

Current information	Trust Member			Director			Haberdashers' Abraham Darby LGB			Haberdashers' Adams LGB		
	Appointed by	From	To	Appointed by	From	To	Appointed by	From	To	Appointed by	From	To
Barrow, Roderick	Haberdashers Co	19/07/14		as Member	19/07/14	18/07/22	Directors	14/11/18	13/11/22	Directors	01/04/14	14/11/18
Cann, Anthony	Haberdashers Co	01/09/11	25/04/18	as Member (Chair)	18/07/13	31/08/19	Directors	18/07/13	31/08/19	Directors	18/07/13	31/08/19
Cotterell, Laura										Parents	01/01/18	31/12/21
Daniel-Selvaratnam, Arun							Directors	15/06/15	14/06/19			
Ellison, Andy	Haberdashers Co	30/04/18	12/04/19									
Fullerton, Dilys							Parents	16/11/16	15/11/20			
Gallagher, John				Members	18/07/13	17/07/21	Directors (Chair)	18/07/13	17/07/21			
Glover, Richard	Haberdashers Co	30/04/18										
Goulding, Jeremy				Members	21/06/17	31/12/18	Directors	01/09/16	31/12/18			
Haberdashers Co	as Sponsor	28/03/08										
Hadley, Lee				<i>attends</i>			<i>ex officio</i>					
Halcro, Betty										Staff	25/09/18	24/09/22
Harnisch, Henriette										Directors	21/03/16	20/03/20
Hickey, Gary				<i>attends</i>						<i>ex officio</i>		
Hodgkiss, Steven										Parents	13/02/18	12/02/22
Jackson, Richard							Parents	16/11/16	15/11/20			
Jacob, Robin							Directors	18/07/13	17/07/21			
Jones, David										Directors	01/06/18	31/05/22
McLaren, Charles							Directors	11/02/16	10/02/20			
Osborne, Michael										Directors	05/10/13	04/10/21
Parker, Charles										Directors	14/11/18	13/11/22
Penney, James				Members	06/03/17	05/03/21				Directors	29/04/16	28/04/20
Plant, Julia							Staff	18/11/18	17/11/22			
Skeate, Matthew											05/10/13	31/08/18
Tarpey, Andrew							Directors	01/06/18	31/05/22			
Taylor, Sam	Haberdashers Co	03/05/13		as Member	03/05/17	02/05/21				Directors (Chair)	18/07/13	17/07/21
Walters, Maurice							Directors	03/10/18	02/10/22			
Watt, Colin				Members	10/08/11	09/08/19				Directors	18/07/13	17/07/21
Whitworth, Delia							Parents	16/11/16	15/11/20			
Yetzes, Bob										Parents	02/02/18	01/02/22

Haberdashers' Adams' Federation Trust

Governance 2017-18

Members	Roderick Barrow Anthony Cann (resigned 25 April 2018) Margot Chaundler (resigned 29 April 2018) Andrew Ellison (appointed 30 April 2018) Richard Glover (appointed 30 April 2018) Sam Taylor The Haberdashers' Company
Directors	Anthony Cann (Chairman) Roderick Barrow Kimberley Burbidge (resigned 26 October 2017) John Gallagher Jeremy Goulding James Penney Sam Taylor Colin Watt
Members of Haberdashers' Abraham Darby Local Governing Body	John Gallagher (Chairman) Kimberley Burbidge (resigned 26 October 2017) Anthony Cann Arun Daniel-Selvaratnam Dilys Fullerton Jeremy Goulding Lee Hadley Jonathan Hamilton (resigned 23 November 2017) Robin Jacob Richard Jackson Charles McLaren Charles Parker (Responsible Officer, Haberdashers' Adams) Andrew Tarpey (appointed 31 May 2018) Maurice Walters (appointed 3 October 2018) Delia Whitworth
Members of Haberdashers' Adams Local Governing Body	Sam Taylor (Chairman) Roderick Barrow Sarah Brackwell (resigned 30 November 2017) Anthony Cann Laura Cotterell (appointed Parent Governor 1 January 2018) Betty Halcro (appointed Staff Governor 25 September 2018) Jonathan Hamilton (resigned 23 November 2017) Henriette Harnisch Gary Hickey Steven Hodgkiss (appointed Parent Governor 1 January 2018) Michael Osborne James Penney (Responsible Officer, Haberdashers' Abraham Darby) Matthew Skeate (resigned 31 August 2018) Colin Watt Robert Yetzes (appointed Parent Governor 2 February 2018)
Accounting officer	Lee Hadley
Chief Financial Officer	Joy Tomkinson

