








Current Governor Structure



<p>Richard Freeth</p> 	<p>Member and Chair of Trust Board</p> <p>SEN Governor</p>	<p>Richard is a partner specialising in education law and has over 20 years' experience working in the public and private sector advising on a range of education, children's services and employment issues arising out of the education sector. Richard has been recommended by the Legal Directories for his expertise on education law matters and has been involved in admissions, exclusions, SEN & Disability, academy conversions, working with over 1000 schools.</p> <p>He graduated with a first-class honour's degree in Business Information Technology in 2003. Initially began a career in retail management, gaining valuable experience in managing people and customer service.</p>
<p>Robert Pearce</p> 	<p>Member</p> <p>Vice Chair of Trustees</p> <p>Chair of Resources</p>	<p>Robert is a non-executive director and consultant who is passionate about delivering high quality services. He has a vast experience delivering solutions in challenging business, not-for-profit organisations and charity environments. He also works as an advisor to Warwickshire based SMEs together with serving as Chair of Heart of England Mencap.</p>
<p>Lisa Whittleton</p> 	<p>Trustee – Chair of C&C</p>	<p>Lisa is a former pupil at North Leamington School and went on to study Occupational Psychology, having always been passionate about mental health. Lisa runs a workplace wellbeing consultancy called Illuminate, delivering a range of specialist training and strategy support to help companies be proactive around mental health. Along with a colleague, she co-founded The One Change Project CIC in 2019, which provides support to primary school age children to help them develop resilience and emotional literacy. They have published the My Happy Habit Journal</p>





		<p>which is being used by schools in the region. Running a business provides experience in a wide range of roles including leading, mentoring, training, administration, marketing, networking and sales.</p>
<p>Alexander Turner</p> 	<p>Trustee – Vice Chair of T&L</p>	<p>Alexander is currently a civil servant within the Department for Education, with 10 years' experience as a secondary school teacher and leader in schools in ranging contexts, including outstanding teaching schools and inadequate sponsored academies. He has in-depth knowledge of secondary education, strong analytical skills, particularly related to pupil performance data, and an ability to think and act strategically. Having worked in two schools, and supported others in a MAT, who improved from Ofsted categories to outstanding and good in all area respectively, he has a thorough understanding of accountability and performance measures.</p>
<p>Robert Matthews</p> 	<p>Trustee Chair of T&L</p> <p>Safeguarding Governor</p>	<p>Robert Matthews is a HeadTeacher of a large primary school. He has been in education for over 20 years and has a sustained record of success. He recently completed an MBA at Warwick, demonstrating his understanding of finance and economics as well as education.</p> <p>Currently the chair of the teaching and learning committee, he uses his educational experience to reflect on how NLS can improve. He is also the safeguarding link governor and has worked within safeguarding as a designated lead, dealing with many complex cases.</p> <p>Robert's main interest is in improving educational outcomes for all of the local children in Leamington.</p>



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<p>Elizabeth Semple</p> 	<p>Trustee – Vice Chair of Resources</p>	<p>Libby is an experienced Chartered Management Accountant who has worked as Finance Manager / Financial Controller in FMCG, Manufacturing, Design and Construction industries. She is also self-employed as a Financial Controller for a Medical Devices Company and a Finance Manager for a Transport Design Company. She has a wide range of knowledge in company finance, and has, through school Governance, developed a good understanding of school finance over the years. She has been involved in school Governance for 20 years in both primary and secondary schools, with the main area of responsibility being finance.</p>
<p>John Cleary</p> 	<p>Trustee</p>	<p>John is an independent business owner of a local photography company since 2009. Before this, he worked for IBM for 17 years mainly as a web content management consultant working with blue chip clients such as British Airways, Shell Oil, Liverpool Victoria, Severn Trent, Renault F1 and Virgin Atlantic. After starting a family, he moved into resource management and latterly Global HR. He was one of the first intake at the inception of North Leamington School, attending Croft, then Binswood, leaving in 1983.</p>






