The Mount School Governors (Committee)

Overview

At The Mount we have a committed board of governors who play a vital role in the ongoing development of the School. The main role of the governing body (which we call Committee) is to oversee the way the school is run, both in terms of practicalities and ethos. As a charity, Mount governors are also trustees.

There are different categories of governors; external governors, who are recruited (or 'coopted') from business, education and community organisations, parent governors and Old Scholars (former pupils).

Our current governors have a wide variety of experience in the financial, educational, HR, legal and building sectors. In addition, several governors have experienced The Mount either as a parent, or a former pupil. All governors serve voluntarily and without payment. The governors also include members of the Society of Friends (Quakers), to ensure that Quaker values are fundamental to the school's ethos.

When a vacancy arises, it will be advertised on the School website. In addition, we aim to maintain a list of potential candidates who are motivated to serve on the Committee or as a co-opted member so anyone wishing to express an interest should contact the Clerk of the Committee, via email. Appointments will be made on merit and consider the need to fill any identified skills gaps.

You can learn more about our current governors in the Meet our Governors section below.

1. What do the Governors do?

The governing body is ultimately accountable for the business of the school. Their key responsibilities include:

- Ensuring the school has a clear vision and strategic direction supported by long term goals.
- Overseeing financial performance and ensuring money is well spent across a school.
- Monitoring and evaluating overall school performance which includes teaching and learning as well as ensuring the policies and systems are in place which safeguard students and facilitate pupil voice.
- Holding the head and senior leadership team to account by providing challenge and strategic oversight to the decisions they make.

2. How does our governance structure work in practice?

The full Committee meets termly and holds a strategy day usually in September.

While it is the responsibility of all committee members to ensure the School is well run, the full Committee delegates specific areas of responsibility to six sub-committees for their detailed scrutiny and input. Each of these sub-committees meets termly and reports to the full committee where their proposals must be ratified.

School staff are regular 'standing members of each of the sub-committees, with pupils and externals also attending for their input and contribution. Each sub-committee has Terms of Reference which are reviewed and agreed annually by the full Committee. You can access the sub-committee terms of reference document on The Mount School website if you would like more detail. www.mountschoolyork.co.uk/about-the-mount-school/our-staffhttps://www.mountschoolyork.co.uk/about-the-mount-school/our-staff-committee/governing-body/committee/governing-body/

1. EDUCATION is concerned with all aspects of pupils' personal development and pastoral care, as well as the academic and other achievements of all pupils from preschool to College.

2. ESTATES & FINANCE ensures the School's financial resources and managed well. The sub-committee provides detailed scrutiny of the annual budget and oversees investment and improvement in the School's land and buildings as well as income generation activities. The School's trading arm, Mount School Estates Limited, reports into this sub-committee.

3. REPUTATION, ADMISSIONS AND MARKETING is concerned with the image and reputation of the School through its own publicity and through the media. The

subcommittee oversees and monitors the implementation of the marketing and sales strategy and the pupil retention strategy. It also oversees and provides input into the management of the School brand and fund raising.

4. COMPLIANCE ensures compliance with relevant legislation and standards and exercises oversight of the School's policies and procedures.

5. NOMINATIONS is concerned with all aspects of the search, selection, nomination, and recommendation of new School Committee members, ensuring the requisite balance of capabilities in Committee.

6. STAFFING AND REMUNERATION approves and monitors the effectiveness of policies relating to remuneration and appraisal and is responsible for arranging the recruitment and the appraisal of the Head.

In addition to the formal governance structure, the School also operates a system of 'link' governors who assume specific responsibility for aligning against key school functions. These include safeguarding, boarding, Health and Safety and Early Years

You can view the current sub-committee members and link governors at The Mount School Website.

www.mountschoolyork.co.uk/about-the-mount-school/our-staff-committee/governing-body/

3. Meet Our Governors

Greg Willmott *Parent Governor*  Clerk of the Committee	Greg has 30 years' experience in developing and implementing growth and transformation strategies in Financial Services and other regulated industries. After roles in strategy consulting and corporate finance, he held leadership positions at Aviva, Zurich UK, and YBS Group. Currently he is Chief Commercial Officer at Pure Cremation Group. Greg has led functions including compliance, insight, IT, strategic planning and corporate development. He was educated at Marlborough College and Oxford and has an MA in Classics and a B. Phil in Philosophy.
Gillian Enevoldsen Former Pupil	After graduating with a degree in Chemical Engineering Gillian began her career in manufacturing with Mars Incorporated. She

