



Appendix 5

Meet our Members and Trustees

Members

Cannon David Channon

David is the Director of Education for Derby Diocese and the CEO of Derby Diocesan Academy Trusts. He has over 20 years' experience of teaching in a variety of schools across the primary phase and has held successful leadership roles including two headships in two different local authorities.

David has worked in local authority advisory roles in both Derbyshire and Sheffield and has vast experience of working with schools in varying contexts, especially those causing concern. During his time in these roles David became an accredited School Improvement Partner (SIP) and Local Consultant for Improvement (LCI).

David has carried out numerous Section 5 inspections over the years on behalf of Ofsted and as such has a good knowledge of the Ofsted framework.

With extensive networks throughout the UK with Teaching Schools, other MATS, Local Authorities and Diocesan Boards of Education, David adds hugely to the support we can seek and offer. He also recently completed The Executive Educators Programme for Chief Executive Officers.

Dr Mohammed Jakara Prof Doc, MBA, BA, FHEA, PQSW, CQSW.

Mohammed is currently the Acting Head of the Institute of Education at the University of Derby, holding responsibility for undergraduate and postgraduate programmes that focus on ITE and non ITE education, childhood and SEND. In 2015, Ofsted rated the Institute's ITE provision in the primary phase and FE phase as 'Outstanding'. The Institute of Education is also home to the vibrant Centre for Educational Research and Innovation (CERI). The Institute also works with schools and early years' service providers as well as a number of FE and HE providers locally, nationally and internationally.

Prior to starting work in higher education, Mohammed worked as a children's social worker and gained significant experience in child protection and safeguarding. In 2000, he was promoted to the role of Service Manager for adoption services across Derby City. In 2004, Mohammed was again promoted to the post of Senior Project Manager for children's services across Derby. This senior strategic role involved working with education and children's social care services including oversight of Ofsted Inspections, management of the Children in Need Census, supporting the implementation of the Integrated Children's System and inspections of children's residential homes. Due to this experience he has a depth of understanding of multi-disciplinary approaches.

Mohammed has worked in higher education since 2006 at two universities in the Midlands. He has also worked as a Teaching Fellow supporting staff to gain Fellowship of the Higher Education Academic (FHEA). In addition, Mohammed has maintained links with social work practice through roles such as Chair of Adoption Panel for local authorities and voluntary agencies as well as currently being the Vice Chair of a Fostering Panel for an independent fostering agency.

Mohammed is committed to ethical practice, ensuring quality and team work, he believes all children and young people should be supported to reach their full potential. He's worked with the Virtual Head Teacher for a local authority to develop a mentorship scheme for children who need additional support, this was commended by elected members. He's also supported a number of schools to develop programmes to support their students to gain work experience through the Futures Award. Furthermore, he's currently working with the University's wellbeing service to deliver a summer school for children in care to raise their aspirations for the future.

Andrew Allsop

Andrew Allsop is founder and managing director of Morley Hayes, the popular hotel and leisure complex in Morley, Derbyshire.

Andrew and brother Robert have single-handedly transformed a collection of barns on the family farm in Morley into a bar, two restaurants and function suites, with the surrounding land transformed into two golf courses and a driving range.

Thanks to Andrew (and Robert's) vision and dedication, Morley Hayes is now one of the UK's most successful hotel and leisure complexes. It currently employs 195 staff and is the principal employer in the area.

The business is going from strength to strength - an extension to its driving range has recently been completed, which will see the addition of eight new bays and a new coffee and lounge area.

Alongside this, Andrew and Robert run a successful farming business

Andrew and his team have been rewarded with a whole host of local and regional awards, culminating in the Dovecote restaurant being named national Restaurant of the Year at the Food Awards England 2017.

The four-star 32-bedroom Morley Hayes hotel ranked 21st in this year's TripAdvisor's annual Travellers' Choice Awards, which recognise the best hotels across Britain.

Andrew attended Richardson Endowed School, one of the founding members of Embark Federation from the age of 5 until 11.

Paul Drummond FCIPD

Paul has over 25 years Human Resources experience across various sectors including service, chemical and automotive organisations. During Paul's career as HR Vice President of a major automotive supplier, he successfully designed and deployed meaningful HR programmes that have been implemented on a global scale.

As an experienced HR professional and Fellow of the Chartered Institute of Personnel and Development, Paul's first-hand experience is translated into practical solutions which are tailor-made to ensure the businesses that he works with have sustainable solutions leading to tangible results.

