

The Governing Board



John Bowater
Chair of Governors

John Bowater is Deputy Chief Executive Officer & Chief Finance Officer of Aggregate Industries. He has ultimate functional responsibility for accounting, finance, treasury, IT, procurement and taxation for the company. John is also a Governor of Thomas Telford City Technology College, a Fellow of the Chartered Association of Certified Accountants and a Director of Wolverhampton Wanderers Football Club.



David Harbourne
Deputy Chair of Governors

David Harbourne is Director of Policy and Research at the Edge Foundation, one of Bulwell Academy's sponsors. While most of his working life has been spent in the field of vocational education and training, he also has experience of the health service and various charities.



Paul Halcro
Principal

Paul Halcro started his career as a teacher of Mathematics in Wolverhampton before being appointed by Thomas Telford School as Deputy Head with responsibility for Mathematics, Teaching & Learning and Data. Paul was appointed Principal of Bulwell Academy in September 2012.



Linda Abbott
Associate Governor

Linda Abbott is Manager of Bulwell EIP, the local partnership of schools. Linda has worked with the Bulwell schools for the last 14 years, leading a wide range of educational projects and working with many statutory and voluntary organisations in the local area. With a background in administration and finance she sits on the Finance Committee and is Community Governor.



Vivienne Evans
Co-opted Governor

Viv Evans has worked in secondary education for thirty seven years and she has recently retired as Head of a large inner city academy in the West Midlands. Viv has worked on a range of school improvement initiatives both as a governor and a teacher. She is currently involved in education projects for the voluntary sector.

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Jeanette Furlong
Sponsor Governor

Jeanette Furlong has been a Senior Deputy Head within the Thomas Telford 'family' of schools for eight years. She has experience of many aspects of education including curriculum design and teaching and learning.



Gill Haymes
Local Authority Governor

Gill Haymes, a former Nottingham City Councillor for Bulwell East and Bulwell Forest Wards, is the local authority nominee to the governing body. She has extensive experience of scrutiny, committee work, all aspects of education and every area of local government.



Jane Samuels
Sponsor Governor

Jane Samuels is the Project and Operations Manager at the Edge Foundation, one of Bulwell Academy's sponsors. Jane has spent ten years at Edge raising awareness of technical, practical and vocational learning. Previously she worked in local government and in intellectual property copyright in the music industry.



Nigel Skill
Sponsor Governor

Nigel Skill is Chairman of the Skills Travel Group, established 1919 in Radford. The business moved to Bulwell in 2001 and employs over 200 staff. Most of Nigel's working life has been spent in passenger transport, starting as an apprentice mechanic. He became Managing Director in 1987 when he acquired the Skills business with his brother. The founder, his grandfather and great grandparents are all interned in Bulwell cemetery.

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Sir Kevin Satchwell
Sponsor Governor

Sir Kevin Satchwell is the Headmaster of Thomas Telford School, one of Bulwell Academy's sponsors. As a Governor his main focus is helping the Academy to improve the performance of its students. Sir Kevin has access to a wide range of experienced educational practitioners across a group of schools that all work to support each other.



Jason Lowther
Associate Governor (Staff)

Jason Lowther is the Associate Governor (Staff) for the Academy. Born in Nottingham, Jason returned to the area after serving in the armed forces in the Grenadier Guards for over 10 years and joined the Academy in 2012 as a Year Manager. He has previous experience of governing bodies as a parent governor and is Chairman of a local football league in the local community.



Sara Taylor
Parent Governor

Sara Taylor is a Parent Governor at the Academy and also at a local primary school. She has three children who attend the Academy. Born in Bulwell, Sara works within the community for a local charity.



Jason Wright
Co-opted Governor

Jason Wright is Managing Director of J Wright Roofing Limited and the East Midlands Roofing College. He is a former student at the Henry Mellish School. Jason is a great supporter of apprenticeships and over 90% of his workforce comes from the local community.

The Governing Board

Governors' Involvement in the School

All Governors

- Are invited and regularly accept invitations to visit the Academy to observe aspects of the Academy day, particularly prior to each Governing Board Meeting.
- Are invited and regularly accept the opportunity to engage with students and staff at events held at the Academy. An opportunity to talk to students over lunch is arranged on one occasion during the academic year.
- Review, challenge and approve the Academy's Policies, particularly in relation to Child Protection/Safeguarding/e-Safety, Performance Related Pay, Pupil Premium, Behaviour & Discipline, Complaints, Health & Safety. A Policy review cycle is in place.
- Have access to and influence the School Development Plan & Self Evaluation Form.
- Are provided with detailed performance information including, RAISEonline data, Sixth Form PANDA and School Data Dashboard.
- Are kept informed by the Principal, as appropriate, outside the regular Governing Board Meetings, with information relating to examination performance, newly published data reports and any other matters of relevance or interest in relation to their responsibilities.
- Are fully briefed by the Principal at Governing Board Meetings on information relating to examination performance, levels of student progress, "narrowing the gap", Pupil Premium expenditure, safeguarding matters, School Development Plan and the Self Evaluation Form.
- Consider the content of the Management Representation Letter to the Auditors and, if appropriate, approve the signing of this on their behalf.
- Consider and take appropriate action, where necessary, based upon any information detailed in the Audit Findings Report.
- Review the financial management of the Academy including performance against agreed budgets at each Governing Board Meeting.
- Attend Child Protection Training and have up-to-date DBS certification in line with statutory requirements.
- Undertake regular skills audits and governance self-reviews, resulting in appropriate action as required.