<p>Verity Hill</p> 	<p>Trustee</p>	<p>Verity works within the NHS as an advanced paediatric audiologist and brings skills in a number of strategic areas including vertical and horizontal monitoring, clinical auditing and recruitment, along with experience of safeguarding and SEN. She sits on a number of diversity groups including the national audiology society to be a voice regarding concerns over diversity and suggested areas for improvement.</p>
<p>Simon Owen</p> 	<p>Trustee</p>	<p>Simon is an employee of North Leamington School. His principal role is Safeguarding and Wellbeing. This includes liaison with other professions to provide care and support to the students, staff and community of the school.</p> <p>Simon joined the school in September 2012 after retiring from the police service after a 30-year career. During this career he served in various roles at different ranks and was involved in various force projects around staff training and retention and was involved in national moderation events around competence of staff to perform specific duties, including Senior Leader programs.</p> <p>He has been a school Governor since 1999, serving at infant, primary and secondary schools within Warwickshire</p> <p>Simon is our safeguarding team leader in our IEN faculty and is DSL trained.</p>






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Central Team

<p>Mike Lowdell</p> 	<p>CEO of Elm Tree MAT and Head Teacher of North Leamington School</p>	<p>Mike has worked for three Trusts at Senior level, helping his last Trust grow from 2 schools to 8 from 2016-2020. This was a key driver for the board of Trustees when recruiting in October 2020 in line with the desired strategic direction. Mike has an established record of delivering high quality outcomes in a variety of roles in four different counties since 2003 in teaching, leadership and management. Mike has worked in standalone convertor academies, a local based Multi Academy Trust and a larger national Multi Academy Trust. Mike has a Bachelor of Science with second class (upper division) honours in Secondary Education, NPQML / NPQSL / NPQH.</p>
<p>Amy Woodward</p> 	<p>Chief Financial Officer and Business Manager</p>	<p>In 2007, Amy joined Warwickshire County Council, initially as a School Finance Officer, supporting all types of setting with budget planning and monitoring. She spent three years in the School's Funding and Strategy Team, where, amongst other things, she managed the funding formula to produce school budgets. She has been involved in a number of projects, including reviewing funding formulas. She is a Qualified CIPFA Accountant and has been in post as Business Manager at North Leamington School since September 2011, successfully supporting their conversion to academy status.</p>
<p>Dan Marin</p> 	<p>Network Manager</p>	<p>Dan joined in 2022, following 15 years in the IT field. Dan has worked mostly in the private sector and brings vast experience of identifying where technology can improve productivity and implementing relevant strategies. Dan is creative, people oriented and believes a joined-up vision between Educationalists, and IT can provide outstanding tools for learning and has a strong desire to deliver these consistently across future opportunities. Dan thrives on challenge and is excited by the constant innovation in his field.</p>



<p>Mike Hubbard</p> 	<p>Facilities Manager</p>	<p>Mike Hubbard is our facilities manager who has worked previously outside of education managing Severn Trent Water sites. He currently oversees all site maintenance and services, from procurement to delivery, as well as managing and implementing Health & Safety measures, emergency evacuation, energy management procedures and the development of major capital site projects.</p>
<p>Jen Ingram</p> 	<p>HR Manager</p>	<p>Jen Ingram is our HR Manager and has a Level 5 CMI Management Diploma coupled with a BA (hons) Professional Studies including HR and education curriculum. Jen holds a Human Resources Diploma and is a qualified Associate L5 Chartered Institute of Personnel Development (CIPD) member. Jen is also proficient in payroll, recruitment, coaching and wellbeing and is utilised to assess and implement change in backroom systems. Jen was specifically recruited from Washwood Heath (MAT) to support our growth.</p>
<p>Helen Jones</p> 	<p>Deputy Head Teacher at NLS – Personal Development, Behaviour & Welfare & Designated Safeguarding Lead</p>	<p>Helen has worked in three trusts since entering the teaching profession in 2006, two of which have been at senior leadership level. Prior to this, Helen worked as a senior leader in an industrial context within logistics and distribution; her role within systems and training projects led to the decision to train as a teacher. Since that point, Helen has become an established leader, gathering a range of experience across schools with varying contexts, including standalone academies and growing multi academy trusts.</p> <p>Helen has a Batchelor of Arts with second class (upper division) honours in English and Music/ PGCE, NASENCO, NPQML, and is currently working towards her NPQH.</p>