As the Managing Director of Consulting for the Quantum Group, he is responsible for employee engagement, human resource business partnering, organisational development and senior management coaching. Enhanced by a post graduate certificate in Executive Coaching. Paul is a Dad to two boys that have attended Primary and Secondary schools in Derbyshire and has also been a Primary School Governor for 3 years.

Sarah Armitage

Sarah has been a school governor for 12 years, a chair for 6 years and a National Leader of Governance for 3 years. She also has held the position of NLG Coordinator for Derby and Derbyshire since September 2017. This involves supporting the work of the (currently) 11 NLGs across the county and liaising with commissioners of this work, including Teaching School Alliances, MATs and Local Authorities.

Professionally she specialises in leadership, team and cultural development and is dedicated to helping people work more effectively and collaboratively together. She feels this is crucial for excellent governance and a productive, high-trust working relationship between school leaders, staff and governors.

Sarah has worked with over 20 schools and colleges in her capacity as an NLG and as a professional facilitator/development consultant and carried out many external reviews of governance. Her mission is to help schools/MATs/federations develop a high-performance culture and organisation built on a clear shared vision, values and a team-driven approach.

She has a degree in Educational Psychology and has worked at a senior level in Human Resources in the chemical industry (originally Courtaulds), contributing to significant organisational and cultural change.

Having established Work Vitality in 2007, Sarah now has a wide range of clients including Tarmac, the Vaillant Group, the University of Derby, Lafarge, Vinci Energies and the Volvo Group.

With a background in Human Resources, coaching qualifications and extensive experience of coaching senior leaders, Sarah brings a sharp understanding of how to develop an engaged and performing workplace to her governance system-leadership role.

Sarah's two daughters both attended Richardson Endowed Primary school in Smalley (now within Embark Federation) and being Derby born and bred, Sarah is passionate about improving the education and life-chances for all children and young people in her home county.

Trustees

Sarah Armitage (Chair of Trustees and HR Committee)

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Ian Paxton

Ian has over 20 years of experience in the IT industry, picking up and utilising technical, project, operational management and sales skills. Ian worked previously for IBM and Hewlett Packard and now for DXC Technology. His current job role is that of a Solution Architect working in the defence sector.

Ian has over 7 years of experience working within School Governing Bodies, ranging from being a Parent Governor, chairing Finance Committees and assisting schools in

delivering a Good Ofsted report. He has also participated in the Embark Strategy Group, effectively steering the direction the Embark Federation.

On a personal level, Ian is married, with two children and lives locally to schools in the Embark Federation. He enjoys keeping fit, by running, playing competitive tennis, golf and in the warmer weather, water-skiing!

John White (Chair of Risk and Audit Sub-Committee)

John started work in 1965 as an Engineering apprentice tied to the company for 5 years. He progressed through the company from supervision to project management and was promoted to Operations Manager of a large yarn spinning and chemicals factory.

This was a major change from engineering yet involved many of the skills he had gained during his time in engineering. The focus here was on production targets, increasing volumes, reducing waste, improving efficiencies in both machinery and people whilst improving quality (getting more from less). To do this required good people skills and communication with the workforce.

Other areas that came under John's remit were setting budgets, with regular (monthly reviews), reviews of plant performance to reduce cost and carrying out fault diagnosis with the quality team.

The area that always got highest priority in John's work was Health Safety and Environmental policy and practice. He was responsible for developing a very strong HSE culture, including training and retraining all managers to NEBOSH (National Examination Board of Safety and Health) certification as a minimum requirement. He ensured all accidents and incidents were investigated fully; these were trended regularly to ascertain common causes. Safety audit training was also introduced and it was a requirement that all employees carry out a safety audit every month, again the audits were reviewed and common causes recognised and resolved, sometimes via the annual capital expenditure plan.

In 2009 John moved back into Engineering as Senior Engineering Manager (Chief Engineer). This required very similar skills to the Operations Manager role but was more technically based with all legal compliance, including pressure systems, electrical safety, plant maintenance and delivery of the engineering capital plan for plant improvement and repair being my responsibility. John left the company in 2014 and has been enjoying retirement ever since.

For the last three years John has been a school governor with Richardson Endowed Primary, overseeing a £400k+ building extension to the school. He has also been a key member of the school finance committee and is currently involved in reviewing both health and safety standards with both schools in the Embark Federation. He has also carried out a safeguarding investigation at another school site at the request of Derbyshire County Council.

John has been married to Jane for 45 years and have two sons, both married with children. John has two sons and a grandson and he loves to travel and spend time with his family.