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Governors' Involvement in the School

Specific to the Audit Committee

- Review of systems of internal control and risk management, financial and non-financial.
- Review of the annual Governors' Report and Financial Statements before submission to the Board and before clearance by the External Auditor.
- Review and verify the appropriateness of the annual Statement on Regularity, Propriety and Compliance.
- Consider the findings of any internal investigations relevant to the role of the Committee and the responses of management thereto.
- Review the procedures for detecting fraud and for enabling whistle blowing by staff, suppliers or contractors concerned about possible improprieties in matters of financial and general management.
- Monitor the External Auditor's compliance with relevant professional guidance on ethics, including the rotation of the audit partner.

Specific to the Chair & Deputy Chair

- Maintain regular dialogue with the Head between Governing Board Meetings.
- Conduct a preliminary review of the annual salary proposals for all staff, adjust as required and refer for full board approval.
- Conduct a preliminary review of the annual performance related pay proposals for all staff, adjust as required and refer for full board approval.
- In addition to the Designated Safeguarding Governor, are made aware of any particular cases relating to Safeguarding and in advance of disclosure to the full Governing Board (where appropriate).

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Governors' Involvement in the School

Individual Governors

Name of Governor	Specific involvement
L Abbott	<ol style="list-style-type: none"> 1. Provides support in developing further community relations 2. Designated panel member for complaints, disciplinary and exclusion hearings when required according to the Academy's procedures 3. Member of the Audit Committee
J Bowater	<ol style="list-style-type: none"> 1. Chair of Governors 2. Member of the Curriculum & Standards Committee 3. Designated panel member for complaints, disciplinary and exclusion hearings when required according to the Academy's procedures
V Evans	<ol style="list-style-type: none"> 1. Provides specialist advice in relation to school improvement and leadership
J Furlong	<ol style="list-style-type: none"> 1. Designated Governor for Safeguarding 2. Designated Governor for interview panels (has Safer Recruitment certification) 3. Provides support and guidance in relation to curriculum development and the improvement of teaching and learning standards
P Halcro	<ol style="list-style-type: none"> 1. Principal of the Academy
D Harbourne	<ol style="list-style-type: none"> 1. Provides support and advice in relation to the development of employability routes/skills 2. Member of the Curriculum & Standards Committee 3. Deputy Chair
G Haymes	<ol style="list-style-type: none"> 1. Provides support in developing further community relations 2. Designated panel member for complaints, disciplinary and exclusion hearings when required according to the Academy's procedures 3. Member of the Audit Committee 4. Link Governor for the SEN/D team.
J Samuels	<ol style="list-style-type: none"> 1. Provides support and advice in relation to the development of employability routes/careers guidance 2. Provides specialist advice in relation to vocational curriculum
K Satchwell	<ol style="list-style-type: none"> 1. Provides specialist advice in relation to school improvement and leadership 2. Provides a link to support available through the collaboration of schools
N Skill	<ol style="list-style-type: none"> 1. Provides support around employer links
S Taylor	<ol style="list-style-type: none"> 1. Provides support in developing further community relations 2. Parent Governor
J Wright	<ol style="list-style-type: none"> 1. Provides support in developing further community relations

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Governors' interests declared as at 10 July 2015

Name of Governor		Interests declared
L Abbott	1.	Employee of Nottingham City Council working for Bulwell Education Action Zone (EAZ)
J Bowater	1.	Director of Telford City Technology Trust Limited (Thomas Telford School), a co-sponsor of the Trust
V Evans	1.	Nil
J Furlong	1.	Employee of Madeley Academy Trust
P Halcro	1.	Principal of Bulwell Academy
	2.	Governor of Springfield Primary School
D Harbourne	1.	Employee of Edge, an independent education foundation and co-sponsor of the Trust
G Haymes	1.	Trustee of Nottingham Education Trusts.
J Samuels	1.	Employee of Edge, an independent education foundation and a co-sponsor of the Trust
	2.	Director of Madeley Academy Trust
	3.	Trustee of Studio School Trust
	4.	Trustee of AOC Charitable Trust
	5.	Director of Edge Hotel School Limited
	6.	Director of Wivenhoe House Hotel Limited
K Satchwell	1.	Trustee of Edge Foundation, a co-sponsor of the Trust
	2.	Trustee of Baker Dearing Trust
	3.	Headmaster of Thomas Telford School, a co-sponsor of the Trust
	4.	Member of Sandwell Academy Trust
	5.	Member of Walsall Academy Trust
N Skill	1.	Chair of the Skills Group, a local motor coach company
S Taylor	1.	Governor of Springfield Primary School
	2.	Employee of Bulwell Community Toy Library
J Wright	1.	Director of East Midlands Roofing College (Righttrack) Limited, a provider of vocational training to Years 9 – 11 and beyond
	2.	Director of J Wright Roofing Limited, supporter of Apprentices from the Academy
Other		Interests declared
M Blyton Director of Finance	1.	Director of Finance, Milton Keynes Academy
J Lowther Staff Governor	1.	Employee of Nottinghamshire Football Association