

Amadeus Primary Academies Trust Structure

The Amadeus Primary Academies Trust (APAT, Amadeus, the Trust) was formed in 2015 as a Company Limited by Guarantee. APAT is also an Incorporated Charity (it has charitable status but is not a registered charity). Our principal regulator is the Secretary of State for Education but we are required to prepare accounts that meet the requirements of the Charities Commission. As CEO you will also be a Trustee and become an APAT director. The Trustees form the APAT Board.

Company information about the Trust can be found at

<https://beta.companieshouse.gov.uk/company/09662313>

Although the Trust is a Faith Trust (Church of England), Article 3, the Objects of the organisation, describes our purpose and makes it clear that the Trust can include both Faith and non-Faith schools.

You should be aware that the legal responsibilities of an academy Trustee are very different to those of a school Governor. Being an APAT Trustee means that you will have the same responsibilities as those of the directors of any limited company.

The Trust has five Members (the people who formed APAT). They are:

- i a representative of the Rochester Diocesan Board of Education (RDBE)
- ii the Rochester Diocese Rural Dean
- iii the Rochester Diocese Area Dean of Sidcup
- iv a lay Member proposed by the APAT Board to represent Faith schools
- v a lay Member proposed by the APAT Board to represent non-Faith schools

Members appoint new Trustees normally on the recommendation of the Board. The Board presently comprises five Trustees who are:

- i Paul Allen. Paul has been Chair of the Trust Board since 2015, having been a Governor at Old Bexley Cof E Primary School (OBX) since 1996. In 1995 he joined Kemnal Technology College in Bromley as a Vice Principal (Business Management) and in 2009 set up The Kemnal Trust, an umbrella trust running 5 secondary schools. In 2010 he set up the Kemnal Academies Trust (TKAT), the first Multi-Academy Trust under the new academies regime, where he was Chief Operating Officer and Company Secretary until 2016.
- ii Peter Wilson. Peter is the current CEO, appointed when APAT was incorporated. He was formerly Head Teacher at Old Bexley Cof E Primary School (OBX) and later the Executive Head Teacher of a partnership between OBX and Hillsgrove Primary School. He is retiring at the end of this year and we have started the recruitment process to find a new CEO.
- iii Janice Collins. Janice was formerly Deputy HT at Hillsgrove Primary School.

- iv Marcia Philbin. Marcia is a former Chair of Governors (CoG) at Holy Trinity Lamorbey Primary School. She is CEO at the Faculty of Pharmaceutical Medicine (the professional body for pharmaceutical physicians). She previously worked for the Royal College of Paediatrics and Child Health.
- v John Simms. John is a former CoG at Hillsgrove. He is the Commercial Director at the Royal Bank of Scotland supporting small and medium size businesses.

The Trust is in process of recruiting two additional Trustees.

As its name suggests, APAT was incorporated specifically to manage primary schools and presently comprises six primary schools, two of which are non-Faith schools.

- Old Bexley C of E (Bexley LA, joined 2015)
- Hillsgrove (Bexley LA, joined 2015, non-Faith)
- Holy Trinity Lamorbey C of E (Bexley LA, joined 2015)
- St Paulinus C of E (Bexley LA, joined 2015)
- Castilion (Bexley LA, joined 2019, non-Faith)
- St Pauls Cray C of E (Bromley LA, joined 2015)

Through the CEO, Trustees work with schools to develop strategies and processes that will produce the best outcomes for our children. Our principal task is to manage compliance and risks that might jeopardise these outcomes.

The APAT Board devolves the day to day running of its academies to Local Governing Bodies (LGBs). The duties and responsibilities of the LGB are laid down in a comprehensive Scheme of Delegation which also states how the LGB is to be constituted. This varies slightly to reflect the constitution of the Governing Body of the former school that may have been a Maintained, Voluntary Aided or Voluntary Controlled school.

On incorporation, the Board set up a small central team comprising the CEO and Sabrina Bridges, the Chief Finance and Operations Officer (CFOO). Over the past four years there have been a number of significant transfers of responsibility from the LGBs to the Trust centre, notably Finance, HR, Procurement and Compliance. While the Board has always held the view that a central team should be as small as possible, with collaborative academic support coming from schools, the responsibilities and size of the central team have gradually increased and the Board is presently reviewing the arrangements for Local Governance.

The full Board meets at least once per term and has two subcommittees. The Joint Standards (JSC) focuses on educational issues, and Audit & Risk (A&R) focuses on finance and operational matters. JSC invites Headteachers from each school to present information about their performance to the committee and has two meetings per term. A&R meets at least once per term. New Trustees are invited to join at least one of the committees.

Paul Allen
Amadeus Trust Board Chair
01 September 2021