

## **NSAT Trustees**

### **Kaye Palmer-Greene, Chief Executive Officer**

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 was formerly the Executive Principal of the Woodway Federation and has led one school out of special measures to Good (April 2015) and has recently seen two schools sustain their Good Ofsted grading (2019 and 2023). Her work in both schools has included reducing significant inherited deficits. Kaye has been the lead in setting up a new PRU provision and gained valuable experience working throughout the country at leadership level; advising and devising strategies to deal with pupils excluded from school. 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 two successful free school application bids accepted and has expanded the MAT with the addition of a school in a neighbouring Local Authority (2024).

### **Steve Hornsby**

Steve joined NSAT as a Trustee and Finance, Audit, Risk & Resources Committee member in 2021. As a passionate believer in the value of education, he is excited to be supporting the Trust and its pupils to develop, grow, succeed and achieve their full potential. His role is to create the space and supportive envelope for the Executive Team, ensure we have a strong and diverse Board and Governance arrangements, ensure the Trust strategically looks to the future, build relationships with external stakeholders, hold leaders to account for educational and financial performance, and provide advice and coaching. 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 was 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 originally moved here 35 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 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 an Associate Professor in Engineering and Public Policy and the Director of Education at the Department for Science, Technology, Engineering and Public Policy, University College London. Previously she was the Undergraduate Education Director for the Faculty of Engineering and a Senior Lecturer in the Department of Mechanical Engineering at the University of Bristol. 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 co-design 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.

### **Mark Saint**

Mark is an experienced Chartered Quantity Surveyor and runs a practice in Bath. Whilst he works in several sectors, a significant proportion of his work is delivering construction projects in the education sector both locally and further afield.

Mark lives in rural Wiltshire with his wife, Nicky, and Flo the dog where they also run two holiday rentals. Their children have flown the nest.

Outside of work Mark likes to travel, do small construction projects at home and also follow the fortunes (or not) of Reading FC.

Mark became a trustee with the aim of supporting NSAT during a time of expansion with a focus on property/construction and general business issues.

### **Andrew Kandiah**

Andrew is a passionate technologist with a deep understanding of the healthcare industry. He began his career in banking, but soon found his true calling in healthcare IT. He founded an IT managed service company that serviced many leading health and global enterprise organizations, including NHS Direct. His experience in understanding the technology and process needs within the health sector led him to manage the mobilization and change from NHS Direct to NHS 111 for one of the country's leading health providers.

Andrew has continued to develop his skills working for other leading health and social care providers most recently at Partnering Health Group, where he had the responsibility for bringing together like-minded providers to develop technology-based health providers using the very latest IoT and AI technologies to support patient care.

"Connectivity is essential for modern healthcare. It allows us to connect patients, providers, and data in ways that were never possible. Resilient and secure communication systems can improve the quality of care, reduce costs, and help make excellent healthcare more accessible to everyone."

### **Fiona Williams**

Fiona Williams has been a Trustee at North Star since September 2023. Working as an HR Director for a professional services consultancy firm, she brings a wealth of experience in people related aspects to support the trust. She is also used to working at board level to provide strategic oversight. She is collaborative in her approach and passionate about the work of the trust to provide an excellent education to all children. Outside of work and her trustee role she is mum to two young boys and loves spending time with her family, going to the theatre and all things exercise, especially running.

### **Tiffini Smith**

Tiffini's first degree was in Electrical Engineering and then she trained in the United States as a lawyer. She is currently Global Legal Lead / Global General Counsel for Accenture's Cyber Protection Business Division.

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, contracting, acquisitions, technology, and communications to make a material impact.

### **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.

#### **Kris Hristakev**

Kris was previously vice chair of the Woodway Federation before it transitioned into the North Star Academy Trust. He was a founding member of the Trust before joining as a Trustee in 2024.

Kris is passionate about diversity, equality and inclusion as well as supporting young people get the best start in life.

Kris is a Fellow of the Institute and Faculty of Actuaries and a Chartered Actuary. He has spent over 15 years providing strategic, operational and change management support and guidance within the life insurance sector across England and Scotland. He is passionate about building and developing lasting and mutually beneficial relationships whilst promoting Mathematics as a career path for young adults.