 Clerk of the Nominations Sub committee	moved to HR after 8 years and worked in UK, European and Global leadership roles. Her last role before retirement was Global HR head of Mars' Petcare business where she was a member of the executive leadership team. Gillian has always had a passion for developing organisations to enable them to realise their strategic ambitions. She is a qualified coach and has a particular interest in education and supporting the development of teenagers and young adults.
Mary Frankland Former Pupil 	Mary is a retired primary school Headteacher. She was trained in Oxford and has a Bachelor of Education degree, and a M.A in Education from Lancaster. Mary has taught in State and Special schools in Worcestershire, Inner and Outer London and Lancashire. She has a continuing interest in Special Needs and has a Certificate of Professional Studies in Specific Learning Difficulties from Bangor. Mary still teaches individual students with dyslexia privately. Mary is keen to use her educational experience to support the school into an exciting and positive future.
Holly Gardiner Former Pupil 	Holly is a qualified lawyer and is currently an associate at the corporate law firm A&O Shearman working on corporate M&A, equity finance and joint ventures. She graduated with a degree in Philosophy, Politics and Economics (PPE) from the University of Oxford and subsequently spent six months studying Japanese in Tokyo before completing her post-graduate legal studies and joining A&O Shearman in 2019. Holly is a former Head Girl of the Mount and is involved in access to justice pro bono projects including a domestic violence and family law clinic and British citizenship applications for children
Sally Mounsey Former Pupil	After leaving school, Sally graduated with a degree in Quantity Surveying from

 Clerk of Compliance Subcommittee	Northumbria University. Sally had a varied career with an international construction consultancy firm becoming a director prior to retirement. As a member of the Royal Institution of Chartered Surveyors, Sally has a special interest in the school's premises and estate.
Melissa Nurcombe  Clerk of Reputation, Admissions and Marketing Subcommittee	Melissa is a Chartered Marketer with 30 years' experience in healthcare, digital health and higher education. She brings strategy, leadership and a multichannel approach to focus on delivering high quality customer experience and income generation. Melissa currently works for the University of York as Director of Marketing, Recruitment, Admissions and Outreach and as a parent governor, hopes this experience will be beneficial to the Mount team.
Derek Chivers Former Staff Member 	Derek received a BA in Music from York University, later adding a PGCE and a PhD in composition. He was Director of Music at the Mount for over thirty years until his retirement in 2014. Since then, he has pursued several interests, ranging from tutoring at the Music department at Durham University to leading hillwalkers up Ben Nevis. He is currently a Principal examiner in Composition for A level music, a First aid trainer and a member of the Scarborough and Ryedale Mountain Rescue Team. He is still active as a musician in the York area, both as an orchestral trombonist and as conductor with groups such as York Opera.
Alison Lydon	Alison is a dedicated educator with a rich background in both the state and independent sectors. She graduated with a BA(Ed) in Art and Primary Education from

	Christ Church Canterbury, Kent, and has 30 years of teaching experience in single-sex and coeducational settings. Her passion for pedagogical technology has driven her to lead numerous digital learning initiatives and present at various conferences. She furthered her education by obtaining an MA(Ed) in Education Technology and School Leadership. She is currently the Senior Deputy Head at ESM, a large UK independent primary school, where she leads the Early Years department. Alison is an avid netball player, coach and umpire and a trustee for a charity providing education to girls in Malawi.
Judith Campbell Former pupil, parent and teacher 	Judith trained as a teacher at Homerton College, Cambridge and holds a BEd from the University of East Anglia. She has taught in Secondary Modern, Comprehensive and Independent schools, including The Mount and Bootham in York, and has led a wide range of school and boarding activities such as music, theatre and overseas trips. A Quaker, Judith is actively involved in the life of New Earswick Meeting and recently served as a governor at Breckenbrough School, a specialist Quaker school for boys with learning and behavioural difficulties. She brings extensive experience in education to her role on the Committee.
Owen Hillier	Owen has over 20 years' experience in education, having worked in various roles in the state, independent, and museum education sectors. Since he graduated from Manchester University with a BA in Politics and Modern History, Owen has retained a passion for the study of both History and Politics which he teaches at A Level. Owen is currently on the leadership team at Ashville College, an all through co-

	educational independent school in Harrogate.
Mark Smith 	Mark has 20 years' experience managing the planning and execution of major engineering projects in the energy industry. He has also worked as a Management Consultant and Expert Witness, with experience across multiple countries in Europe and the Middle East. Mark holds an MEng in Civil Engineering (First Class) and an MA in Law (Distinction).
Sarah Tate 	Sarah is an executive coach and sales enablement consultant with twenty years' experience in advertising, marketing and technology. She works with senior leaders and teams from global organisations including Google, Meta, Amazon and Deloitte, helping them reach their full potential. Before this, she spent thirteen years at Google leading large teams and building award-winning talent development programmes that scaled internationally, following an early career in advertising. Sarah holds a Master's from the University of Oxford and a first-class degree in English Literature from Newcastle University. She is a published poet and a keen actor and director whose productions have won awards at the Edinburgh Fringe. As a governor, she is a passionate advocate for the arts and for giving every young

	person the chance to discover and develop their creative voice.