

**STEP Academy Trust Board of Trustees
Committee Membership for 2020/21**

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

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

| CEO Appraisal* | Deputy CEO Appraisal | CFOO Appraisal |
|-----------------------|-----------------------------|-----------------------|
| Rama Venchard | Navdeep Sanghara | Ross Gardner |
| Navdeep Sanghara | Mark Ducker | Mark Ducker |

* Process supported by external adviser, Sir David Carter.

| Director of Effectiveness and Performance Appraisal* | Director of Teaching and Learning/ Executive Headteacher Appraisal* | Director of Leadership Development/ Executive Headteacher Appraisal* | Director of Operational Services Appraisal* |
|-------------------------------------------------------------|----------------------------------------------------------------------------|-----------------------------------------------------------------------------|----------------------------------------------------|
| Rama Venchard | Ben Bartlett | Shelley Stuart | Peter Lilford |
| Paul Glover | Paul Glover | Paul Glover | Ben March |

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| Safeguarding Trustee | Rory Nath |
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