



The Dixie Grammar School

Nursery • Junior • Senior

Welcome to The Governing Body

Market Bosworth

Dear Parents

Welcome to The Dixie Grammar School Board of Governors, a committed and highly skilled group of people who share their time and professional experience with the School on a pro bono basis. *More about this talented group later.*

The School is a member of the Association of Governing Bodies of Independent Schools (AGBIS) and Dixie Grammar School Governors regularly attend their conferences and seminars. This, along with reference to the AGBIS Guidelines for Governors enables a well informed and advised group of individuals.

The Board of Governors has a key role in the strategy and management of the School on behalf of all its stakeholders. It performs three very important functions:

- ▶ It is responsible for setting out the strategy and direction of the School, and ensuring that this strategy is executed as professionally and effectively as possible. It does this through a number of important committees involving a contribution from several different stakeholders including the Headmaster, his Senior Leadership Team, many enthusiastic and capable teachers and support personnel, and with significant support from parents, the pupil body and several outside agencies including local government, banking and legal services and other patrons.
- ▶ It is focused on delivering its pledge of providing the best education possible for its pupils, and creating in them “*A thirst for life*” (the overarching premise of the School’s strategic plan) and within a safe and sustainable environment.
- ▶ It is required to meet a series of legal obligations within the framework of regulations as they apply to Directors, Trustees and Governors. The school operator is the Leicestershire Independent Educational Trust (LIET). It is simultaneously a limited company, and a registered charity which means that Governors also act as company directors and trustees, and as such, are required to meet a series of fiduciary and other obligations necessary to safeguard the financial, academic and personal wellbeing of the company and its staff and pupils, and all of this within the Government’s guidelines on educational framework.

The strategy for The Dixie Grammar School has four main strands:

1. To provide the best possible student experience for our pupils, measured by results, and including a broad experience of Sport, Music, Clubs, and other life enhancing adventures, such as international travel and charitable work in our community and overseas.
2. To operate a financially sustainable business, growing pupil numbers, developing the campus and attracting the best academic and administrative/support staff.
3. Creating a support platform to enable delivery, encompassing catering, transport, IT and other essential services.
4. Building on our excellent reputation in the community and beyond by effective marketing, clear and frequent communication with our stakeholders, supported by strong and auditable risk management

We deliver the strategy through the willing participation of the Governors on a series of five key committees which meet at least once per term, reporting into the full Board of Governors. The responsibilities of these committees are self-evident and parallel the key responsibilities of the Board of Governors and our Strategic Plan; they are:

- ▶ Finance Committee
- ▶ Education Committee
- ▶ Personnel Committee
- ▶ Marketing & Communications Committee
- ▶ Strategy Development Committee

So, back to people that make a real difference. I have the honour and pleasure in leading a great team of experienced, professional people sharing the same level of commitment and passion for the School as I do.

Provided in this document are short biographies of the people who currently make up your Board of Governors. From time to time, Governors retire and we seek to find and recruit new Governors. It is our intention to update you on a regular basis of any important changes but in the interim, we urge you to follow us through regular newsletters (*News @ The Dixie, D&P Post*), Snow Leopard magazine, and our Facebook (*The Dixie Grammar School*) and twitter (*@dixiegrammar, @dixiesports*) accounts where regular updates are reported as they happen.

With best wishes.

A handwritten signature in black ink, appearing to read 'Paul Smith', with a stylized flourish at the end.

Paul Smith
Chair of Governors

The Role of each Committee

Strategy Committee

The vision for The Dixie Grammar School is “... to educate its pupils to the highest standards of excellence to become full, confident and active members of the community, thus preparing them for the global society of the 21st Century.”

Taking this as our top-level objective, the Strategy Development Committee’s role is to be responsible for the development and delegated deployment of the Strategic Plan, ensuring that all investment and development within the School is fully in harmony with the Plan. The membership of the Committee (the four other Committee Chairs, the Headmaster, Bursar and Head of Junior School from the Senior Leadership Team (SLT) and the Chair of Governors) is designed to reflect the general and over-arching nature of this group’s responsibilities as well as to enable us to look well beyond the current year as we plan-out the delivery of the vision.

