



## Governance Structure of HNS Multi-Academy Trust

The governance arrangements for HNS Multi-Academy Trust (“MAT”) are as follows:-

- i. HNS MAT, comprising Hackney New School (“HNS”) and Hackney New Primary School (“HNPS”), is governed by a Board of Directors chaired by Andreas Wesemann.
- ii. Mary Li is the Headteacher of HNS.
- iii. Siobhan Campbell is the Headteacher of HNPS.
- iv. The board has 3 committees:-
  - a. The HNS Committee overseeing the affairs of the secondary school;
  - b. The HNPS Committee overseeing the affairs of the primary school; and
  - c. A Finance & General Purposes Committee which oversees the financial affairs of the MAT.
- v. Primary membership of the board and committees is as follows:-

| <b>HNS MAT Board Committees</b> |                           |                      |                       |
|---------------------------------|---------------------------|----------------------|-----------------------|
|                                 | <b>F&amp;GP Committee</b> | <b>HNS Committee</b> | <b>HNPS Committee</b> |
| 1. Andreas Wesemann             | Chair                     | ✓                    | ✓                     |
| 2. Phillippa De’Ath             | ✓                         | ✓                    | ✓                     |
| 3. Sophie Solomon               |                           |                      | ✓                     |
| 4. Shantella Campbell           |                           |                      | ✓                     |
| 5. Alex Crossman                |                           | Chair                |                       |
| 6. Teresa Beach                 |                           | ✓                    |                       |
| 7. James Clements               |                           |                      | Chair                 |
| 8. Beverley Gardner             |                           |                      | ✓                     |
| 9. John McIntosh                |                           | ✓                    |                       |
| 10. Mary Li                     | ✓                         | ✓                    |                       |
| 11. Anthony Wagerman            | ✓                         |                      |                       |
| 12. Roy Blatchford              |                           |                      |                       |
| 13. Siobhan Campbell            | ✓                         |                      | ✓                     |



## HNS MAT Responsibilities & Code of Conduct

- i. The HNS MAT Board has three primary duties:-
  - a. Ensure that the vision and strategic direction of HNS MAT is clear and pursued consistently by everyone who works at the schools;
  - b. Holding the Headteachers to account in relation to the educational performance of HNS and HNPS, and the performance management of staff at HNS and HNPS;
  - c. Monitoring the financial performance of the school and making sure its funds are well spent, including, where required, on building projects.
- ii. Governors will be appointed for a period of 4 years, subject to the provisions of the Articles of Association of HNS MAT. Provided they remain eligible to be a particular type of Governor, any Governor may be re-appointed or re-elected.
- iii. There will in general be 4 board meetings in each academic year, all scheduled to commence at 1815 HNS. Unless otherwise directed by the Chairman or Vice Chairman in accordance with Article 111, board papers will be circulated at least five clear days in advance of a board meeting, unless exceptional circumstances make this impossible.
- iv. All other operating rules regarding governance arrangements are set out in HNS MAT's Articles of Association which are also available at Companies House
- v. Governors agree to abide by the following code of conduct:-

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| <b>Role &amp; Responsibilities</b> | <ul style="list-style-type: none"> <li>• Understand the purpose of the board and the role of the headteacher.</li> <li>• Accept that we have no legal authority to act individually, except when the board has given us delegated authority to do so, and therefore we will only speak on behalf of the governing board when we have been specifically authorised to do so.</li> <li>• Accept collective responsibility for all decisions made by the board or its delegated agents. This means that we will not speak against majority decisions outside the governing board meeting.</li> <li>• Have a duty to act fairly and without prejudice, and in so far as we have responsibility for staff, we will fulfil all that is expected of a good employer.</li> <li>• Encourage open government and will act appropriately.</li> <li>• Consider carefully how our decisions may affect the community and other schools.</li> <li>• Always be mindful of our responsibility to maintain and develop the ethos and reputation of HNS. Our actions within HNS and the local community will reflect this.</li> <li>• In making or responding to criticism or complaints affecting the school we will follow the procedures established by the governing board.</li> <li>• Actively support and challenge the headteacher.</li> </ul> |
| <b>Commitment</b>                  | <ul style="list-style-type: none"> <li>• Acknowledge that accepting office as a governor involves the commitment of significant amounts of time and energy.</li> </ul>  |



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|                              | <ul style="list-style-type: none"> <li>• Involve ourselves actively in the work of the governing board, and accept our fair share of responsibilities, including service on committees or working groups.</li> <li>• Make full efforts to attend all meetings and where we cannot attend explain in advance why we are unable to.</li> <li>• Will get to know the school well and respond to opportunities to involve ourselves in school activities.</li> <li>• Will visit the school, with all visits to school arranged in advance with the headteacher and undertaken within the framework established by the governing board and agreed with the headteacher.</li> <li>• Consider our individual and collective needs for training and development, and will undertake relevant training</li> <li>• Accept that in the interests of open government, our names, terms of office, roles on the governing body, category of governor and the body responsible for appointing us will be published on the school's website.</li> </ul> |
| <b>Relationships</b>         | <ul style="list-style-type: none"> <li>• Work as a team in which constructive working relationships are actively promoted.</li> <li>• Express views openly and respectfully in all our communications with other governors.</li> <li>• Support the chair in his role of ensuring appropriate conduct both at meetings and at all times.</li> <li>• Prepared to answer queries from other governors in relation to delegated functions and take into account any concerns expressed, and we will acknowledge the time, effort and skills that have been committed to the delegated function by those involved.</li> <li>• Seek to develop effective working relationships with the headteacher, staff and parents, the local authority and other relevant agencies and the community.</li> </ul>  |
| <b>Confidentiality</b>       | <ul style="list-style-type: none"> <li>• Observe complete confidentiality when matters are deemed confidential or where they concern specific members of staff or pupils, both inside or outside school</li> <li>• Exercise the greatest prudence at all times when discussions regarding school business arise outside a governing board meeting.</li> <li>• Will not reveal the details of any governing board vote.</li> </ul>  |
| <b>Conflicts of interest</b> | <ul style="list-style-type: none"> <li>• Record any pecuniary or other business interest (including those related to people we are connected with) that we have in connection with the governing board's business in the Register of Business Interests, and if any such conflicted matter arises in a meeting we will offer to leave the meeting for the appropriate length of time. We accept that the Register of Business Interests will be published on the school's website.</li> <li>• Will declare any conflict of loyalty at the start of any meeting should the situation arise.</li> <li>• Will act in the best interests of the school as a whole and not as a</li> </ul>  |



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|                            | representative of any group, even if elected to the governing board.  |
| <b>Breach of this Code</b> | <ul style="list-style-type: none"><li>• If we believe this code has been breached, we will raise this issue with the chair and the chair will investigate; the governing board will only use suspension/removal as a last resort after seeking to resolve any difficulties or disputes in more constructive ways.</li><li>• Should it be the chair that we believe has breached this code, another governor, such as the vice chair will investigate.</li></ul> |