<p>Michelle Foy</p> 	<p>Deputy Head Teacher at North Leamington School – Curriculum, Data and Assessment</p>	<p>Michelle has worked at North Leamington School since 2008 in a variety of curriculum and teaching and learning focused leadership roles including Head of Mathematics and Assistant Head Teacher for Core subjects before becoming Deputy Headteacher for Curriculum, Data and Assessment in 2019.</p> <p>Michelle is also a Governor of a local primary school and has previously worked with a variety of other schools on behalf of various professional bodies.</p> <p>Michelle has a track record of developing a high quality Curriculum across a broad range of subject areas, and of delivering continuous school improvement, which has resulted in high quality outcomes for our students.</p> <p>Michelle has a Batchelor of Science in Mathematics, Operational research, Statistics and Economics, PGCE with QTS in Secondary Mathematics, an MA in Innovation and Leadership in Education, and is currently working towards her NPQH.</p>
<p>Julie McBride</p> 	<p>Senior Assistant Head Teacher at NLS and SENCo Lead</p>	<p>Julie McBride is Senior Assistant Head Teacher at NLS and SENCo Lead and will provide additional support for relevant pupils and work closely with plan co-ordinators. Julie leads the Individual Educational Needs (IEN) Faculty at NLS and oversees Year 7 and Transition.</p> <p>In these roles she oversees exam arrangements, learning and cognition assessment, mental health assessment and liaises with multiple external agencies including social services and where necessary educational psychologists.</p> <p>Julie holds a BA in Physical Education, NASENCO, and NPQSL.</p>



Gemma Jephcote



Senior Assistant
Head Teacher,
NLS

Gemma is a senior leader at NLS, having worked in a variety of leadership roles such as IV BTEC, subject leader, Associate Leader of Teaching and Learning, Assistant Head Teacher Lead Practitioner, Assistant Headteacher Raising Standards Leader Pupil Premium, Senior Assistant Head Teacher Teaching and Learning.

She also possesses numerous Nationally Recognised Leadership Qualifications such as a NPQML, NPQLTD, a SSAT (Schools, Students and Teacher Network) Lead Practitioner Accreditation and a National Professional Qualification Senior Leader Facilitation Accreditation.

Gemma also works in various external leadership roles, as she is a Futures Teaching Alliance CPD strategic partner, Coventry SCITT Steering group and Quality Assurance group member, Coventry and Central Warwickshire Teaching School Hub partner, Warwick University Centre for Teacher Education partner and a National Maths and Physics SCITT partner. Gemma currently provides additional capacity to support school improvement for schools joining the trust.

Matt Atkins



Senior Assistant
Head Teacher at
North
Leamington
School


Matt has worked in 6 different secondary schools, covering a breadth of four counties.

With experience since 1998 and achievement of various qualifications, teaching Mathematics 11-18, Matt became an SLE and worked as a consultant in several other secondary schools, improving Middle Leader Provision in the three Core Areas. Flexibility in role has been demonstrated and evidenced successfully with a spectrum of responsibilities in T&L, CPD, L&M and Data Analysis over 13 years.

Most recently, leading strategies at KS4 has resulted in above National Average outcomes consistently. Matt enjoys sharing good practice and networking, having completed numerous Subject Deep Dive reviews, in a range of subjects, in other schools.



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		Matt holds a BSc Honours in Maths and Combined Subjects.
<p>Steve Taylor</p> 	Senior Assistant Head Teacher at North Leamington School	<p>Previously an Advanced Skills Teacher and now Senior Assistant Head Teacher, Steve supported his previous school in moving to Outstanding - enhancing teaching & learning, developing learning-centred leadership, ensuring the Sixth Form moved rapidly from low to top performance percentiles.</p> <p>At NLS since 2014, he has delivered quality outcomes as a teacher, in moving HPA students to the SIG+ category, in leading disadvantaged student provision so performance is consistently above national average and in leading the Sixth Form to record outcomes in the top percentiles nationally for progress.</p> <p>With experience since 2003, various professional qualifications, a B.A. (Hons) in English plus an M.A. in Education he has particular experience in literacy, strategic leadership of raising standards for target groups and in provision for post-16.</p>