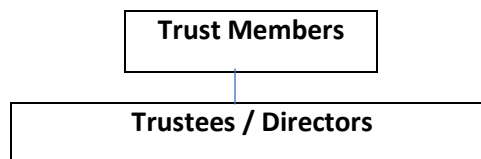


fHailey Hall Academy – Governance 2024-25 (updated 12.09.2024)

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*				<p>Member 25/09/19 – 13.12.2023</p> <p>Trustee 13/12/2023 – 15/05/2024</p> <p>Chair of Trustee 15/05/2024 - 15/05/2028</p>	<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	<p>Parent Trustee 07/09/2017 – 07/09/2021</p> <p>Co-Opted Trustee 08/09/2021 – 07/09/2025</p>	No relevant business interest declared
Richard Parperis	Y							<p>Chair of Trustees 07/09/17 – 15/05/2024</p>	<ul style="list-style-type: none"> • Justice of the Peace • Daughter is a TA at Hailey Hall

								Member 10/05/2018 – Current	
John Hammond**		Y	Co-opted	Y	Y	Y	Y	Trustee 06/02/2019 – 02/12/2025 Vice Chair: 02/12/2020 – 02/12/2025	No relevant business interest declared
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	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	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	<ul style="list-style-type: none"> • Member of Rotary Club of Hoddesdon

								Member 13.09.2023 - current	
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		Y	Y	Trustee 31.01.2024 – 31.01.2028	<ul style="list-style-type: none"> • Justice of the Peace

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

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- Business Manager (Lyn Gregory), Deputy Head (Barnaby Aldiss) will also attend committee meetings and the Board of Trustees meetings. Finance Manager will attend F & P committee meetings, and at BOT where necessary.

- Clerk: Tara Mangan

- Quorum: To be quorate, the Board of Trustees, the Finance and Premises Committee, the A & S Committee and HR Committee require three (3) trustees.

- Link Trustees:

Leah Matcham Safeguarding / Wellbeing

John Hammond Pupil Premium / CLA / Website

Jacqueline Clarke Careers & Health and Safety

Robert Dutton	Trustee Training & RSHE
Leah Bretton	English
Michaela Hall	Maths & Science

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