Education Committee

The Education Committee meets once each term with the Headmaster, Head of Junior School and SLT, to discuss current national and local educational matters of relevance to School and to monitor all safeguarding children issues.

The membership of the committee comprises three governors, each with a strong educational background in different sectors (higher education, independent senior, maintained junior), the Headmaster, the Head of Junior School and other members of the SLT. The nominated Governor with responsibility for Child Protection is one of the three governor members.

Agenda items typically include curriculum matters, examinations and results (transfer, admissions and external), inspection, teaching and learning and child protection. Issues relating to all age groups at The Dixie from nursery to the sixth form are included.

The Committee receives regular updates on educational initiatives and legislative changes from the Headmaster via the Independent Schools Council (ISC), the Independent Schools Association (ISA) and the Independent Schools Inspectorate (ISI) and reviews school policies relating to education on a regular basis.

The Committee Chairman spends a day in each school either in lessons or in discussion with teachers and pupils at least once every year and reports back to the Board of Governors; the nominated Governor with responsibility for Child Protection regularly liaises with the Headmaster and SLT and the Governor from higher education provides both subject and university entrance support.

Marketing and Communications Committee

The primary role of the Marketing and Communications Committee is to actively promote the vision, values and ethos of the School to further enhance The Dixie's reputation as the main independent school of choice for those parents and pupils living; working and studying within reasonable access of the School.

In order to fulfil their role Committee members recognise the need to fully understand the needs and aspirations of both current and prospective parents and pupils of the School and, in particular, to fully appreciate what they value most from their investment in education.

Listening to feedback from parents, pupils and staff; taking account of parental surveys; celebrating successes and paying attention to any concerns raised are important priorities for Committee members in order for them to discharge their role on behalf of the School.

The main focus of the Marketing and Communications Committee is to oversee:

- The School's priority to grow the School to achieve capacity in pupil numbers.
- The promotion of publicity and positive media which enhances the reputation of the School.
- Effective communication between the School and parents; staff, pupils and key stakeholders of the School including alumni and members of the local community.

The membership of the Marketing and Communications Committees comprises of three Governors; the Headmaster; Head of Junior School; School Marketing Manager, Head of Sixth Form and the Bursar.

Personnel Committee

The Personnel Committee meets once a term to review matters relating to school staff, personnel policy and Health and Safety. Agenda topics will typically include staff recruitment, recent employment legislation, staff benefits, contracts of employment and professional development. The Committee also receives regular reports from the School Health and Safety committees with regard to audits, actions taken and the status of risk assessments.

The main focus of the Committee is to ensure that the School provides a safe and vibrant environment for both the pupils and the staff of the School. Our goal is for the School to become an employer of choice and to achieve exemplary employee relations throughout. Our team recognises that excellence in teaching is a direct result of excellence in personnel practices, across all areas. Recent initiatives, overseen by this Committee, have included the introduction of a new staff professional development review system, the commissioning of an external review of safeguarding practices in staff recruitment and the appointment of a new Head for the school.

There are three governors that sit on the Personnel Committee, two of whom have HR experience at a senior level and one of whom advises businesses on Health and Safety matters; the Committee also includes members of the SLT. All of the three Governors have experience of line managing staff.

Finance Committee

The Finance Committee meets at least twice a term to review matters relating to the financial performance of the School. The School is a charitable trust which aims to break-even on an annual basis. There are five Governors on the Finance Committee, along with the Headmaster, Bursar and Head of Junior School. The Governors are all qualified accountants or business leaders.

