

ALAMEDA MIDDLE SCHOOL



Election as a Parent Governor to the Board of Governors at Alameda Middle School Academy Trust

There are two vacancies for parent governors. You may vote for **up to two** candidates, but not more than once for each candidate.

CANDIDATES

HELEN MOORE

I am currently a Governor at Alameda and, having served for just over a year, am putting myself forward for re-election.

I have over 20 years' experience in Human Resources, working in large blue-chip organisations (Select, David Lloyd, Marks & Spencer), supporting and driving commercial performance. Currently working in Whitbread PLC as an HR Business Partner.

I have a strong background in employee relations, performance management, succession & talent planning, and managing change and organisation design. I am CIPD qualified and work across a large number of complex functions such as Procurement, Supply Chain, Property and Change. Furthermore, I am active in CIPD mentoring schemes.

Employee Relations

I have significant experience in managing employees and line managers, in the unfortunate situation where 'things go wrong' at work, such as grievances, short term, intermittent absence management, long term absences, disciplinaries and investigations. I am also a qualified Mental Health First Aider in my workplace, which allows me to identify and support individuals potentially in crisis, encouraging individuals to access help and support where appropriate.

Performance Management

Within my role, I support and drive the business to ensure they get the best out of their people, by utilising the people cycle and frameworks in place, but also by disrupting the status quo, such as changing the usual half and end of year review meetings which no one looks forward to or enjoys, to much more agile and up to date monthly one to one meetings, underpinned by a core set of values and behaviours which are fundamental to how people achieve in their roles.

Succession & Talent Planning

A core part of my role is to work with my business partners to assess and ratify performance and potential across the functions I support, as well as working closely with line managers to identify individuals who are ready for a career progression step within the business. This is a key element to retaining and developing talent, ensuring the stability of the teams supports the performance of the organisation.

Managing Change & Organisation Design

My role allows me to work closely with senior managers in the organisation to work through what direction the business is taking, and ensuring that the design of the organisation, and the capabilities within are fit for the future. This aligns with business and finance planning on a 5, 3 and in-year basis.

I work as part of a job share in my role, and am passionate about enhancing work experiences for people by promoting and role modelling flexibility of work as a way to enhance wellbeing, and aid performance and retention of talent.

I love making a difference to the functions I work with in Whitbread and see the role of Governor as an opportunity for me to contribute to the school through bringing my Human Resources and business knowledge into play. As a parent, my husband and I have always been very active in our child's education whilst appreciating the pivotal role that the School, teachers and culture within that environment play a huge role in shaping any child future. Whilst I do not have previous experience as a Governor, I am very keen and quick to learn, with a strong feeling that my skills and passion to improve the status quo could hopefully contribute to the existing Governors / School team.

TOBIAS SHEPHERD

I am currently a Governor at Alameda and, having served for just over a year, am putting myself forward for re-election.

I have worked within the post-school education sector over the last circa 11 years – initially as an Apprentice Trainer / Assessor, but moving through the ranks of a Private Training Provider to include roles as a full-time trainer (teacher – PTLLS qualified) through to Internal Quality Assurance and Centre Management. I have held my role as an External Quality Assurer for an Awarding Organisation since October 2018. As such, my professional experience includes a knowledge of:

SAR's

Working in preparation for Ofsted (including understanding the key four areas they audit)

Quality Improvement Plans

Key Improvement Logs

General Conditions of Recognition

JCQ guidelines

Learning Session Plans

Scheme of Work

Assessment practices

Quality Assurance practices

Compliance

British Values / Safeguarding / PREVENT

I would hope that this might experience might be useful in a Governor's role.

NICOLETTE FORD

My eldest son left Alameda in 2020, my middle son is in year 7 and my daughter is due to move to middle school in 2021. I am very familiar with and involved in the school and will be for many years to come! I am keen to give as much as I can to the local community that my family and I are very much part of.

I have been a governor at Russell Lower School since 2014 and am currently Chair of Governors. The governor role requires you to be supportive but also to challenge the school to be the very best it can. To be a place where our children can really flourish and to be ready for the move to Upper school.

I am fully au fait with how schools operate, the huge challenges they face (before and during Covid) and the importance of strong governance. I have been involved in an Ofsted Inspection, restructuring the governing body to make meetings as effective and efficient as possible, setting school budgets, performance management, curriculum reviews, working with the senior leadership team and School Improvement teams.

As part of my existing governor role, I am closely involved in working with local schools, including Alameda, to share knowledge, good practice and ideas to benefit every child in their journey through lower, middle and upper school. A smooth transition is hugely important to the welfare, academic progress and happiness of the local children. This close working relationship is extremely important and a fantastic representation of our strong local community. I would like to continue help build these relationships at governor level across the schools.

Prior to having my children, I was an employment solicitor which taught me many skills, including strong communication skills, the importance of taking on board many different and opposing views, and attention to detail. All of which have been extremely useful in my governor role.

I would really relish the opportunity to be a governor at Alameda middle school with the different and unique challenges this brings. I hope I can bring plenty of knowledge, experience and enthusiasm to the role!

VICTORIA CROWE

I have worked in Education, albeit Higher Education, for most of my career. I have attached my CV to help you get a sense of my skills and experience, I hope you find this useful. You will see that I have considerable experience in data, analytics and insight. I believe I could help contribute to the analysis of school data and extract the insight required by Alameda. My skills as an Analyst also mean that I have an inquisitive approach, sometimes acting as a detective to hunt down answers to questions.

My willingness to challenge and to look at things from different perspectives has recently been commented on by a colleague at work. In fact feedback from my recent appraisal stated “Her ability to identify and discuss the elephant in the room is unparalleled.” I am often viewed as the critical friend.

I feel now is the time for me to contribute more towards the local community. I have balanced work with parenting for some years now, and as my children become older, I feel I have more ‘space’ to commit to this role of school governor. I believe it is important for Alameda to have a range of views feeding into the leadership of the school and think that I could be a constructive, supportive and inquisitive governor.

KEVIN DAVIES

My wife and I live in Ampthill and have 3 children. The eldest is currently at Alameda and the other 2 will go through Alameda in the future.

As a parent I am passionate that they their time at school helps them to fulfil their potential. Developing them academically and socially in a safe and inspirational environment.

Most of my career has been built around organisational change and project management.

I have also had senior roles in Site Management and Health and Safety. I would trust that these skills would be transferable and benefit the governor position. For example:-

- Collecting and analysing data from numerous sources
- Using data and information to develop short and long term strategies
- Consulting stakeholders from different levels of the organisation
- Developing project plans, with financial, resource and timing considerations
- Implementing projects with cross functional teams
- Managing suppliers – including commercial negotiation, Service Level Agreements and performance management
- Site Management – managed a warehouse, including staff, facilities and contractors. Accountable for the Health of Safety of the site
- Health and Safety – NEBOSH Level 6 Diploma in Occupational Health and Safety
- Union negotiation
- People Management

I would be delighted if I could become a Governor and use these skills to help develop Alameda Middle School. I would also relish the opportunity to learn more about the school and education system.

Election of parent governors – *Alameda Middle School*

Candidate	Mark an 'X' to indicate your vote
Helen Moore	
Tobias Shepherd	
Nicolette Ford	
Victoria Crowe	
Kevin Davies	