

## Governance Structure

A multi academy trust (MAT) is a legal structure that brings two or more schools under the control of one governing board, while still functioning as separate schools that retain their own identity. The Girls' Learning Trust (GLT) is a MAT.

GLT has three levels of governance. Firstly it has '**Members**', which are akin to the shareholders of a company, except that as a charity there are no profits. GLT may not have less than three Members with a majority who are not also Trustees. Members have an overview of the governance arrangements of GLT and appoint the Trustees.

Name	Date Appointed
Angela Attah	08/12/2020
Sue Cooke	01/09/2022
Donna Evans	01/01/2016
Sandy Gillett	24/08/2020
Marie Grant	01/09/2022
Tony Hyams-Parish	01/09/2015

The second level of governance is the GLT Board (the board of trustees/directors). There are currently 11 trustees / directors on the GLT Board which is;

- ❖ The overall governing body for GLT and all the schools within
- ❖ Responsible for setting the strategic direction for GLT including key performance indicators (KPIs)
- ❖ Accountable for the educational performance of the Trust and all academies within
- ❖ Responsible for determining Trust wide policies as appropriate
- ❖ The Trust is the employer of all GLT staff

The following people make up the **GLT Board**:

Name	Role	Date	Term of Office ends
Sandy Gillett	Chair/Director/Trustee	01/09/2020	31/08/2024
Philip Taylor	Vice Chair/Director/Trustee	01/09/2019	31/08/2023
Hamza Aumeer	Director/Trustee	24/08/2020	23/08/2024
Raeesa Chowdhury	Co-opted Trustee	10/02/2022	09/02/2026
Alex Clark	Director/Trustee	01/09/2019	31/08/2023
Andrea Cooke	Co-opted Trustee	01/09/2022	31/08/2023
Robert Etchell	Director/Trustee	24/08/2020	23/08/2024
Malcolm Munro	Director/Trustee	01/04/2022	31/03/2026
Nigel Pepper	Director/Trustee	01/09/2019	31/08/2023
Sofia Spiers	Co-opted Trustee	10/02/2022	09/02/2026
Jennifer Smith	CEO	01/09/2019	On termination of employment
<b>In attendance:</b>			
Thomas Flynn	Chief Operating Officer		
Andrew Horrod	Clerk		

The third level of governance comprises the Trust Committees and Local Governing Bodies (LGBs). The Board has a number of Trust Committees that report to it, to enable it to carry out its functions. These include Finance and HR and these committees are made up of Trustees from the Trust Board and Governors from the LGBs.

Each school within GLT has its own LGB. The LGB is a committee of the GLT Board and;

- ❖ Is responsible to the Trust Board for the performance of the school
- ❖ Supports and challenges the Headteacher and the school leadership to secure strong student performance
- ❖ Provides oversight and monitoring of the school's activities to ensure an excellent standard of education is delivered
- ❖ Achieves the KPIs set by the Trust Board and delivers the school development plan
- ❖ Contributes to the wider work of GLT through the membership of the Trust committees

More information on the way the Trust and committees work together can be found in the GLT Scheme of Delegation within our Governance Handbook.

The composition of the Trust Committees is as follows:

#### [Scheme of Delegation](#)

##### **Trust Admissions**

Nigel Pepper (Chair)	Trustee
Sandy Gillett	Chair of the Trust Board
Jennifer Smith	CEO
Andrea Cooke (Vice Chair)	Co-opted Trustee/Chair Nonsuch LGB
Robert Etchell	Trustee
Malcolm Munro	Trustee/Chair Carshalton LGB
Alison Sleight	Wallington Governor
<b>In attendance:</b>	
Richard Booth	Headteacher
Amy Cavilla	Headteacher
Moe Devenney	Headteacher

