# **North Star Academy Trust Organigram**

Holding Executive Leaders to account for the educational & financial performance of the trust. Setting the trust's vision & values. Setting the strategic direction of the trust. Ensuring the trust's financial success and probity. Ensuring Health and Safety compliance. Approving Budget. Approving Annual Report & audited accounts

#### **FARR Committee Functions**

Provide assurance to the trust board for financial viability of the trust, budgeting, forecasting, cashflow, reserves, managing and mitigating risk, ensuring internal processes are in place, recommending internal and external auditors, ensuring robust HR and H&S procedures are in place.

## Finance, Audit, Risk & Resources Committee

Janet Bremner (**Chair**) Adam Matthews/Hank Cole Mark Saint/Fiona Williams Kris Hristakev

#### In attendance:

Kaye Palmer-Greene *(CEO)*Clare Bowyer *(DFO)*Steve Hornsby

### **Trust Board Pay Committee**

Fiona Williams Irina Lazar Janet Bremner

#### **Members**

Gabrielle Stacey Sarah Baker Greg Cruse

#### **Board of Trustees**

Steve Hornsby (Chair)
Janet Bremner (Vice Chair)
Kaye Palmer-Greene
Irina Lazar
Andrew Kandiah
Tiffini Smith

Adam Matthews Hank Cole Mark Saint Fiona Williams Kris Hristakev

Clare Bowyer (DFO) in attendance

# **Educational Standards & Performance**

Adam Matthews (Chair)
Irina Lazaar
Tiffini Smith
Andrew Kandiah

#### **Pay Committee Functions**

Benchmark CEO salary. Review pay progression for CEO, DFO and Executives.

Ensure robust performance management process are in place. Consider pay appeals.

#### **CEO Performance Management**

Trust Board Chair & Vice Chair to review progress against objectives and set following year's objectives.

Appoint Auditors
Change Articles or Trust Name
Appoint/Remove Members
Appoint/Remove Trustees.

Board of Trustees delegates governance functions relating to individual Academies to the LGB.

Chair of LGB reports to and escalates to

Chair of LGB reports to and escalates to the Board of Trustees.

## **Local Governing Board (NS82/240)**

Sally Clark (**LGB Chair**)
Richard Wike/Peter Adamson
Kaz Self/Penny Gilg
Kate Luke (HT NS240°)
Amanda Tapsfield (HT NS82°)
Lorna Walsh (Staff NS240°)

### Local Governing Board (N180/265)

Ed Mason (LGB Chair)
Kathryn Davies/Peter Adamson
Jessica Fawcett/Sonia Taylor
Helen McDicken (HT NS180°)
Rob Skelton (HT NS265°)
Paul Bentley (Staff NS180°)

#### LGB Function

Safeguarding. Health & Safety.
Behaviour & Attendance. Stakeholder
Feedback. Careers. Ofsted

# LGB Pay Committee (3)

Sally Clark
Richard Wike
Ed Mason
In attendance:
CEO &
Academy
Headteachers

# LGB Pay Committee Function

Ensure robust performance management process are in place. Review school staff pay progression and UPS applications.

#### **Educational Standards & Performance Function**

Curriculum. Standards (Progress and Outcomes). Review SEFs and SIPs.

Annually setting, monitoring, and reviewing the standards and
performance targets for each Academy in the Trust.