Agenda topics will typically include: pupil numbers, income, running costs, legal matters, cashflow forecasting and capital expenditure to improve the School environment. Recent capital development projects approved by the Committee include the Music Room at the Junior School and the synthetic pitch at the Barton Road Sports Ground, both of which will enhance the children's experiences at school. The Committee also meets regularly with our bankers to review our facility and with our auditors to approve the annual accounts.

The Dixie Grammar School

Governor Biographies – April 2014



Mr Paul Smith

Paul is the new Chairman of Governors, appointed at the start of 2014.

Paul has been active on the Board of Governors since 2009, serving as Chair of the Finance Committee, working closely with the Bursar and School Leadership Team on Financial Policy and Budgeting.

Paul is a Chemistry Graduate and has spent over 35 years in corporate and private equity leadership roles in the chemical industry and financial investment sector. He has extensive experience in business leadership, corporate development and commercial strategy.

He is currently Chief Executive of two speciality chemical companies, Catexel Limited and Chemsenti Limited, and serves as a Non-Executive Director to a number of other private companies in the UK. He also acts as an advisor to a UK based international Executive Search company.

Paul has three children, all of whom attended The Dixie Grammar School, and now following professional careers of their own.

Mr John Calow

John is a member of the Finance Committee and a former pupil of The Dixie Grammar School (1961-1968). John is a retired Chartered Accountant and former partner with Thomas May & Co Chartered Accountants. John has interests in a range of charitable organisations which include Leicester Samaritans, Rotary Club of the Soar Valley, George Ward Charitable Trust, Age UK and Leicester 98th Scouts.





Mr Andrew Churchill

Andrew is the Chair of the Strategy Committee. After reading Chemistry at Brasenose, Oxford, Andrew spent ten years working in China and Australia in a variety of manufacturing sectors including pharmaceuticals, foundry chemicals and printing inks. The exposure to a variety of industries and cultures has provided a useful platform for his current role running the family precision engineering business, JJ Churchill Ltd, in Market Bosworth.

From an industrial engagement perspective, Andrew is on the main board of EEF (the manufacturers' organisation), chairs their East Midlands Regional Advisory Board and sits on their economic policy and tax committees.

Andrew is a trustee-director of Midlands Group Training Services a registered education charity that is employer-lead and membership-based; a Midlands centre of excellence for education, training and development of engineering apprentices. With the last government, Andrew sat on the Ministerial Advisory Group on Manufacturing and more recently has joined the IET's Manufacturing Policy Panel, the All-Party Parliamentary Group for Trade and Industry and the steering group for the All-party Manufacturing Group Parliamentary Enquiry 2013.

Andrew has two children and lives in Repton. His interests include politics, cross-country running, swimming, classical music and choral singing, cooking and scientific instruments.



Mrs Rebecca Davies

Rebecca sits on both the Finance and Marketing and Communications committees. She has a degree in Psychology.

Rebecca has previously worked for NatWest Bank, joining the family's ice cream manufacturing business in 1987. Alongside this she has taught Psychology at both GCSE and A level at St Francis of Assisi School, Aldridge and Sutton Coldfield FE College.

In 1997, Rebecca took over as Managing Director of Suncream Dairies and has grown the business significantly. She has been responsible for the commissioning of a new food factory, cold storage, laboratory and warehousing and has achieved several high level food quality standard accreditations. She has also been awarded Outstanding Contribution in The Family Business Awards, and will be judging the same category in this year's event.

Other interests include mentoring new businesses for The Princes Trust and judging at the National Ice Cream Alliance competitions. Rebecca has previously been involved with the Junior School PTA.

Rebecca has two children at the Junior School, both of whom started in Pippins Nursery.

Mrs Cathy Ellis

Cathy is Chair of the School's Finance Committee and a member of the Personnel Committee.



Cathy has corporate governance experience as the Chairman of NHS Leicester, Leicestershire and Rutland where she led the Board of Directors to improve local health services and deliver performance and financial targets. She is currently a Non-Executive Director at NHS Leicestershire Partnership Trust.

