLB Law; Legal Practice Certificate; Level 6 Diploma in Information, Advice & Guidance

2014-Present Director of Employment & Skills & Chief Operating Officer, Aspire-igen Group
2007-2014 Head of Employment & Skills/Operations Manager, Aspire-i
2002-2007 Partnership Adviser, Learning & Skills Council

John Winkley (Appointed from 24/7/12) - Chair

BSC and MEng in Electrical Engineering, Fellow of the Chartered Institute of Educational Assessors, a Board member of the e-Assessment Association, NLG
2008-Present Director, Alphaplus Consultancy Ltd
2011-Present Director, UK Awarding Academy
1995-2006 Director, BTL Group
1997-2001 Chief Executive Officer, Virtual College Ltd
2012-Present Chair, the Beckfoot Trust
2006-2013 Chair, Beckfoot School Governors
2002-2013 Governor, Beckfoot School
2005-12 Governor, Hazelbeck School

8.0 Board of Directors Pen Portraits

Jenny Cryer (appointed 1/9/19) - Director

2016-Present Assistant Director Children's Services Bradford Council - responsibility for Safeguarding and Reviewing; Children's Commissioning; School Transport; Post 16 Skills; Opportunity Area
2011-2016 Regional Operations Director Prospects – responsible for contracts across Bradford, Leeds, Wakefield, Kirklees and Calderdale including leaving care and IAG/support contracts
2008-11 Business Development Manager - igen in Leeds
2000-2008 Team Manager/Education Services Manager - Careers Bradford
1996-2000 Careers Education Manager- Prospects North London

Surita Dalal-Wilson (appointed 1/9/19) – Director Parent

PhD, MSc Biomedical Sciences
2007-Present Research Fellow, Haematological Malignancy Diagnostic Services, St. James's University Hospital, Leeds
2016-Present Health and Care Professions Council Registered Biomedical Scientist
2017-2019 Committee Member, Beckfoot Local School Committee
2015-2017 Co-Chair, Friends of Saltaire Primary School
2006-2007 Research Fellow, Leeds Institute of Molecular Medicine, University of Leeds
2004-2006 Junior Scientist, UK Children's Cancer Study Group (Biological Studies Committee)
2000-2006 Research Fellow, Cancer Research UK Clinical Centre, University of Leeds

David J Horn (Appointed 24/7/12) - Trust employee, Chief Executive Officer, Accounting Officer, MBA, LLE, NLE, 2015 Member of the Teaching Schools Council Fellowship Commission

Current Director, Beckfoot School (trading) Limited
2012–Present CEO Beckfoot Trust
1997–2017 Headteacher, Beckfoot School
LLE support for Oakbank School, Bradford; Samuel Lister School, Bradford; Co-operative Academy Leeds.
Member of IEB at Wyke School (now Appleton Academy) 2007-9, University Academy Keighley (2011-13) and Carlton Bolling School (2014-15).
'NLE support for a range of schools.

Mike J Kelly (Appointed 26/7/12) - Director

Retired ICT Senior Manager
Previous Governor Beckfoot Maintained School
Previous Governor Hazelbeck Special School

David Maybury (Appointed 18/8/16) - Director

Retired Senior Leader, Banking
1993-2016 Yorkshire Bank PLC. Regional Head of Customer Banking
1977-1993 National Australia Bank most recently as State Corporate Manager

Anne-Marie Merifield (Appointed 6/4/20) - Director
Semi-retired Executive Headteacher
2014 to present National Leader of Education
2014 to present Lead for Bradford Birth to 19 SCITT (School Centred Initial Teacher Training)
2013 to present Lead for Bradford Birth to 19 Teaching School 2015-2018 Lead for the West
Bradford Children's Centre Cluster

Sue Pierce (Appointed 01/08/13) - Director
Retired Special School Headteacher, ex NLE
2014-2017 Headteacher, Hazelbeck Special School
Previous Director, Bradford District Achievement Partnership
2012-13 Head of School, Hazelbeck Special School
2010-12 Deputy Head, Hazelbeck Special School

