

North Star Academy Trust Trustees

Kaye Palmer-Greene, Chief Executive

Kaye has extensive leadership experience in AP and special schools and has had nearly 30 years of experience in primary and secondary, predominantly in areas with recognised social deprivation. She has relevant expertise in working with children with complex social and academic needs. Kaye has been the lead in setting up a new PRU provision and has gained valuable experience working throughout the country at leadership level; advising and devising strategies to deal with pupils that are excluded from school. Kaye is currently a member of the Secondary Heads Reference Group for the DfE. As a SEND leader she has formerly been an Ofsted Inspector and is a National Leader of Education Advisory Headteacher, working nationally with many schools and local authorities and the Ministry of Defense to improve outcomes for children through effective school improvement. In that time, she has had a successful free school application bid accepted for an SEMH ALP and is now looking to develop these provisions into a MAT.

Steve Hornsby - Chair

Steve joined NSAT as a Trustee and Finance, Audit, Risk & Resources Committee member in 2021. In 2023 he took on the role as Interim Chair of the Board of Trustees. As a passionate believer in the value of education, he is excited to be supporting the Trust and its pupils to develop, grow and succeed. Professionally, he is an executive-level management advisor with over 40 years' international experience in enabling complex change transformation programmes in multiple industries across every continent. Prior to forming his own management consulting and property management companies, Steve was a Partner with IBM Global Business Services. He also is an Independent Steering Board member for the Cambridge University Centre for Smart Infrastructure and Construction (CSIC), providing challenge, risk assessment and strategic advice, including alignment to the grand challenges of net zero carbon, resilience, and resource efficiency. His focus is now supporting local and Small and Medium-sized Enterprises with growth, change and performance as a Non-Executive Director (NED) and Executive coach. Steve lives in and loves Bristol, having moved here 33 years ago to build a chemical plant using his professional engineering background.

Janet Bremner- Vice Chair

Janet joined North Star Academy Trust at its inception and is currently Vice Chair and Chair of the Finance, Audit, Risk & Resources Committee. She has been involved in school governance for almost 20 years having started as a parent governor. As well as her role at North Star she co-chairs the governing board of a Local Authority school. Having recently retired from a career as a senior manager in public libraries she now works as trust governance officer for a small multi academy trust and clerks for a large primary school in Bristol. She is passionate about school governance believing that it can make a real positive impact. She believes it is about supporting schools so they can ensure all children achieve their full potential. She particularly enjoys supporting and mentoring new governors and chairs.

Irina Lazar

Irina is Associate Professor in Engineering and Public Policy, Director of Undergraduate Education, and Programme Lead, BSc Science and Engineering for Social Change at University College London. She joined NSAT as a Trustee in 2021, having been a Governor for the Woodway Federation from 2019.

Irina is passionate about engineering and education alike. Her engineering education research interests span across inclusive engineering education, programme-level assessment, and blended learning, and has a wealth of experience in designing and delivering outreach and widening participation programmes in traditional and non-traditional settings. She is dedicated to supporting those from underrepresented backgrounds in accessing engineering programmes and has previously worked with Key Stage 3 pupils at the risk of exclusion from mainstream education, on designing outdoor provision to deliver STEM curriculum. She now leads a research project on inclusive engineering education where she brought together education and engineering specialists to codesign evidence-based programmes to support students overcome access barriers and, once successful, ensure they thrive during their undergraduate programmes.

Adam Matthews

Adam qualified as a teacher in 1995 after spending eleven years working as a logistician for companies in the UK and USA. He has worked in education ever since as a teacher, headteacher, Local Leader of Education, National Leader of Education, Advisory Head and Ofsted Inspector. He has been the CEO of Extend Learning since its development and inception. He has worked with many schools across the country to improve outcomes for children through effective school improvement. He has worked with schools on two Strategic School Improvement Fund (SSIF) projects, the DfE Tailored Support Programme and several other school development projects.

Fiona Williams

Fiona has a wealth of experience in Human Resources (HR), having worked in the profession for almost 20 years and being a chartered member of the CIPD. Working in various, complex matrixed organisations she has experience in all aspects of the employee lifecycle as well as leading the HR function to drive company strategy, sitting at board level.