Recruitment and Appointment or Election of Directors

The members of the company consist of the Trust sponsor, the Worshipful Company of Haberdashers, up to four members appointed by the sponsor and, in the event that the Secretary of State approves a person for this, one person appointed by the Secretary of State for Education. The Trust currently has seven Directors appointed by the members. The Trust may have up to twelve Directors appointed by the members, up to a further four Directors who chair Local Governing Bodies if not already Directors, additional and further Directors appointed by the Secretary of State for Education and up to three co-opted Directors. Each academy has a Local Governing Body, which is a committee of the Board of Directors and includes at least two people appointed after election by parents as Parent Governors.

Policies and Procedures Adopted for the Induction and Training of Directors and Members of the Local Governing Bodies

On appointment, Directors and members of the Local Governing Bodies receive extensive information relating to the Trust and attend a briefing on the roles and responsibilities. An induction process for new Directors and members of Local Governing Bodies includes information about the company, its academies, its policies and its activities. During the year, Directors and Governors are offered training, particularly in liaison with the Haberdashers' Company and from Telford & Wrekin Council.

Organisational structure

The Directors are responsible for setting the strategy of the Trust and for the general policy, adopting annual plans, budgets and targets for the Trust and its academies and for monitoring the performance of the Trust and the academies, including capital expenditure. They are also responsible for preparing the Directors' report and financial statements, maintaining proper accounting records, safeguarding the assets of the Trust and for financial statements which show a true and fair view.

The Board of Directors meets at least three times a year. The Board has seven principal committees which meet at least three times a year except as indicated below:

- A Finance and Buildings Committee whose principal function is to oversee all finance and building issues relating to both academies;
- Two Local Governing Bodies, one for each academy, whose principal function is to consider strategic and other matters relating to the relevant academy and monitor its performance;
- A Teaching, Learning and Standards Committee, whose principal function is to monitor teaching and learning in both academies;
- A Pupil and Staff Welfare Committee, whose principal function is to establish and monitor pupil and staff welfare policies in both academies, and boarding at Haberdashers' Adams;
- An Audit Committee which deals with the Auditors and the annual audit and meets at least twice a year; and
- A Careers Committee which meets at least twice a year and whose principal function is to guide and oversee both academies' activities in relation to students' destinations after leaving school.

The Directors meet as a Remuneration Committee once a year or more often if required.

The day to day management of the Trust and its academies has been delegated to the Accounting Officer, the Chief Financial Officer, the Haberdashers' Abraham Darby Principal and the Haberdashers' Adams Headmaster. The Principal of Haberdashers' Abraham Darby is Lee Hadley, who is also the Accounting Officer. The Headmaster of Haberdashers' Adams is Gary Hickey. The Chief Financial Officer is Joy Tomkinson.

The Trust incorporated a wholly owned subsidiary undertaking, HAFT Trading Limited, in the year. Going forward, the subsidiary will be used to account for the income and expenditure from the running of the school buses, with the intention that profits made will be donated to the Trust.

