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**)
Fiona Williams (**Vice Chair**)
Kaye Palmer-Greene
Irina Lazar
Andrew Kandiah
Thomas Perrott
Adam Matthews
Hank Cole
Douglas Ure
Tony Stubbs
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**)
Jason Sharpe/Peter Adamson
Penny Gilg/Mark Graham
Kate Luke (HT NS240°)
Phelim Byrne (HT NS82°)

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

Educational Standards & Performance
Adam Matthews (Chair)
Irina Lazaar
Andrew Kandiah
Thomas Perrott

Finance, Audit, Risk & Resources Committee
Kris Hristakev (**Chair**)
Adam Matthews/Hank Cole
Tony Stubbs/Fiona Williams
Douglas Ure
In attendance:
Kaye Palmer-Greene ***(CEO)***
Clare Bowyer ***(DFO)***
Steve Hornsby

Local Governing Board (NS265°)
Steve Hornsby (**LGB Chair**)
Kathryn Davies/Peter Adamson
Jonathan Parr/Jo Sergeant
Rachel Avon
Rob Skelton (HT NS265°)
Samantha Richardson (NS 265°)

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
Fiona Williams
Kris Hristakev
Hank Cole

Local Governing Board (N180°)
Janet Bremner (**LGB Chair**)
Kathryn Davies/Sonia Taylor
Jessica Fawcett
Sera Orumlu (HT 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