She is passionate about diversity, equality, inclusion, and wellbeing, and ensures that it is front and centre in enabling a happy, healthy and productive workforce, allowing people to realise their potential and thrive at work. In her spare time, she enjoys keeping fit and spending time with her husband and two young children. She values her role as a trustee and is action oriented whilst being able to empathetically understand and support others.

Joining North Star in 2023, Fiona has previously served as an Academy Trustee before and as a Non- Executive Director for a tourism charity.

Hank Cole

Hank joined North Star as a trustee in July 2023, and is keen to use his global experience to make a difference to children in his home city, Bristol. Hank is CEO of DHC Consulting which specialises in leadership training and guidance as well as the provision of specialist consultation on business continuity, crisis leadership and security. He has extensive experience briefing and presenting to senior Government Ministers, Heads of State and Regulators.

He began his career as an Officer in the Royal Navy and then moved into the UK law enforcement and intelligence agencies operating against and investigating serious and organised crime for HM Customs & Excise, the Serious Organised crime Agency (SOCA) and latterly the National Crime Agency where his last role was as the Director of International Operations, leading the UK's overseas fight against organised crime. During that time, he spent more than ten years living and working overseas in various countries including Colombia, Mexico, and Afghanistan.

He transitioned into the commercial sector with HSBC where he spent two years as the Global Head of Intelligence, training and developing global teams to investigate financial crime and give the bank a genuine intelligence-gathering capability to prepare itself for future commercial threats. He then moved to Mexico to lead the corporate security function, including leading the business continuity, cyber security, crisis-management, and information security functions. As Chief Security Officer and Global Head of Business Continuity & Incident Management for HSBC he led the bank's response to the Covid pandemic, revolutionised their security and business continuity frameworks and platforms and developed an industry-leading and award-winning crisis management department.

Andrew Kandiah

Andrew was excited to join North Star as a Trustee in 2023 and to assist it as it grows. He is an expert in Healthcare and Social Care Services who is passionate about bringing great technology and process together to transform the experience for service users in both a private and public setting.

He has over 30 years' experience in the technology and healthcare sectors deploying innovative digital solutions to deliver efficient, effective, and safe care to patients and service users, and in growing and scaling businesses.

Andrew joined a Healthcare Group and transformed them from a locally based healthcare provider with revenues of £ 12m to a National Provider with revenues of £50m. During this time the business achieved a CQC rating of Good and the Cyber Essentials plus standard. Andrew also developed "go to market" a virtual ward product using AI and the latest IOT Technology.

Andrew programme managed the deployment of the NHS Direct Programme and then latterly transformed the model to the 111 service. He mobilised the Police Custody Healthcare Service for Hampshire where Andrew was able to develop patient pathways for vulnerable adults with Mental health and housing issues.

Mark Saint

Mark is a Partner at Michael Edwards Consultants (MEA) Ltd, who are Bath-based business who provide project management and quantity surveying services for construction projects in the education, commercial, conservation and private client residential sectors. He also runs a specialist consultancy called Building Schools for Nothing working with both Academy Trusts and the Independent Sector. He was a previous school Governor and joined North Star in 2023. He has a passion for improving educational facilities and is excited about using his professional expertise and knowledge to support North Star as it grows.

Tiffini Smith

Tiffini is the Global Legal Lead of Accenture Security's Cyber Protection business. She has more than 20 years of legal experience across many jurisdictions including the U.K., USA, Ireland, France, and Argentina. From 2018-2020, Tiffini was responsible for a legal team of 5 attorneys and was the legal deal approver for transactions up to \$30M and negotiated commercial deals of a value greater than \$100M. From 2017-2018, she was responsible for establishing a fully enabled commercial legal team of 32 attorneys in Buenos Aires.

She is a native of Louisiana in the USA and she is an avid reader and writer. Prior to attending law school in the USA, she obtained a BSc and MSc in electrical engineering in the USA. She was thrilled to become a Trustee of NorthStar in 2023. She is an advocate for the transformative power of education, having seen this first hand, and brings empathy for those from disadvantaged backgrounds. She is keen to use her professional skills in legal, engineering, commerce, contracting, acquisitions, technology, and communications to make a material impact.