

TRUSTEE BIOGRAPHIES

Andrea Carter
CEO



Andrea holds a BEd (hons) degree with a mathematics specialism and an MA in Education with a Leadership and Management focus.

Andrea worked for a number of years in a banking environment and completed banking qualifications to support this role.

Andrea has worked in a real variety of schools from the small village school, to large federations and fully understands the leadership challenges that each situation brings. She also has experience of taking responsibility for other schools in challenging circumstances and supporting them through the Ofsted experience. Andrea has also been a part of many strategic groups within local authorities, supporting policy writing and training sessions.

Andrea is currently CEO of the CSAT MAT and has supported the successful collaboration of the initial MAT schools as well as ensuring these schools have achieved the highest standards. Andrea is currently taking an active part in MAT expansion to support a greater number of children accessing the highest quality education.

Sandra Clements
Independent Trustee
Vice chair of the Board of Trustees



Sandra holds a BSC (Hons) Degree in Physiology and Biochemistry (Southampton) and a PGCE (Science) (King's College, London).

Sandra spent 40 years in the teaching profession, initially in a large co-educational comprehensive where she became Director of the Sixth Form. Then followed a spell in an independent sixth form college and a boys' independent school. She then moved to Blackheath High School GDST – an all phase school - where she was Head of Sixth Form, Assistant Head, and then Deputy Head. Roles have included responsibility for: self-evaluation, monitoring, leading ICT initiatives, leading the school well-being programme, designated child protection officer, taking the lead on assessment data, timetabling, leading staff appraisal and development, NQTs, budgets, leading the school whole Duke of Edinburgh Programme.

Sandra was an examiner for London exams, marking GCSE and A level Biology. Sandra is currently a team inspector for the Independent Schools' Inspectorate. Sandra has previous experience of school governance serving on the LGB of a maintained primary school, and two independent through phase schools. She was Chair of the Education Committee at one of these schools.

Scott George
Trustee



Scott holds a first-class BSc (hons) Degree in Computing.

Scott is an IT Administrator and Digital Audio specialist for a leading theatrical audio supplier, designing and delivering complex data and audio solutions for entertainment productions and events worldwide.

Scott previously was a founding director of a technology solutions and automated control company that serviced the themed entertainment industry.

Scott has worked as part of a creative team on many professional theatrical productions in the UK and abroad. Throughout his career he has proven himself as a provider of creative technical solutions, consulting on high profile project worldwide.

Scott is a Member of the British Computing Society (MBCS) and the Audio Engineering Society (AES)

Scott has previous experience of primary school governance, having served as a Chair of an academy LGB.

Sue Hannay
Independent Trustee



Sue holds an MA in Relationship Therapy and is an experienced relationship counsellor, specialising in couples, young people and families. She has her own successful private counselling practice and also works for Relate.

Sue's first career was in Market Research as an Associate Director of GfK/NOP Market Research in London, moving to a local research and marketing company as Research Services Director after a career break. Sue has been involved with the local company for over 20 years and continues to provide consultancy services to them. Sue's experience involves HR, finance, marketing, operational and business strategy. She was instrumental in growing the company to a global research and marketing services provider, providing business insight to a range of blue chip companies. She was responsible for building a fieldforce and involved in senior recruitment, managing training, CPD and appraisals.

Sue has been a magistrate since 2009. Sue has previous experience of primary school governance, having served as a Chair of an academy LGB.

Naureen Khalid
Trustee



Naureen holds several degrees in Natural Sciences and has recently completed a Post Graduate Certificate in Education with a focus on Governance.

As a property developer and portfolio holder Naureen has hands-on experience of project management, contract negotiation and budgeting.

Naureen administers an online forum for governors which has been recognised by DfE, NGA and Ofsted and founded the Bromley Governors' Network. She publishes an influential blog on governance.

Naureen has been invited to present on governance at several national events and conferences, including the Telegraph Festival of Education, and has published newspaper articles on governance.

Naureen has previous experience of school governance, having served as Vice Chair of an academy trust and she is also currently the Chair of a secondary LGB within a large MAT.

William Mitchell
Trustee



William holds a BA (Hons) in Economics and Politics. He is a Chartered Public Finance Accountant and full member of the Institute of Risk Management.

William is a Director of Governance Risk and Assurance services at mid-tier city accountancy practice, Moore Stephens LLP, specialising in public sector, charities, education (academies and examination bodies), museum, galleries, healthcare professions, pension funds and other financial service organisations. He previously worked at the National Audit Office for 11 years.

Skills and experience include being head of internal audit and advisor for several national museums, the Heritage Lottery Fund, British Film Institute and the Road Safety Trust.

William provides risk management services for clients across many sectors, including academies and covering areas such as governance, digital, finance, HR, business planning, project management and liability exposures. He is also an authorised trainer of internal audit and risk for the European Commission.

William has previous experience of primary school governance, having served as a Chair of an academy LGB.

Diane Moss
Independent Trustee



Diane holds degrees in geography (Cambridge), earth sciences(Open) and environmental sciences (Open).

Diane's first career was in central government (HM Customs and Excise and the Treasury) where she specialised in tax policy. Initially she specialised in designing a range of taxes around brownfield development. She then moved to lead Budget focussed teams, analysing micro consumer and macro industrial responses to alcohol and tobacco price movements, developing tax options for the Budget and working with Ministerial teams to deliver tax changes in these areas.

Diane is a National Leader of Governance and now has a portfolio career and her own consultancy business in educational governance. As a freelance consultant, Diane works with a range of educational organisations and individual schools and colleges delivering governor training and undertaking external reviews of governance. In addition, she is a freelance consultant with the National Governance Association. Diane also provides consultancy to the Ministry of Justice around the recruitment of magistrates.

Diane has previous experience of primary school governance, having served as the Chair of an academy LGB.

Chris Munday
Independent Trustee



Chris holds a law degree (Cambridge) and an MsC in Charity Leadership (City).

Initially, Chris was an equity partner in a City law firm, involving leadership, people management, business and technical legal advice to social housing providers. He led the firm's CSR activities and was departmental finance partner (£7M).

Chris joined Crossways Community as CEO in 2015. The charity works with people suffering with a range of mental health problems. He has significantly increased Crossways' profile, appearing on the Victoria Derbyshire television programme and hosting a Royal visit. Chris has led a complete policy review and has refreshed the board and governance structures. He is leading on the takeover of another smaller mental health organisation and on the acquisition of property for redevelopment as residential accommodation and community facilities.

He is part of the leadership team of Crofton Baptist Church (200 attendees). He has direct experience of staff appointments, is experienced in public speaking, has been the trustee responsible for safeguarding; and is involved in vision casting, engagement and strategy. He is a board member of Golding Homes, a social landlord in Maidstone (4000 homes).

Chris has previous experience of primary school governance, having served on an academy LGB.

Scott Pinder
Independent Trustee
Chair of the Board of Trustees



Scott has a Master's degree in Mathematics (University of Leeds/University of Waterloo, Canada). He is a Graduate Statistician of the Royal Statistical Society and a Fellow of the Institute and Faculty of Actuaries.

Scott is a pensions actuary and works with trustees and companies to improve trust governance.

Scott's key skills are risk management, change management, analysis and communicating with a variety of audiences.

Scott has previous experience of primary school governance, having served on an academy Local Governing Body.