



Director Profiles

Richard Pithers Foundation Trustee

- National Leader of Governance (NLG).
- Chair of Governors at St. Bartholomew's Primary School – Governance and school been judged as Outstanding twice under his leadership.
- Former Headteacher of two schools, judged to be 'Good' by Ofsted during his leadership:
Highfields Primary School Dudley 2001- 2004
Brockmore Primary School Dudley 2004 – 2008
- Experience of successful school improvement implementation impacting on standards.

Emma Balchin

- Former manager of Children and Young People Finance and Resources – this involved managing the finance team with responsibilities for all school's budgets and funding in Wolverhampton LA;
- NLG
- Former regional lead for Healthy Schools – this included managing a significant budget of all Healthy School's funding across the region.
- Former Manager of School Workforce and Governance at Wolverhampton Local Authority which includes training and management of governing bodies and IEBs across Wolverhampton LA;
- Currently working for the National Governance Association (NGA).
- Experience Chairing Governors at a Pupil Referral Unit;
- Significant experience on IEBs – in all settings, standards have risen;
- As a line manager to a team of staff, she has experience of implementing HR recommendations.

Robert Blower

- Works as a senior finance leader for a national charity, who deliver child to career programmes through various sectors including education, employability, children's homes and justice.
- Heads up a subsidiary of the charity delivering payroll, HR & finance services to schools and academies nationally.
- Chartered Management Accountant, fully qualified (ACMA) since 2011
- Experience in multiple finance disciplines including management & statutory accounts, VAT, audit and acquisitions.
- Manage transactional teams for finance (accounts payable and receivable), payroll and HR.
- Significant experience in management, recruitment and training / development.
- Other voluntary work as an F.A. qualified coach running football teams and an active role in club development.



Katy Kent

- Former Headteacher at St. Bartholomew's CE Primary School (Jan 07 – August 17)
- Judged as Outstanding 2009 and 2014 – prior to role as Headteacher the school improved to good (November 2005) whilst she was DHT;
- National Leader of Education.
- Interim Executive Headteacher at Woodthorne Primary School (September 2013 – June 2014 when the school was moved from RI to good).
- Executive Headteacher of Teaching School Alliance.
- Practising Ofsted Inspector.
- Executive Headteacher and CEO of Trust.

Richard Vernon Foundation Trustee

- Currently employed in the management team of a private sector software and services company, which provides services into Central and Local Government, NHS, Police, Social Housing, HR and Payroll sectors. This work involves managing multiple DBA teams who provide support and manage the applications and technologies for customers (systems range from small local government systems to national systems – Police ANPR, organ donor registration, and IICSA system);
- Clearance to MOD SC level via Defence Business Services – access up to SECRET;
- Previous employment as Assistant Company Accountant with responsibility for compiling and monthly management accounts to SLT and Directors and providing payroll for all staff;
- Previous experience in local government managing and supporting the Revenues and Benefits and HR systems for a council.

Susan Preston

- 31 years' experience in managerial roles for NHS overseeing community health services.
- Most recent position before retirement was as manager for Children's Services with responsibility for Health Visitors, School Nurses, Safeguarding, Primary Mental Health and Palliative Care Nurses. This involved 150 staff and a budget of 1 million pounds.
- Experience of recruitment, appraisals and sickness reviews.
- Experience of fact finding and chairing disciplinary panels.
- Experience of close working with HR.

Elizabeth Hopkinson

- Freelance marketing consultant/copywriter. Working with clients both strategically and delivering marketing programs on time and budget. Content creation including research for a range of different industries. Collaborating with in-house personnel effectively and sensitively.



- Partner of equestrian e-commerce business. Responsible for business and marketing strategy and implementation.
- Previously project manager for marketing company. Dealing with clients' marketing programmes worth in excess of £1 million.
- Previously general manager international e-commerce company. Overall responsibility for warehouse and office. Setting KPIs, ensuring targets met, HR, accounts, strategy, marketing.
- Previously owner at The Bowen Clinic. Overall responsibility for strategy and delivering results into the private health sector.
- Member of the Junior English Novice Dressage team.

Nicola Lowe

- Qualified and accredited Executive Coach. Accreditation is held with The Association for Professional Executive Coaching and Supervision (APECS - <https://www.apecs.org/>). This demonstrates coaching, business and psychological competency.
- Founder of two coaching businesses; one offering Executive Coaching to public and private sector organisations helping leaders to navigate the challenges of leadership and organisational life. The other offering online resources to working mothers helping them to combine their work and motherhood in a more sustainable way.
- General areas of client support: building and sustaining confidence, personal resilience and stress management, navigating and managing change, emerging leader development, personal presence and impact, developing high performing teams and maternity coaching
- Parent Governor at All Saints' CE Primary School, Trysull
- Previous experience managing European and Global sales teams in the IT industry
- Experience in business operations including sales and marketing
- Degree in Business Studies specialising in organisational behaviour

Emma Richards

- Former Head of HR Service for Services4Schools (S4S), working with small, medium and large schools/academies/MATs
- Project managed a number of Academy conversions since 2010
- Currently working as the Head of Regional Business Hubs, responsible for out of region business development, HR services, staffing, delivering training, and client management.
- Almost 20 years' experience within HR, 10 of those years within Education, the rest mostly in varying commercial organisations, including Games publishing, Food Manufacturing and FMCG up to Senior HR Business Partner level.



- Specific areas of expertise are TUPE, Change Management (i.e. restructures/redundancies/conversions/policy changes) and employment law.
- Recognised by Ofsted as '*enabling the Headteacher to secure the smooth running and continued improvement of the school*', and '*instrumental in continuing to drive standards up*'.

Treena Larkin **No longer a Director**

- Chartered Physiotherapist since 1993
- Currently employed as Physiotherapy Research Facilitator and Extended Scope Practitioner Physiotherapist.
- Experience of setting up new initiatives within Research academic institutes.
- Experience in strategic planning and implementation of new services.
- Experience of developing and auditing effectiveness of service.
- Wide experience in the development and delivery of research studies and leadership in the implementation of results.
- Trained in Safer Recruitment.
- Experience in critiquing and analysing data.
- Led staff appraisals.
- Foundation Trustee.