Erum Pervez (Appointed 1/9/19) – Parent Director
2019-Present External Expert, Ofqual
2018-Present Principal Examiner, Cambridge Assessment International Education
2015-Present Consultant/Trainer, Cambridge Assessment International Education
2008-Present Reviser/Team Leader/Assessment Specialist, CAIE and OCR

Paul Speight (Appointed 8/12/16) – Director
2018-Present Director of Service and Resource Optimisation (Lloyds Banking Group)
2016-2018 Director of Strategy (Halifax Bank)
2013-2016 Head of Business Development and Strategy Lloyds Banking Group (Halifax Bank)
2009-2013 Head of Network Performance Lloyds Banking Group (Halifax Bank)
2003-2013 Local Director and Branch Leadership Lloyds Banking Group (Halifax Bank)
1995-2003 Burger King UK, most recently General Manager

Kim Tollervey (Appointed 24/7/12) – Director, Vice Chair
Project Manager, UKAR (Financial Services)
Previous Governor Hazelbeck Maintained School
Current Director, Beckfoot School (trading) Limited
Grassington Singers Committee Member

Shirley Watson (Appointed 6/4/20) - Director
2018-Present Executive Director, Dixons Academies Trust (1 of 3 on the Exec Board)
2011-2018 Principal, Dixons City Academy
2005-2011 Senior VP/Head of School, Dixons City Academy
2000-2005 Head of Sixth/Assistant Principal, Dixons CTC
1999-2000 Deputy Head of Sixth, Dixons CTC
1996-1999 Head of Sociology/Senior Tutor, Dixon CTC
1995-1996 Teacher of Humanities, BCCC/Craven College
1990-1995 Partner in hospitality industry
1990-1993 BA Political Science – University of Leeds (1st Class)

John Winkley (Appointed from 24/7/12) - Chair
BSC and MEng in Electrical Engineering, Fellow of the Chartered Institute of Educational Assessors, a
Previously Board member of the e-Assessment Association, NLG
Current Director, Beckfoot School (trading) Limited
2008-Present Director, AlphaPlus Consultancy Ltd (www.alphaplus.co.uk)

2011-Present Director, UK Awarding Academy

1995-2006 Director, BTL Group (www.btl.com)

1997-2001 Chief Executive Officer, Virtual College Ltd (www.virtual-college.co.uk)

2012-Present Chair, the Beckfoot Trust

2006-2013 Chair, Beckfoot School Governors

2002-2013 Governor, Beckfoot School

2005-12 Governor, Hazelbeck School

Note: Beckfoot School (Trading) Limited is a dormant company that has never traded.

9.0 Central Improvement Team Pen Portraits

Finance Director

Victoria Birch BSc (Hons), ACA, CSBM
2020-Present Finance Director, Chief Financial Officer
2016-2020 Associate Director Finance
2013-2016 Trust Accountant, Beckfoot Trust
2007-2013 Audit Supervisor/Manager - Baker Tilly
2004-2006 Financial Administrator - Bradford Trident

Operations Director

Chris Burland BEng (Hons), QTS
2020-Present Operations Director
2017-2020 Beckfoot Trust Associate Director, Estates
2015-2017 Technical Services Manager, Beckfoot School
2012-2015 Director/Trustee, Beckfoot Trust
2003-2015 Teacher of Maths, Beckfoot School

Associate Director for Human Resources

Georgi Dyson BA (Hons), MCIPD
2016-Present Associate Director HR
2013-2016 HR Manager, Beckfoot Trust
2001-2013 Corporate HR Manager, Department for Work and Pensions - (Higher Executive Officer and Acting Senior Executive Officer) HRBP, HR, Pay and Reward.
1998-2001 HR Manager, Department for Social Security
1996-1998 Regional Personnel Officer, Benefits Agency

School Improvement Director

Nicki Flynn BSc, PhD, QTS, NPQH
2020-Present School Improvement Director
2016-2020 Associate Director for School Improvement, Beckfoot Trust
2014-2016 Assistant Director of Operations, The Bradford Partnership
2012-2014 Deputy Headteacher Parkside School, Bradford
2003-2012 Assistant Headteacher Parkside School, Bradford