Attendance Records 2017-18

The Board of Directors formally met nine times during the year including one meeting as a Remuneration Committee and one extraordinary meeting with Haberdashers' Adams' LGB to approve a bid for Selective Schools Expansion Fund grant. Attendance at its meetings during the year was as follows:

Board of Directors

Director	Meetings Attended	Out of a possible
Roderick Barrow	7	9
Anthony Cann	9	9
John Gallagher	7	9
Jeremy Goulding	4	9
James Penney	8	9
Sam Taylor	7	9
Colin Watt	9	9

The Finance and Buildings Committee is a committee of the Board. Its principal function is to oversee all finance and building issues relating to both academies. Attendance at its meetings during the year was as follows:

Finance & Buildings Committee

Director	Meetings Attended	Out of a possible
Roderick Barrow	4	4
Anthony Cann	4	4
John Gallagher	3	4
Steve Hodgkiss	1	1
Michael Osborne	1	4
Charles Parker	3	4
James Penney	4	4
Sam Taylor	3	4
Colin Watt	4	4

The Audit Committee is a committee of the Board. It deals with the Auditors and the annual audit and meets at least twice a year. Attendance at its meetings during the year was as follows

Audit Committee

Director	Meetings Attended	Out of a possible
Roderick Barrow	2	2
John Gallagher	1	2
Charles Parker	1	2
James Penney	2	2

Attendance Records 2017-18

There are two Local Governing Bodies ("LGB"s), one for each academy, whose principal function is to consider strategic and other matters relating to the relevant academy. Attendance at their meetings during the year was as follows:

Haberdashers' Abraham Darby LGB

Director	Meetings Attended	Out of a possible
Anthony Cann	3	3
Arun Daniel-Selvaratnam	2	3
Dilys Fullerton	3	3
John Gallagher	3	3
Jeremy Goulding	3	3
Lee Hadley	3	3
Richard Jackson	3	3
Robin Jacob	3	3
Charles McLaren	3	3
Charles Parker	2	3
Andrew Tarpey	1	1
Delia Whitworth	2	3

Haberdashers' Adams LGB

Director	Meetings Attended	Out of a possible
Roderick Barrow	2	4
Anthony Cann	4	4
Laura Cotterell	1	3
Henriette Harnisch	0	4
Gary Hickey	4	4
Steven Hodgkiss	2	3
David Jones	1	2
Michael Osborne	4	4
James Penney	2	2
Matthew Skeate	4	4
Sam Taylor	4	4
Colin Watt	4	4
Bob Yetzes	2	3

Attendance Records 2017-18

The Teaching, Learning and Standards Committee is a committee of the Board whose principal function is to monitor teaching and learning in both academies. Attendance at their meetings during the year was as follows:

Teaching, Learning & Standards Committee

Director	Meetings Attended	Out of a possible
Anthony Cann	4	4
Jeremy Goulding	4	4
Lee Hadley	4	4
Henriette Harnisch	3	4
Gary Hickey	4	4
Richard Jackson	4	2
Robin Jacob	3	4
Matthew Skeate	4	4
Bob Yetzes	2	2

The Pupil and Staff Welfare Committee is a committee of the Board whose principal function is to establish and monitor pupil welfare policies in both academies and boarding at Haberdashers' Adams. Attendance at its meetings during the year was as follows:

Pupil and Staff Welfare Committee

Director	Meetings Attended	Out of a possible
Sarah Brackwell	1	2
Anthony Cann	4	4
Laura Cotterell	2	2
Arun Daniel-Selvaratnam	4	4
Dilys Fullerton	4	4
Lee Hadley	4	4
Gary Hickey	4	4
Charles McLaren	4	4
Colin Watt	4	4
Delia Whitworth	4	4

Attendance Records 2017-18

The Careers Committee is a committee of the Board whose principal function is to guide and oversee both academies' activities in relation to students' destinations after leaving school. Attendance at its meetings during the year was as follows:

Careers Committee

Director	Meetings Attended	Out of a possible
Anthony Cann	2	2
Arun Daniel-Selvaratnam	2	2
Dilys Fullerton	2	2
John Gallagher	2	2
Lee Hadley	2	2
Gary Hickey	2	2
Robin Jacob	2	2
Charles McLaren	2	2
James Penney	1	2