



# Bolder Academy Governance Plan

## Vision and Strategy

Governors core function is the strategic leadership of Bolder Academy. This includes setting its vision and strategic priorities.

Bolder Academy is a school set up by local primary and secondary headteachers responding to parental demand. It is a mixed, school which welcomes students of all faiths and no faith.

There is a clear vision for current and future students and this is set out below:

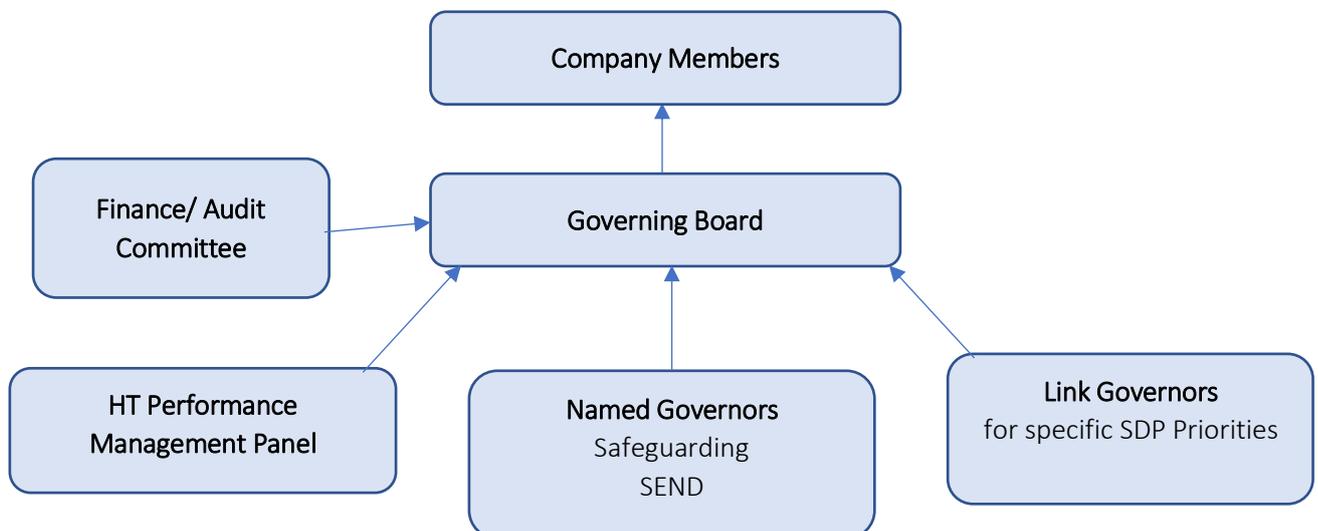
### A Bolder Future Awaits

At Bolder Academy, we believe in the future; empowering our students to find their purpose and to take their place in the world. Our vision is to create a bold education promoting excellence, courage, creativity and a strong sense of belonging.

- Excellence – At Bolder we promote brilliance. Self-confidence is encouraged, and resilience is built, as both students and staff strive for excellence. Bolder students are innovative and inspired, evolving, learning, becoming leaders themselves. They make great academic progress.
- Courage – Without risk, there’s no reward. We champion courage, supporting our students to challenge convention, build independence and foster resilience. Being Bolder means grabbing opportunities, questioning and standing out from the rest. Our students understand that the world is ever changing and know the need to adapt and assert themselves.
- Creativity – At Bolder creativity is key. We encourage students to both learn and to play, to find their voice and express themselves. Innovation and imagination are at the heart of what we do. Our state of the art building, our link with businesses such as Sky allow students to be immersed among leaders in technology and creative media.
- Belonging – Promoting diversity, embracing and celebrating differences is the Bolder way. We understand that together we’re stronger. We celebrate belonging in the school; caring for each other. We celebrate belonging in the community; promoting local and global opportunities this offers.

Governors ensure that there is a strategy in place for achieving Bolder’s vision and this is achieved by setting strategic priorities, creating accountability and monitoring structures.

## Trust Structure



# Bolder Academy Governance Plan

## Company Members

There are three Members in place, registered with Companies House: Victoria Eadie (CEO Tudor Park Education), Caroline McKay (Headteacher Ivybridge Primary School) and Euan Ferguson (Headteacher Isleworth & Syon School). They will appoint two trustees, one of which will be a member. There will be no family relationships allowed between members and trustees.

## Governing Board

We have determined that to effectively and efficiently operate the Board's working structure detailed below, we will require a minimum of **nine** trustees and that all key roles will be filled in the first term of operation.

Appointments will be made in line with the Articles of Association once they are agreed and the Funding Agreement is agreed and signed. Until then, we intend to operate a shadow Governing Board, with the Members and as many of the anticipated Trustees taking part as possible.

The one staff and two parent governors will be recruited in the first term the school opens. The remaining co-opted post will be recruited by the time the Funding Agreement is signed.

