

Governance Structure

A multi academy trust (MAT) is a legal structure that brings two or more schools under the control of one governing board, while still functioning as separate schools that retain their own identity. The Girls' Learning Trust (GLT) is a MAT.

GLT has three levels of governance. Firstly it has 'Members', which are akin to the shareholders of a company, except that as a charity there are no profits. GLT can have up to five Members, some of whom may also be Trustees who sit on the GLT Board (see below) and others who are independent. Members have an overview of the governance arrangements of GLT and appoint the Trustees.

Name	Date Appointed
Angela Attah	08/12/2020
Hamza Aumeer	01/09/2015
Donna Evans	01/01/2016
Sandy Gillett	24/08/2020
Tony Hyams-Parish	01/09/2015

The second level of governance is the GLT Board (the board of trustees/directors). There are currently 9 trustees / directors on the GLT Board which is;

- ❖ The overall governing body for GLT and all the schools within
- ❖ Responsible for setting the strategic direction for GLT including key performance indicators (KPIs)
- ❖ Accountable for the educational performance of the Trust and all academies within
- ❖ Responsible for determining Trust wide policies as appropriate
- ❖ The Trust is the employer of all GLT staff

The following people make up the GLT Board:

Name	Role	Date	Term of Office ends
Sandy Gillett	Chair/Director/Trustee	01/09/2020	31/08/2024
Philip Taylor	Vice Chair/Director/Trustee	01/09/2019	31/08/2023
Hamza Aumeer	Director/Trustee	24/08/2020	23/08/2024
Alex Clark	Director/Trustee	01/09/2019	31/08/2023
Robert Etchell	Director/Trustee	24/08/2020	23/08/2024
Marie Grant	Director/Trustee	01/04/2018	31/03/2022
Malcolm Munro	Director/Trustee	01/04/2018	31/03/2022
Nigel Pepper	Director/Trustee	01/09/2019	31/08/2023
Jennifer Smith	CEO	01/09/2019	On termination of employment
In attendance:			
Helen Latham	Director of Finance & Operations		
Andrew Horrod	Clerk		

The third level of governance comprises the Trust Committees and Local Governing Bodies (LGBs). The Board has a number of Trust Committees that report to it, to enable it to carry out its functions. These include Finance and HR and these committees are made up of Trustees from the Trust Board and Governors from the LGBs.

Each school within GLT has its own LGB. The LGB is a committee of the GLT Board and;

- ❖ Is responsible to the Trust Board for the performance of the school
- ❖ Supports and challenges the Headteacher and the school leadership to secure strong student performance
- ❖ Provides oversight and monitoring of the school's activities to ensure an excellent standard of education is delivered
- ❖ Achieves the KPIs set by the Trust Board and delivers the school development plan
- ❖ Contributes to the wider work of GLT through the membership of the Trust committees

More information on the way the Trust and committees work together can be found in the GLT Scheme of Delegation within our Governance Handbook.

The composition of the Trust Committees is as follows:

[Scheme of Delegation](#)

Trust Admissions

Nigel Pepper (Chair)	Trustee
Sandy Gillett	Chair of the Trust Board
Jennifer Smith	CEO
Andrea Cooke (Vice Chair)	Nonsuch Governor
Robert Etchell	Trustee
Malcolm Munro	Trustee/Chair Carshalton LGB
Alison Sleight	Wallington Governor
In attendance:	
Richard Booth	Headteacher
Amy Cavilla	Headteacher
Moe Devenney	Headteacher

Trust Audit and Risk

Robert Etchell (Chair)	Chair/Trustee
Alex Clark	Trustee
Marie Grant (Vice Chair)	Trustee
Philip Taylor	Trustee
In attendance:	
Jen Smith	CEO
Helen Latham	Director of Finance and Operations
Hamish Lungany	Head of Finance

Trust Finance

Nigel Pepper (Chair)	Chair/Trustee
Andrea Cooke (Vice Chair)	Vice-Chair/Nonsuch Governor
Imran Ahmad	Wallington Governor
Hamza Aumeer	Trustee/Chair Wallington LGB
Robert Etchell	Trustee
Marie Grant	Trustee/Chair Nonsuch LGB
Malcolm Munro	Trustee/Chair Carshalton LGB
Jennifer Smith	CEO
In attendance:	
Helen Latham	Director of Finance and Operations
Hamish Lungany	Head of Finance

Trust Governance

Sandy Gillett (Chair)	Chair/Trustee
Marie Grant (Vice Chair)	Vice Chair/Trustee/Chair Nonsuch LGB
Nigel Pepper	Trustee
Philip Taylor	Trustee
In attendance:	
Jennifer Smith	CEO

Trust HR

Philip Taylor (Chair)	Chair/Trustee
Sandy Gillett (Vice Chair)	Vice Chair/Trustee
Hamza Aumeer	Trustee/Chair of Wallington LGB
Sue Cooke	Nonsuch Governor
Chris Cox	Carshalton Governor
Laura Sutton	Wallington Governor
Jennifer Smith	CEO
In attendance	
Helen Latham	Director of Finance and Operations
Natasha Geoffrey	HR Manager

Trust Remuneration

Sandy Gillett (Chair)	Chair/Trustee
Alex Clark	Trustee
Nigel Pepper	Trustee
Philip Taylor	Trustee
In attendance:	
Jen Smith	CEO

