

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

<b>Finance and Operations Committee</b>	<b>Education Committee</b>
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

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

<b>CEO Appraisal*</b>	<b>Deputy CEO Appraisal</b>	<b>CFOO Appraisal</b>
Rama Venchard	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>
Rama Venchard	Ben Bartlett	Shelley Stuart	Peter Lilford
Paul Glover	Paul Glover	Paul Glover	Ben March

<b>Safeguarding Trustee</b>	Rory Nath
<b>Risk Trustee</b>	Ross Gardner