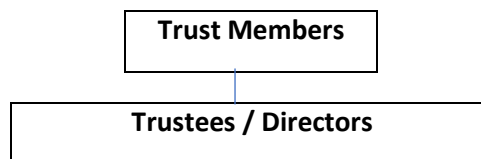


Hailey Hall Academy – Governance 2025-26 (updated 01.09.2025)

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*				Member 25.09.19 – 13.12.2023 Trustee 13.12.2023 – 15.05.2024 Chair of Trustee 15.05.2024 – 15.05.2028	<ul style="list-style-type: none"> • Justice of the Peace • Councillor of Hertford Health Parish Council • HfL- Strategic leader of Governance
Jacqueline Clarke		Y	Co-opted	Y			Y	Parent Trustee 07.09.2017 – 07.09.2021 Co-Opted Trustee 08.09.2021 – 07.09.2025 10.09.2025 – 09.09.2029	No relevant business interest declared
Richard Parperis	Y							Chair of Trustees	<ul style="list-style-type: none"> • Justice of the Peace • Daughter is a TA at Hailey Hall

								07.09.17 – 15.05.2024 Member 10.05.2018 – 10.05.2022 10.05.2022 – 10.05.2026	
John Hammond**		Y	Co-opted	Y	Y	Y	Y	Trustee 06.02.2019 – 06.02.2023 Vice Chair: 01.09.2025 – 31.08.2026 Re-Elected: 06.02.2023 – 05.02.2027	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 07.06.2025 – 07.06.2029	<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		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 – 13.09.2027	<ul style="list-style-type: none"> • Member of Rotary Club of Hoddesdon
Patrick Edwards*	Y		Member*					Member 13.12.2023 – 13.12.2027	<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:

Rosemary Bolton	English
Leah Matcham	Safeguarding / Wellbeing
John Hammond	Online Safety & Website
Jacqueline Clarke	Careers & Health and Safety
Robert Dutton	Cross Curricular Link / Trustee TRaining
Michaela Hall	Maths & Science
Leah Bretton	SEN / PP / CLA focus on Section F of EHCP

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