Associate Director for Talent Management

Gill Halls BEd (Hons), PGCE, NPQH
2019-Present Associate Director for Talent Management
2017-2019 Headteacher, Beckfoot School
2000-2017 Deputy Headteacher, Beckfoot School
1983-2000 Teacher Beckfoot School including Subject Leader, Faculty Leader & Assistant Headteacher

Chief Executive Officer

David J Horn MBA in International Educational Leadership, LLE, NLE, 2015 Member of the Teaching Schools Council Fellowship Commission
Current Director/Trustee, Beckfoot School (trading) Limited
Current Director/Trustee, Beckfoot Trust
Previously Director, Bradford Partnership Limited
2012-Present CEO and Accounting Officer, Beckfoot Trust
2005-2012 Governor, Hazelbeck School Governors

1997-2012 Headteacher, Beckfoot School
1997-2012 Governor, Beckfoot School
2011-2017 Chair, The Bradford Secondary School Partnership
LLE support for Oakbank School, Bradford; Samuel Lister School, Bradford; Co-operative Academy Leeds.
Member of IEB at Wyke School (now Appleton Academy) 2007-9, University Academy Keighley (2011-13) and Carlton Bolling School (2014-15).
NLE support for Thornton Grammar School.

Executive Headteacher, Primary and Special Schools

Zoe Mawson BA Hons & QTS, NPQH, NPQEL

2020-Present Beckfoot Trust Executive Headteacher, Primary and Special Schools
2014-Present Headteacher, Beckfoot Heaton Primary School and Nursery
2010-2014 Deputy Headteacher, Beckfoot Heaton Primary School and Nursery
1999-2010 Teacher, Beckfoot Heaton Primary School and Nursery including Subject, Phase and Assistant Headteacher
1997-1999 Teacher, Whitehall Infant School, Uxbridge
1996 Volunteer Placement Teacher, Mira Model School, New Delhi, India

Associate Director for School Improvement

Gareth Medd BEd (HONS), MA, NPQH

2020-Present Associate Director for School Improvement
2007-2020 Deputy Headteacher, Beckfoot Heaton Primary School and Nursery
2004-2007 Consultant Teacher, Delta City Learning Centre, Enfield Council
1997-2004 Class Teacher and ICT Coordinator, Bowes Primary School, Enfield

Associate Director for School Evaluation and Effectiveness

Sara Morrissey Former HMI and Managing Inspector, NPQH

2020-Present Associate Director for School Evaluation and Effectiveness
2016-2020 Associate Director for School Improvement, Beckfoot Trust
2014-2016 Secondary School Improvement CBMDC
2013-2014 Head of Service, Barnsley Challenge for School Improvement (BMBC)
2004-2013 HMI and Managing inspector, OFSTED

Executive Headteacher, Secondary Schools

Jeremy Richardson BEd(Hons), MA, QTS, NPQH

2020-Present Beckfoot Trust Executive Headteacher, Secondary Schools
2016-Present Headteacher, Beckfoot Thornton Secondary School
2015-2016 headteacher, David Young Community Academy
2011-2015 Associate Principal, Sheffield Springs Academy
2010-2011 Deputy Headteacher, North Chadderton School, Oldham
2006-2011 Senior school improvement adviser (NW Govt Office region) DfE/National Strategies
2001-2006 HMI, Ofsted
1998-2001 Local Authority Maths Adviser, Walsall
1994-1997 Head of Maths, Primrose High School, Leeds
1987-1997 various maths teaching posts

Associate Director for External Community Relations

Charlie D Tebbutt BSc (Hons), NPQH

2020-Present Associate Director for External Community Relations

2012-2020 COO/CFO and Director/Trustee, Beckfoot Trust
2012-2020 Director/Trustee, Beckfoot School (trading) Limited
2011-2020 Member of CBMDC Strategic Partnering Board
2002-2012 Deputy Headteacher/Business Manager, Beckfoot School
2002-2012 Advisor, Beckfoot School Governors
2005-2012 Advisor, Hazelbeck School Governors
1995-2002 Director, Footprint Limited
1993-1995 Marketing and Retail Sales Director, The Symphony Group
1989-1993 Business Development Director, The Charles Walls Group

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