The table below indicates the Board membership:

No:	Trustee Category	Proposed with area of responsibility/skills
2	Appointed by Trust/EIP	Victoria Eadie, CEO Tudor Park Education Eileen Sheedy, Headteacher Isleworth Town Primary School (Combined experience: secondary & primary phases including finance, HR, SEND, Safeguarding, CLA)
1	Principal, ex officio	Heidi Swidenbank (appointed April 2017 and in employment Sep 2017)
2	Elected Parents	An election will be held in the first term of operation, and parents with specific skills needed, encouraged to stand. A suitable prospective parent may be co-opted onto the shadow board until an election is able to be held.
1	Elected Staff	An election will be held in the first term of operation
3	Co-opted	Rob Collie – Sky TV Partner representative (Finance/Business strategy) Andrew Dodge – Chair designate (Governance in all phases/CPD/Safeguarding) A N Other – possibly a prospective parent, initially
9	<b>Total</b>	

## Pen Portraits

Name	Pen Portrait
<b>Rob Collie</b>	<p>Rob is a Chartered Accountant with 25 years’ experience in senior finance roles in industry and the accounting profession. For the last 9 years he has been a Director of Finance at Sky, accountable to run Sky’s core Finance processes (payments, payroll, receivables, accounting) across Sky UK, Ireland and Italy. He is also accountable for the Finance and Procurement systems and controls that these teams rely on. Rob sits on the Sky Data Governance Committee and the Sky Business Continuity Committee, chairing those for Finance. Rob has led the award-winning Sky Finance graduate scheme and has sponsored the introduction of apprentices within Sky Finance.</p>
<b>Andrew Dodge</b>	<p>Andrew has 25+ years’ experience as a governor in all school phases including 10 years as chair at Chiswick School. He works as a trainer/consultant, giving training and support to governors and boards of maintained schools, academies and Free Schools across London. He is regularly commissioned to support individual GBs, heads and chairs, including Ealing where he is a Senior Associate. He regularly gives keynote speeches at governor events and the Teachers TV “<i>Just for Governors</i>” features his training. Andrew has also had a successful 35-year career as a composer/lyricist working for the BBC and UK theatres, including education/schools work. He has produced all Julia Donaldson’s <i>Gruffalo</i> Songbooks.</p>
<b>Victoria Eadie</b>	<p>Victoria was Headteacher of Feltham Community for eight years. In all of her senior leadership positions she has shown a total commitment to high educational provision, effective planning and delivery with outstanding leadership. All three schools in which she has worked have shown significant increase in the progress of all groups of students. Victoria has worked as a Local Leader of Education, mentoring and supporting other colleagues. She is Chair of Hounslow Education Improvement Partnership and executive board member of The London West Alliance of schools. She has been a Primary School governor and is currently a governor for Woodbridge Park, an alternative education provider. Victoria is currently CEO of Tudor Park Education which has two schools – Springwest Academy and Logic Studio School.</p>
<b>Euan Ferguson</b>	<p>Euan has been the Headteacher of Isleworth and Syon School since 2000 and was previously the Deputy Head there. Having previously worked as a Head of Sixth Form and Head of Mathematics locally. Euan also originally started his career teaching Science. Euan is in favour of collaboration above isolation and believes schools are stronger in partnership. Isleworth and Syon is one of the original members of ‘Challenge Partners’ and also currently leads on Sport and PE locally. The school’s ambition remains to provide excellent academic provision alongside an exceptional extra-curricular offer in a forward-looking environment that respects the long history and traditions of the school.</p>

## Bolder Academy Governance Plan

<p><b>Caroline McKay</b></p>	<p>Caroline has been Headteacher of Ivybridge Primary School since 2000 during which time the school has successfully expanded from one to two form entry. Caroline is committed to ensuring that all pupils receive a high-quality education whatever their individual needs and talents might be, the school was recognised for its success in supporting pupils from deprived backgrounds with a national Pupil Premium Award in 2015. Caroline is Chair of the local Education Improvement Partnership and has previously supported improvement in other local schools as a Primary Strategy Consultant Leader, Executive Head Teacher and Consultant Head Teacher. Caroline is committed to schools working together in partnership to provide a high-quality education to all pupils in the local area and was one of the founding Head Teachers of Collabor8 (C8) which is a strong partnership of 8 local primary schools.</p>
<p><b>Eileen Sheedy</b></p>	<p>Eileen is currently a serving head of a large primary school within the Isleworth area. She has been in education for the last 27 years and has seen many changes. She is also the mother of three children who she is proud to say have been educated in Hounslow. As a Governor of the new Bolder Academy Eileen welcomes the opportunity to work with a dedicated group of people who represent both the parents and the wider school community. As a Governor Eileen expects the school to be ambitious and dedicated to ensuring an exciting and 'bold' education for all.</p>
<p><b>Heidi Swidenbank</b></p>	<p>Heidi has over 20 years' experience in secondary education. She led a highly successful school in Berkshire before taking up the post of Principal Designate in Sep 2017. Heidi is also an Ofsted Inspector as well as a school improvement partner. She has extensive senior leadership experience working in both inner and outer London and worked in one of the first all-through academies. Heidi is a qualified English teacher and worked for a local authority leading on literacy in both primary and secondary sectors. Heidi is currently a governor at Holyport College in Windsor and Maidenhead, an outstanding free school.</p>