##### **Trust Audit and Risk (\*Vice Chair tbc)**

Robert Etchell (Chair)	Chair/Trustee
Alex Clark (Vice Chair)	Trustee
Raeesa Chowdhury	Co-opted Trustee
Philip Taylor	Trustee
<b>In attendance:</b>	
Jen Smith	CEO
Thomas Flynn	Chief Operating Officer
Hamish Lungany	Director of Finance

**Trust Finance**

Nigel Pepper (Chair)	Chair/Trustee
Imran Ahmad	Wallington Governor
Hamza Aumeer (Vice Chair)	Trustee/Chair Wallington LGB
Robert Etchell	Trustee
Malcolm Munro	Trustee/Chair Carshalton LGB
Ruby Nithyanand	Nonsuch Governor
Sofia Spiers	Co-opted Trustee
Jennifer Smith	CEO
<b>In attendance:</b>	
Thomas Flynn	Chief Operating Officer
Hamish Lungany	Director of Finance

**Trust Governance**

Sandy Gillett (Chair)	Chair/Trustee
Raeesa Chowdhury (Vice Chair)	Co-opted Trustee
Nigel Pepper	Trustee
Philip Taylor	Trustee
<b>In attendance:</b>	
Jennifer Smith	CEO
Thomas Flynn	COO

**Trust HR**

Philip Taylor (Chair)	Chair/Trustee
Sandy Gillett (Vice Chair)	Vice Chair/Trustee
Hamza Aumeer	Trustee/Chair of Wallington LGB
Sofia Spiers	Co-opted Trustee
Jennifer Smith	CEO
<b>In attendance</b>	
Thomas Flynn	Chief Operating Officer

**Trust Remuneration**

Sandy Gillett (Chair)	Chair/Trustee
Alex Clark (Vice Chair)	Trustee
Nigel Pepper	Trustee
Philip Taylor	Trustee
<b>In attendance:</b>	
Jen Smith	CEO

**Carshalton LGB**

<b>Name</b>	<b>Role</b>	<b>Date Appointed</b>	<b>Term of Office ends</b>
Malcolm Munro (Chair)	Trustee	01/09/2019	31/08/2023
Anita Patel	Appointed Governor	01/09/2022	31/08/2026
Fiona Johnston (Vice Chair)	Appointed Governor	23/09/2020	22/09/2024 (31/08/2023)
Vacancy	Appointed Governor		
Claire Rodin	Appointed Governor	19/04/2021	31/12/2022
Marie Patel	Appointed Governor	03/09/2021	02/09/2025
Jonathan Hart	Parent Governor	03/09/2021	02/09/2025
Karen Cameron	Parent Governor	27/01/2022	26/01/2026
Lorna Stanley	Staff Governor	18/09/2020	17/09/2024
Katie Buchanan	Staff Governor	28/05/2021	27/05/2025
Moe Devenney	Headteacher	01/09/2019	On termination of employment

