North Star Academy Trust Organigram

Members
Mark Saint
Sarah Baker
Greg Cruse

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

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

Board of Trustees
Steve Hornsby (**Chair**)
Hank Cole
Andy Gowell
Irina Lazar
Thomas Perrott
Adam Matthews
Helen Anderson
Douglas Ure
Kris Hristakev
Clare Bowyer *(**DFO**) in attendance*

Board of Trustees delegates governance functions relating to individual Academies to the LGB.
Chair of LGB reports to and escalates to the Board of Trustees.

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.

Local Governing Board (NS82°/240°)
Sally Clark (**LGB Chair**)
Gareth Pugsley/Peter Adamson
Penny Gilg/Mark Graham
Sarah Adams (Staff NS240°)
TBC (HT NS240°)
Phelim Byrne (HT NS82°)

LGB Pay Committee (3)
Sally Clark
Mark Graham
Penny Gilg
In attendance:
CEO &
Academy
Headteachers

Finance, Audit, Risk & Resources Committee
Kris Hristakev (**Chair**)
Adam Matthews/Hank Cole
Douglas Ure
In attendance:
Andy Gowell ***(Interim CEO)***
Clare Bowyer ***(DFO)***
Steve Hornsby

Educational Standards & Performance
Adam Matthews (Chair)
Irina Lazaar
Thomas Perrott
Helen Anderson

Local Governing Board (NS265°)
Steve Hornsby (**LGB Chair**)
Peter Adamson/Jo Sergeant
Rachel Avon/David Miller
Dan Rodeck
Rob Skelton (HT NS265°)
Samantha Richardson (NS265°)

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

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.

Trust Board Pay Committee
Kris Hristakev
Hank Cole
Adam Matthews

Local Governing Board (N180°)
Peter Tyndale (**LGB Chair**)
Sarah Phillips/Kathryn Davies
Jessica Fawcett/Kate Pope
Serra Orumlu (HT NS180°)
Sarah-Jane Shepherd (NS180°)

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.

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