



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 can have up to five Members, some of whom may also be Trustees who sit on the GLT Board (see below) and others who are independent. Members have an overview of the governance arrangements of GLT and appoint the Trustees.

Name	Date Appointed
Hamza Aumeer	01/09/15
Donna Evans	01/01/16
Tony Hyams-Parish	01/09/15
Vacancy	
Vacancy	

The second level of governance is the GLT Board (the board of trustees/directors). There are currently 8 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
- ❖ The employer of all staff in the Trust
- ❖ Responsible for determining Trust wide policies as appropriate

The following people make up the GLT Board:

Name	Role	Date Appointed	Term of Office ends
Tony Hyams-Parish	Chair/Director/Trust	01/09/19	31/08/23
Sandy Gillett	Vice	01/09/16	31/08/20
Alex Clark	Director/Trustee	01/09/19	31/08/23
Marie Grant	Director/Trustee	01/04/18	31/03/22
Malcolm Munro	Director/Trustee	01/04/18	31/03/22
Nigel Pepper	Director/Trustee	01/09/19	31/08/23
Jennifer Smith	CEO	01/09/19	On termination of employment
Philip Taylor	Director/Trustee	01/09/19	31/08/23
Vacancy	Director/Trustee		
Vacancy	Director/Trustee		
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:

<https://fluencycontent2-schoolwebsite.netdna-ssl.com/FileCluster/WallingtonHighGirls/MainFolder/about-us/GLT/2019-2020/GLT-Governance-Handbook-September-2019.pdf>

Trust Admissions (Selective Schools)

Nigel Pepper (Chair)	Trustee
Tony Hyams-Parish	Trustee
Jennifer Smith	CEO
Andrea Cooke	Nonsuch Governor
Robert Etchell	Wallington Governor
In attendance:	
Richard Booth	Headteacher
Amy Cavilla	Headteacher
Philip Sides	Admissions Lead

Trust Finance

Nigel Pepper (Chair)	Chair/Trustee
Andrea Cooke (Vice Chair)	Vice-Chair/Nonsuch Governor
Alex Clark	Trustee
Marie Grant	Trustee
Malcolm Munro	Trustee
Jennifer Smith	CEO
Jitender Thind	Nonsuch Governor
Hamza Aumeer	Wallington Governor
Paul Harding	Carshalton Governor
Helen Latham (in attendance)	Director of Finance and Operations

Trust Governance

Tony Hyams-Parish	Chair/Trustee
Marie Grant	Vice Chair/Trustee
Sandy Gillett	Trustee
Nigel Pepper	Trustee
Philip Taylor	Trustee
In attendance:	
Jennifer Smith	CEO

Trust HR

Philip Taylor	Chair/Trustee
Sandy Gillett	Vice Chair/Trustee
Tony Hyams-Parish	Trustee
Jennifer Smith	CEO
Philip Hendry	Nonsuch Governor
Hamza Aumeer	Wallington Governor
Chris Cox	Carshalton Governor
In attendance:	
Helen Latham	Director of Finance and Operations

Carshalton High School for Girls

Carshalton LGB

Name	Role	Date Appointed	Term of Office ends
Malcolm Munro (Chair)	Trustee	17/06/2019	31/03/2022
Paul Harding (Vice Chair)	Appointed Governor	17/06/2019	16/06/2023
Chris Cox	Appointed Governor	17/03/2019	16/03/2023
Nelly Keung	Appointed Governor	08/10/2018	07/10/2022
Pauline Dean	Appointed Governor	24/10/2015	23/10/2019
Helen Holmes	Appointed Governor	8/10/2018	07/10/2022
Fiona Glithero	Parent Governor	04/11/2015	03/11/2019
Matt Butler	Parent Governor	11/12/2018	10/12/2022
Lorna Stanley	Staff Governor	20/05/2016	19/05/2020
Katie Buchanan	Staff Governor	08/02/2017	07/02/2021
Moe Devenney	Headteacher	01/09/2019	On termination of employment

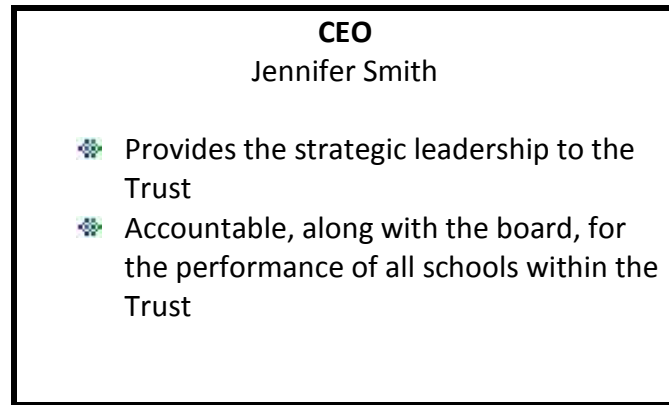
Nonsuch LGB

Name	Role	Date Appointed	Term of Office ends
Marie Grant (Chair)	Trustee	11/05/2019	31/03/2022
Jitender Thind (Vice Chair)	Appointed Governor	11/05/2019	10/05/2023
Andrea Cooke	Appointed Governor	30/06/2018	29/06/2022
Emma Walford	Appointed Governor	18/04/2018	17/04/2022
Vacancy	Appointed Governor	Vacancy	
Vacancy	Appointed Governor	Vacancy	
Philip Hendry	Parent Governor	01/12/2015	30/11/2019
Sunita Mohan	Parent Governor	31/10/2018	30/10/2022
Hannah Shortt	Staff Governor	01/05/2018	30/04/2022
Gavin Murdoch	Staff Governor	06/10/2017	05/10/2021
Amy Cavilla	Headteacher	01/09/2016	On termination of employment

Wallington LGB

Name	Role	Date Appointed	Term of Office ends
Hamza Aumeer (Chair)	Appointed Governor	31/03/2018	30/03/2022
Robert Etchell (Vice-Chair)	Appointed Governor	01/01/2017	31/12/2021
Rosemary Allotey	Appointed Governor	30/06/2019	29/06/2023
Eveline Reynolds-Boison	Appointed Governor	10/07/2017	09/07/2021
Nadia Nagamootoo	Appointed Governor	28/11/2017	27/11/2021
Vacancy	Appointed Governor		
Ashok Jashapara	Parent Governor	28/11/2017	27/11/2021
Julie Smith	Parent Governor	08/06/2017	07/06/2021
Vicky Watson	Staff Governor	31/12/2015	30/12/2019
Vacancy	Staff Governor		
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:



DIRECTOR OF FINANCE/OPS Helen Latham	HEADTEACHER NONSUCH Amy Cavilla	HEADTEACHER WALLINGTON Richard Booth	HEADTEACHER CARSHALTON Moe Devenney
<ul style="list-style-type: none"> ❖ Leads the finance and business management functions of the Trust ❖ Works with the Headteachers to support the delivery of the school development plan 	<ul style="list-style-type: none"> ❖ Leads their own school as Headteacher ❖ Accountable for the delivery of an excellent standard of education and securing strong student performance ❖ Hold cross Trust responsibilities 		

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