Carshalton LGB

Name	Role	Date Appointed	Term of Office ends
Malcolm Munro (Chair)	Trustee	01/09/2019	31/08/2022
Chris Cox (Vice-Chair)	Appointed Governor	23/01/2019	22/01/2023
Fiona Johnston	Appointed Governor	23/09/2020	22/09/2024
Vacancy	Appointed Governor	08/10/2018	07/10/2022
Claire Rodin	Appointed Governor	19/04/2021	18/04/2025
Marie Patel	Appointed Governor	03/09/2021	02/09/2025
Johnathan Hart	Parent Governor	03/09/2021	02/09/2025
Karen Cameron	Parent Governor	tbc	
Lorna Stanley	Staff Governor	18/09/2020	17/09/2024
Katie Buchanan	Staff Governor	28/05/2021	27/05/2025
Moe Devenney	Headteacher	01/09/2019	On termination of employment

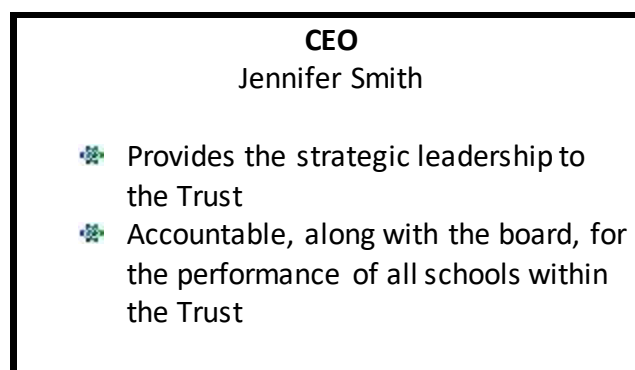
Nonsuch LGB

Name	Role	Date Appointed	Term of Office ends
Marie Grant (Chair)	Trustee	01/09/2019	31/08/2022
Andrea Cooke (Vice-Chair)	Appointed Governor	30/06/2018	29/06/2022
Emma Walford	Appointed Governor	18/04/2018	17/04/2022
Sue Cooke	Appointed Governor	25/09/2019	24/09/2023
Param Nandha	Appointed Governor	24/08/2020	23/08/2024
Nithya Poornanandan	Appointed Governor	24/08/2020	23/08/2024
Claire Copeland	Parent Governor	03/02/2020	02/02/2024
Sunita Mohan	Parent Governor	31/10/2018	30/10/2022
Maddy McIntyre	Staff Governor	13/12/2021	12/12/2025
Catherine Halliwell	Staff Governor	13/12/2021	12/12/2025
Amy Cavilla	Headteacher	01/09/2016	On termination of employment

Wallington LGB

Name	Role	Date Appointed	Term of Office ends
Hamza Aumeer (Chair)	Trustee	01/09/2019	31/08/2022
Imran Ahmad	Appointed Governor	16/09/2020	15/09/2024
Rosemary Allotey	Appointed Governor	30/06/2019	29/06/2023
Vacancy	Appointed Governor		
Nadia Nagamootoo	Appointed Governor	28/11/2017	27/11/2021
Laura Sutton	Appointed Governor	27/01/2020	26/01/2024
Naheed Ali	Parent Governor	26/11/2019	25/11/2023
Souad Mohamed	Parent Governor	12/11/2021	11/11/2025
Alison Sleight	Staff Governor	23/11/2019	22/11/2023
Vicky Watson	Staff Governor	31/12/2019	30/12/2023
Richard Booth	Headteacher	01/09/2016	On termination of employment

In addition, an Executive Team work strategically to shape the direction of the Trust and manage the day to day operations. The current structure is as follows:



DIRECTOR OF FINANCE/OPS Helen Latham	HEADTEACHERN ONSUCH Amy Cavilla	HEADTEACHER WALLINGTON Richard Booth	HEADTEACHER CARSHALTON Moe Devenney	HR Natasha Geoffrey
<ul style="list-style-type: none"> ❁ Leads the finance and business management functions of the Trust ❁ Works with the Headteachers to support the delivery of the school development plan 	<ul style="list-style-type: none"> ❁ Leads their own school as Headteacher ❁ Accountable for the delivery of an excellent standard of education and securing strong student performance ❁ Hold cross Trust responsibilities 			<ul style="list-style-type: none"> ❁ Manages the HR function for the Trust

The chart below illustrates how the day to day management of the schools is structured within the GLT model:

What remains with each school	What is centralised	Where collaboration happens
<ul style="list-style-type: none"> ❁ Clear identity for the Headteacher and leadership team ❁ Setting and delivery of the school development plan ❁ Day-to-day management of the school ❁ School procedures and systems ❁ School data, assessment and reporting ❁ Communication with parents ❁ Defined role for the LGB 	<ul style="list-style-type: none"> ❁ Setting of Trust strategic priorities and KPIs ❁ Finance function ❁ HR function ❁ IT function ❁ Trust-level Data reporting ❁ Statutory policies 	<ul style="list-style-type: none"> ❁ Giving and receiving of support for individual department/areas ❁ Sharing and developing expertise in girls' education ❁ Cross-trust departmental reviews ❁ Staff training and development ❁ Student development/leadership ❁ Careers/work experience and UCAS programme