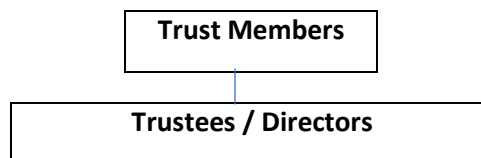


Hailey Hall Academy – Governance 2023-24 (updated Feb 2024)

Overall Governance Structure

The governance structure of the Hailey Hall Academy Trust is as follows:



- Trust Members have responsibility for any changes in the ‘constitution’ (subject to DfE approval) and other fundamental decisions. This is a ‘hands-off’ role.
- Trustees’ have responsibility for strategic oversight, support & challenge (‘critical friend’) and monitoring to ensure overall objectives are achieved. Additional responsibilities are those as ‘company directors’ and as ‘charity trustees’.
- Activities of the Trustees are undertaken and overseen by ‘Board of Trustee’ Meetings, which take place at least twice each term.

Sub-committees

The following sub-committees are in place, each of which also meet at least once each term:

Sub-committee	Main areas of responsibility
1. Finance and Premises Committee	<ul style="list-style-type: none">• Financial oversight• Premises management, including health & safety.
2. Human Resources Committee	<ul style="list-style-type: none">• School staff personnel policies, management, well-being, grievances, etc.
3. Achievement and Standards Committee	<ul style="list-style-type: none">• Review, monitor and evaluate achievement and standard documentation; e.g. SDP, Curriculum Offer, Pupil Premium application, attendance data/procedures etc.

Detailed Terms of Reference for each sub-committee are available, along with our Scheme of Delegation, via the Hailey Hall website. These ToRs are reviewed annually to:

- Ensure all aspects have been properly covered in the preceding academic year; and

- Enable any necessary ToR / Scheme of Delegation modifications going forward.

Members and Trustees

The following table provides names, committee memberships and other relevant information about all Members and Directors (updated 15/09/2023).

Name	Member	Trustee / Director	Type of Trustee	BOT	F&P	HR	A&S	Term of Office	Declaration of Business Interest
Rosemary Bolton *		Y	Co-Opted	Y			Y	Member 25/09/19 – 13.12.2023 Trustee 13.12.2023 - Current	<ul style="list-style-type: none"> • Justice of the Peace • Councillor of Hertford Town Council • HfL- Strategic leader of Governance
Jacqueline Clarke		Y	Co-opted	Y	Y		Y*	Parent Trustee 07/09/2017 – 07/09/2021 Co-Opted Trustee 08/09/2021 – 07/09/2025	No relevant business interest declared
Richard Parperis	Y	Y	Co-opted	Y*	Y		Y	Chair of Trustees 07/09/17 – 06/09/25 Member 10/05/2018 – current	<ul style="list-style-type: none"> • Justice of the Peace • Daughter is a TA at Hailey Hall
John Hammond		Y	Co-opted	Y	Y*	Y		Trustee	No relevant business interest declared

								06/02/2019 – 01/12/2021 Vice Chair: 02/12/2020 – 02/12/2025	
Stephanie Sharp***		Y	Staff	Y				Staff Trustee 25/09/19 – 24/9/23 (resigned 13.09.2023)	<ul style="list-style-type: none"> • Brother is site manager at Hailey Hall.
Paul Delamaine***		Y	Headteacher	Y	Y	Y	Y	Staff Trustee 07/09/2017 – 07/09/2019 Headteacher Trustee 08/09/2019 – current	<ul style="list-style-type: none"> • Father is a driver at Hailey Hall • Member of ASCL • Lives in a house on school site • Father-in-law has a floor business
Robert Dutton		Y	Co-opted	Y		Y*	Y	Trustee 07/06/2021 – 07/06/2025	<ul style="list-style-type: none"> • Lives in a house on school site
Leah Matcham		Y	Parent Trustee	Y		Y	Y	Parent Trustee 07/12/2022 – 06/12/2026	<ul style="list-style-type: none"> • Director of Matcham Signs
Michaela Hall		Y	Parent Trustee	Y	Y			Parent Trustee 07/12/2022 – 06/12/2026	ACCA – Membership ICAEW - Membership

Roger Abraham	Y		Member					Trustee 14.07.2022 – 13.09.2023 Member 13.09.2023 - current	<ul style="list-style-type: none"> Member of Rotary Club of Hoddesdon
Patrick Edwards	Y		Member					Member 13.12.2023 - current	<ul style="list-style-type: none"> CCOB / care Considerate Constructor Public Voice Haringey Circle London Rebuilding Society Deputy Lieutenant CIOB / CABE / CIFE / Freemason
Leah Bretton		Y	Trustee	Y				Trustee 31.01.2024 – 31.01.2028	<ul style="list-style-type: none"> Justice of the Peace

*: Chair. **: Vice Chair. ***: School employee.

- The Deputy Head / School Business Manager / Asst Headteacher / SENDCo / Designated Safeguarding Lead/Family Support Worker and a Finance Representative will be also be in attendance at committee meetings and the Board of Trustees.
- Clerk:** Tara Mangan
- Quorum:** Three (3) Trustees (BOT, F&P, A&S), Two (2) Trustees (HR,), at least one of which is not a school employee, shall make up a quorum, or where greater, any one third (rounded up to a whole number) of the total number of Trustees holding office at the date of the meeting, who are in each case present at the meeting and entitled to vote on the matters to be resolved.

Link Trustees:

- John Hammond – Pupil [Premium/ CLA \(Children Looked After\) / Website](#)
- Jacqueline Clarke – [Careers/Health and Safety](#)
- Robert Dutton – [Trustee Training & RSHE Curriculum Link](#)
- Richard Parperis – [English Curriculum Link](#)
- Michaela Hall – [Maths Curriculum Link](#)
- Leah Matcham – Safeguarding / Wellbeing

- All Trustees were appointed by the Board of Trustees. Terms of Office are 4 years.
- Members Terms of Office are 4 years.