Cathy has a business degree from Birmingham University and an MBA from Lancaster University. After qualifying as a Chartered Accountant with Price Waterhouse, Cathy joined Bass Brewers (now Molson Coors) where she gained broad commercial experience in senior roles in Finance, Strategic Planning, Procurement and Human Resources.

Cathy has one child who joined the Pippins Nursery in 2004 and is now a student at the Senior School. Cathy was actively involved in the Junior School PTA as Chair and Treasurer.

Mr Mike Goodwin

Mike is Chair of the Marketing and Communications Committee and a member of the Personnel Committee.



Mike is currently a Senior Leadership Adviser at the National College of Police Leadership where he has been a Director of some of the most senior command courses in UK policing.

He is also a qualified Executive Coach and a member of the Warwick Business School Alumni Mentoring Board where he works with current and future business leaders across the private and public sectors, both in the UK and overseas.

Mike's first degree was in English and American Literature from the University of Kent at Canterbury; he also holds an MBA with Distinction from Warwick Business School and a Diploma in Executive Coaching at the Oxford School of Coaching and Mentoring.

Mike's own leadership career was in policing where he was a Chief Police Officer in Leicestershire; retiring as Deputy Chief Constable in 2010. Mike previously served in senior leadership roles in the West Midlands Police in Coventry, Birmingham and Smethwick and in the Metropolitan Police Service in Brixton, London's West End and at New Scotland Yard.

Mike lives in Burbage with his wife Alison who was a former Deputy Head (Pastoral) at The Dixie Grammar School which is where their two children, Robert and Catherine, were both educated.

In terms of leisure interests Mike is a member of Hinckley Golf Club and Hinckley Tennis Club and is also a member of the Warwickshire Fly Fishing Association.

Dr Charles Kendall

Charles developed an association with Dixie Grammar when his children attended the school in the 1990s. Since then, both girls have gone on to university education and professional employment.

His own career was in medicine. Following training at Birmingham Medical School, he worked in various hospital posts before specialising in laboratory medicine. He worked at the Leicester Royal



Infirmery where he was a consultant histopathologist from 1988 until his retirement in 2012. His primary interest was the training of junior medical staff. In relation to this, he was involved with the College of Pathologists and was also responsible for the oversight of training in the East Midlands region.

Charles lives in Broughton Astley with his wife. Current activities include creative crafts along with sport, music making and gardening. Charles sits on the Personnel and Education Committees.



Mrs Joan Mumby

Joan is Chair of the School's Education Committee and makes regular visits to see the School at work.

Joan has a modern foreign languages degree from Strathclyde University, Glasgow and a Diploma in Education from Aberdeen University. After graduating she completed a short service commission in the army serving with the Royal Army Educational Corps.

Joan retired as Headmistress of Dodderhill School, Droitwich Spa in 2011 after a 30 year career that included a variety of senior roles in both the maintained and independent sectors. She has experience of sixth form, senior, junior and nursery education; from 1995 until her retirement Joan was an Independent Schools Inspector.

In 2007 Joan was national chairman of the Independent Schools Association (ISA) and has also chaired both their Professional Development and Academic Policy Committees. She has known The Dixie Grammar School since 2000 through her membership of Midlands ISA.

Mrs Jo Parkes



Jo is on the Education Committee, as well as being the Lead Governor for Child Protection. She has been associated with The Dixie Grammar School for twenty years as her three children attended the School before studying at the universities of Cambridge, Bristol and Cardiff. Head Teacher of Ibstock Junior School, Leicestershire, from 2008 to 2013, she has taught children across the primary and secondary age ranges during her 30 year career. At secondary level, she spent six years teaching English before going on to become an external marker for AQA at Key Stage 2. Jo works as a Specialist Teacher for Nottingham City.

Born in Norfolk, educated in Surrey at Sir William Perkin's School, she went on to gain a Bachelor of Education degree from Westminster College, Oxford. She was awarded the National Professional Qualification of Headship in 2006. As a member of the National Association of Head Teachers, she has attended national conference, keeping abreast of government initiatives and their impact on the profession.