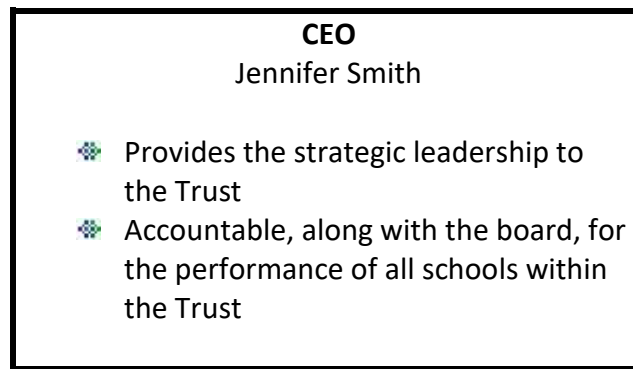
**Nonsuch LGB**

<b>Name</b>	<b>Role</b>	<b>Date Appointed</b>	<b>Term of Office ends</b>
Andrea Cooke (Chair)	Trustee	01/09/2022	31/08/2023
Lucie Holland	Appointed Governor	01/09/2022	31/08/2026
Ruby Nithyanand	Appointed Governor	01/09/2022	31/08/2026
Nithya Poornanandan (Vice Chair)	Appointed Governor	24/08/2020	23/08/2024
Selvavinayagam Vireswer ("Vires")	Appointed Governor	01/09/2022	31/08/2026
Param Vivehanandha	Appointed Governor	24/08/2020	23/08/2024
Claire Copeland	Parent Governor	03/02/2020	02/02/2024
Sunita Mohan	Parent Governor	31/10/2018	30/10/2022
Maddy McIntyre	Staff Governor	13/12/2021	12/12/2025
Catherine Halliwell	Staff Governor	13/12/2021	12/12/2025
Amy Cavilla	Headteacher	01/09/2016	On termination of employment

**Wallington LGB**(\*Vice Chair tbc)

<b>Name</b>	<b>Role</b>	<b>Date Appointed</b>	<b>Term of Office ends</b>
Hamza Aumeer (Chair)	Trustee	01/09/2019	31/08/2023
Imran Ahmad	Appointed Governor	16/09/2020	15/09/2024
Vacancy	Appointed Governor		
Nadia Nagamootoo	Appointed Governor	28/11/2021	27/11/2025
Jasmine Schembri	Appointed Governor	10/01/2022	09/01/2026
Alison Sleight	Appointed Governor	07/11/2023	06/11/2027
Naheed Ali	Parent Governor	26/11/2019	25/11/2023
Souad Mohamed	Parent Governor	12/11/2021	11/11/2025 (31/08/2023)
Sian McCormack	Staff Governor	07/11/22	06/11/2026
Saima Khan	Staff Governor	01/09/2022	31/08/2026
Richard Booth	Headteacher	01/09/2016	On termination of employment

In addition, an Executive Team work strategically to shape the direction of the Trust and manage the day to day operations. The current structure is as follows:



<p><b>CHIEF OPERATING OFFICER</b> Thomas Flynn</p>	<p><b>HEADTEACHER NONSUCH</b> Amy Cavilla</p>	<p><b>HEADTEACHER WALLINGTON</b> Richard Booth</p>	<p><b>HEADTEACHER CARSHALTON</b> Moe Devenney</p>
<ul style="list-style-type: none"> <li>❖ Leads the finance and business management functions of the Trust</li> <li>❖ Works with the Headteachers to support the delivery of the school development plan</li> <li>❖ Leads the HR function for the Trust</li> </ul>	<ul style="list-style-type: none"> <li>❖ Leads their own school as Headteacher</li> <li>❖ Accountable for the delivery of an excellent standard of education and securing strong student performance</li> <li>❖ Hold cross Trust responsibilities</li> </ul>		

The chart below illustrates how the day to day management of the schools is structured within the GLT model:

What remains with each school	What is centralised	Where collaboration happens
<ul style="list-style-type: none"> <li>❖ Clear identity for the Headteacher and leadership team</li> <li>❖ Setting and delivery of the school development plan</li> <li>❖ Day-to-day management of the school</li> <li>❖ School procedures and systems</li> <li>❖ School data, assessment and reporting</li> <li>❖ Communication with parents</li> <li>❖ Defined role for the LGB</li> </ul>	<ul style="list-style-type: none"> <li>❖ Setting of Trust strategic priorities and KPIs</li> <li>❖ Finance function</li> <li>❖ HR function</li> <li>❖ IT function</li> <li>❖ Trust-level Data reporting</li> <li>❖ Statutory policies</li> </ul>	<ul style="list-style-type: none"> <li>❖ Giving and receiving of support for individual department/areas</li> <li>❖ Sharing and developing expertise in girls' education</li> <li>❖ Cross-trust departmental reviews</li> <li>❖ Staff training and development</li> <li>❖ Student development/leadership</li> <li>❖ Careers/work experience and UCAS programme</li> </ul>