Dr Deborah Outhwaite (Chair of Educational Standards and Performance Committee)

Deb Outhwaite runs the MA in Professional Education at the Centre for Teacher Education, University of Warwick. A qualified 11-18 teacher, Deb taught Social Sciences in secondary education for 12 years prior to coming in to university teaching and was an A-Level Government and Politics examiner for European Politics.

Deb's Education Doctorate was on Educational Leadership in the International Baccalaureate and was awarded in 2017. Deb co-convenes the Leadership Preparation and Development Research Interest Group (RIG) for the British Educational Leadership and Management Administration Society (BELMAS), and she is an elected member and trustee of their Council. Deb is also an elected member of the International Professional Development Association (IPDA)'s International Committee.

She is also a parent governor and trustee in an 11-18 Derbyshire comprehensive school rated outstanding by Ofsted, where she is also a chair, and a trustee, of their school Foundation. Deb has authored book chapters and papers in the areas of contemporary issues in education policy; pupil premium; the deployment of Specialist Leaders in Education (SLEs); and the International Baccalaureate's Diploma Programme in England.

Eleanor Headley

As a leader, Eleanor strongly believes in the fundamental core purpose of education and the importance in the collaboration of a shared vision to the benefit of children. She offers a variety of skills and experience to the Embark trust board providing balance and passion to support school objectives and those of the community.

Originally from Canada, Eleanor offers a diverse background in a career spanning over 25 years across three business sectors in the areas of product and programme development, business administration and operations, training, customer service, safeguarding, performance management and human resources. She has been fortunate to be able to practice her knowledge across the community at local and regional level.

Eleanor holds degrees in Law and Sociology and International Management, certification in multidisciplinary rehabilitation and qualifications in education and training. Trained with the National College and as an experienced integrated centre leader she has have demonstrated practice in Early Years to post 16 and beyond. Eleanor is currently a tutor in family learning and has been a coach to many professionals.

Baby J

Baby J has worked in education and the arts for the past 17 years. Founding and running Baby People, a music and arts based vocational training provider, he specialises in working with young people not in mainstream education, using music and the arts to help them rediscover a passion for learning. He has had a focus on diversity and equality particularly focussing on the rights of young people to access quality education, including new communities and young people from economically challenged backgrounds. Baby J is also a Church School Governor.

Baby J's background as a music producer and artist manager has allowed him to pass on his experience to young people. He is an award winning music producer who has worked for Amy Winehouse, Mark Ronson and Plan B. Baby People is an Arts Council national portfolio organisation and Baby J is a leading figure in the cultural sector in Derby and Nottingham.

Alix Round (Chair of Finance Committee)

Alix has worked for 17 years at Experian, working within the Public Sector Team providing a wealth of data, information and analysis to Public Sector departments. Alix is now a senior account manager working within the strategic team and looking after 2 major banks. She manages a portfolio of £15million revenue and fosters excellent relationships with these key clients.

Alix has been a school governor for 6 years, she is currently a governor of three schools, including an Infant and Nursery School, a Junior School and a High School. Alix has been chair of governors at the Infant School, which is an Outstanding School for two years but will step down at the end of this year when becoming a trustee. She was part of the interview process with Ofsted when the school was awarded their outstanding status. She has 2 children who are 9 and 10 and is married to an Officer in the British Army.

Matthew Crawford

Matthew has six and a half years of headship experience and several years of working as a leader in schools. He is currently Executive Head of Embark Federation in Derbyshire which consists of Richardson Endowed Primary in Smalley and Kilburn Junior School. The Federation launched in January 2017 and he has been headteacher at Richardson Endowed since September 2011.

Matthew has been designated a National Leader of Education in February 2017 as a result of his work as a system leader and Richardson Endowed Primary became a National Support School.

Matthew has worked as an Associate School Improvement Adviser for Derbyshire County Council over the last three and a half years supporting nine schools and their leaders in a wide variety of school improvement activities. All nine schools now have good or better Ofsted judgements.

Matthew has also recently enjoyed working with a 'coasting' school in his role as NLE which was assigned by the RSC team.

He believes that schools are 'stronger together' and enjoys sharing practice whilst also learning from others and helping to improve the federation. He also believes that schools should be at the heart of their communities and give their children the best possible education.

Both schools in the federation have an exciting curriculum which is accompanied by a rich diet of wider opportunities in Music, Sport, Science and the Arts. The federation has excellent leadership in both schools and very good capacity to support others.

Prior to his work in Smalley, Matthew taught for nine years in two Derby City schools and then for four years as a Deputy Head in Nottinghamshire.

Matthew enjoys playing sports in his spare time and is also a member of the Parish Council Committee of All Saints Church in Breadsall Village, Derbyshire.