Jo lives in a rural Warwickshire village where she likes to spend her free time gardening, working as a charity trustee and pursuing a variety of creative hobbies. Her eldest child, Emily, is a veterinary surgeon. Her son, Matthew, a development engineer, is proud to have been selected to represent Wales at the 2014 Lacrosse World Championships in July and Hannah works in purchasing for a multinational company near Bristol.

Ms Allison Peasgood



Allison is the Chair of the Personnel Committee and is also the lead Governor for Health & Safety.

Having grown up locally, Allison moved on to obtain a First Class BA Hons degree in Politics from the University of Leeds and a Masters Degree from the University of York.

Allison now runs her own successful consultancy and training company, specialising in Risk Management & HR services. Allison is a Chartered Human Resources professional, with over 18 years' experience in personnel management, employee relations and change management. Prior to setting up her own business, she worked in several senior, strategic HR roles, culminating in a Head of HR role for FTSE 100 Company, Capita Plc.

Allison has a son at the Junior School.

Mr Tim Richardson

Tim has lived in the Market Bosworth area since 1987, initially in Cadeby, then in Sutton Cheney, Market Bosworth and Shakerstone. He has two grown up children, both now have their own professional careers. Oliver attended the Dixie School and is now a strength and conditioning coach for Queensland Reds in Australia;



Eleanor is a junior agent with the NFU in Market Bosworth. He and his wife, Lorraine, own and have run Michaelmas House, an interiors business in the centre of Market Bosworth for the last fourteen years. Prior to the retailing experience of Michaelmas House, Tim spent twenty five years in the quarrying industry, in junior and senior commercial roles.

Locally, Tim has been involved with establishing the mini rugby at Market Bosworth Rugby Football Club, being Chairman of the Market Bosworth Agricultural Society, establishing the Market Bosworth Chamber of Trade and is currently a member of the Market Bosworth Festival Committee. He is also a member of the newly formed community choir. His interests include, travel, antiques, gardening, classic cars, flying and most sports.

Dr Richard Thomas

Richard is Reader in Archaeology at the School of Archaeology and Ancient History, University of Leicester, where he has been based since 2003. Richard holds an undergraduate degree and a PhD from the University of Birmingham; he is a Fellow of the Society of Antiquaries of London and a Fellow of the Linnaean Society of London. In 2013 Richard was elected as Chair of the Association for Environmental Archaeology and awarded a £1.94 million AHRC consortium grant entitled: *Cultural and Scientific Perceptions of Human-Chicken Interactions*. In 2014 Richard was elected to the international committee of the International Council for ArchaeoZoology (ICAZ). At University, Richard teaches undergraduate and postgraduate students on campus-based and distance learning programmes in archaeology, runs an active research laboratory in zooarchaeology (the study of animal remains from archaeological sites), and he is co-director of a major new archaeological fieldschool at Bradgate Park. Richard has three children, two of whom are currently at primary school within the county.



Dr Chris Willmott

Chris serves on the Education Committee. He is a Senior Lecturer in the Department of Biochemistry at the University of Leicester. His particular interests are in Bioethics and in the development of novel educational resources.



Chris grew up in Surrey and Sussex. He came to Leicester as an undergraduate student and never left. In 2005 he was awarded a National Teaching Fellowship. In 2013 he won the European Prize for the Popularization of Science (with his colleague Dr Salvador Macip) and was runner-up in the national Bioscience Tutor of the Year.

In addition to his role as a Governor for The Dixie, Chris is also a Trustee of the British Universities Film and Video Council, Christians in Science and the Universities and Colleges Christian Fellowship. Chris lives in Leicester with his wife and two teenage sons. He continues to play hockey and supports Leicester Tigers and QPR.

Contacting the Governing Body

If you would like to contact the Chairman, or any other member of the Board of Governors, please write in confidence to:

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www.dixie.org.uk