

**STEP Academy Trust  
Board of Trustees**

**Suggested Committee Membership for 2019/20**

| <b>Finance and Operations Committee</b>  | <b>Education Committee</b>   |
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| Ross Gardner (Chair)   | Navdeep Sanghara (Chair)   |
| Angela Farrell   | Kate Chhatwal  |
| Rory Nath  | Ben Bartlett   |
| Other Attendees:-<br>Mark Ducker - CEO<br>Ben March - Chief Finance & Operations Officer<br>James Hooper - Director of Operational Services<br>Kirstie Martin – Head of Finance and Compliance | Other Attendees:-<br>Mark Ducker - CEO<br>Paul Glover, Deputy CEO<br>Jennese Alozie, Director of Effectiveness & Performance |

| <b>STEP Pay Committee</b>  |
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| Ross Gardner (Chair)   |
| Angela Farrell   |
| Navdeep Sanghara   |
| Other Attendees:-<br>Mark Ducker – Chief Executive Officer<br>Ben March – Chief Finance & Operations Officer |

| <b>CEO Appraisal*</b> | <b>Deputy CEO Appraisal</b> | <b>CFOO Appraisal</b> |
|-----------------------|-----------------------------|-----------------------|
| Ross Gardner          | Navdeep Sanghara            | Ross Gardner          |
| Navdeep Sanghara      | Mark Ducker                 | Mark Ducker           |

\* Process supported by external adviser, Sir David Carter

| <b>Director of Effectiveness and Performance Appraisal</b> | <b>Director of Teaching and Learning/ Executive Headteacher Appraisal</b> | <b>Director of Leadership Development/ Executive Headteacher Appraisal</b> | <b>Director of Operational Services Appraisal</b> |
|--|---|--|---|
| Navdeep Sanghara   | Navdeep Sanghara  | Navdeep Sanghara   | Angela Farrell                                    |
| Paul Glover  | Paul Glover   | Paul Glover  | Ben March   |

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| <b>Safeguarding Trustee</b> | Rory Nath |
|-----------------------------|-----------|