Governance at UTC South Durham

Company Members

University of Sunderland (UoS) – Alex Hope
Hitachi Rail – Nigel King
Gestamp Limited – Jonathan Phillips
Chair of Trustees – David Land

Overall Strategic direction of Trust. Appointment of Trustees. Legal compliance.

Board of Trustees

Founding Member Trustees
David Land (Gestamp - Chair)
Prof. Ian Neal (UoS – Vice Chair)
Alex Hope *(UoS)*
Dave Hodgson (Hitachi Rail Europe)
Gareth Bone *(Gestamp)*
vacancy (UoS)
Rob Yorke (Teescraft)

Additional Trustees
Steve Brain (Staff Trustee)
Sam Rafferty (Parent Trustee)
Clive Bird (Parent Trustee)
Tom Dower (Ex-officio Trustee)
Joanne Bailey (Education Trustee)
Will Barker (Teescraft – Alumni)

Strategic direction of the UTC. Approval of plans and policies. Monitoring of performance of UTC and leadership.

Sub Committees

Audit & Risk
Dave Hodgson (Chair)
David Land
Gareth Bone
Clive Bird
Tom Dower
Vanessa Stobart

Resources & Finance
David Land (Chair)
Gareth Bone
Clive Bird
Dave Hodgson
Tom Dower
Vanessa Stobart

Quality & Standards
Prof. Ian Neal (Chair)
Dave Hodgson
Joanna Bailey
Sam Rafferty
vacancy (UoS)
Steve Brain
Will Barker

Audit & Risk
Internal controls, risk management and internal scrutiny oversight.

Resources & Finance
Financial oversight and procedures in line with ESFA. Staffing and Appraisal. Estates. Health & Safety

Quality & Standards
Attainment & Progress. Quality of T&L. Curriculum. Attendance and Behaviour. Safeguarding. ITT

UTC Leadership

Senior Leadership Team
Tom Dower (Principal)
Vanessa Stobart (CFO)
Catherine Purvis-Mawson (Deputy Principal)
Steve Bennett (VP Curriculum and Standards)
Laura McAllister (VP Teaching and Learning)
Mike Donnelly (Director of Engineering)

Day to day operation of the UTC. Plan implementation and achievement of targets within the policy framework of the Trustees

Members of UTC South Durham

Name	Date of appointment	Member Organisation
Alex Hope	20 March 2026	University of Sunderland
Jonathan Phillips	12 July 2024	Gestamp
Nigel King	12 June 2023	Hitachi Rail Europe
David Land	26 Sept 2013	Chair of Trustees

Trustees of UTC South Durham

Name	Date of Appointment / Term of Office	Trustee Role
David Land	September 2013 (26/09/13 – 21/09/29)	Chair of Board of Trustees. Chair of Resources and Finance Committee. Founding Member appointment.
Ian Neal	November 2016 (17/11/16 – 13/10/27)	Vice Chair. Chair of Quality and Standards Committee. Safeguarding and Attendance Link Trustee. Founding Member appointment.
Tom Dower	September 2015	Principal, Accounting Officer, Quality & Standards / Resources & Finance Committee. Ex-officio appointment.
Stephen Brain	October 2019 (4/10/19 – 13/10/27)	Staff elected
Dave Hodgson	December 2024 (13/12/24 – 12/12/28)	Founding Member appointment (Hitachi)
Gareth Bone	July 2024 (12/7/24 – 11/7/28)	Founding Member appointment (Gestamp)
Joanna Bailey	July 2025 (11/7/25 – 10/7/29)	Co-opted Education Trustee
Sam Rafferty	October 2023 (13/10/23 – 13/10/27)	Parent Trustee
Alex Hope	March 2026 (20/3/26 – 19/3/30)	Founding Member appointment (University of Sunderland)
Clive Bird	March 2026 (27/3/26 – 26/3/30)	Parent Trustee
Rob Yorke	June 2026 (5/6/26 – 4/6/30)	Founding Member appointment (Teescraft)
Will Barker	June 2026 (5/6/26 – 4/6/30)	Co-opted Alumni Trustee

Former Trustees

Name	Dates	Trustee Role
Shirley Atkinson	2015 – Sept 2017	Founding Member appointment.
Andrew Jordan	2015 – Sept 2017	Academy Principal. Additional Trustee
Rob Trimble	Sept 2017 – Jan 19	Engineering link. Founding Member appointment.
Peter Gallone	Nov 2016 – Sept 18	Founding Member appointment.
Haley Whalley	Jan 2017 – Aug 2018	Parent Trustee, Core Faculty link, Resources and Finance Committee
Mike Read	Sept 2016 – Oct 20	Staff Trustee, Quality and Standards Committee
Louise Shepherd	Jan 2017 – June 20	Parent Trustee, Disadvantaged Students link, Quality and Standards Committee
Celia Mullen	June 19 – June 20	Parent Trustee
Rob Baillie	Feb 2021 – Oct 21	Parent Trustee
Wayne Reynoldson	Sept 2018 – Oct 21	Plant Manager, Gestamp Tallent
Nina Harding	July 2017 – June 21	Marketing and Recruitment link, Founding Member appointment.
Joanna Bailey	Sept 2018 – Feb 22	Academy Principal (Tees Valley Collaborative Trust). Additional Trustee
Dean Feuillade	April 2021 – May 23	Parent Trustee
Jon Timmis	Oct 19 – June 24	Founding Member appointment (University of Sunderland)
Jonathan Phillips	Oct 21 – Sept 24 (15/10/21 – 15/10/25)	Founding Member appointment (Gestamp)
Kirsty Babister	October 2021 (15/10/21 – 15/10/25)	Founding Member appointment (Hitachi)
Gary Holmes	September 2014 (10/09/14 – 31/08/24)	Founding Member appointment.
Milan Radosavljevic	June 2024 (07/06/24 – 06/06/28)	Founding Member appointment (University of Sunderland)
Jane Conroy	March 2022 (21/03/22 – 20/03/26)	Parent Trustee
Vicky Graham	October 2025 (17/10/25 – 17/10/29)	Founding Member appointment (University of Sunderland)

Trustee Committee Terms of Reference

Below is a brief overview and initial guide to the scope and foci of our three main Trustee Committees. They may be reviewed by the committees and changes agreed by the full Trustee Body.

Resources and Finance Committee

Areas of responsibility:

Finances
- Ensure financial oversight and that procedures are followed in line with EFA requirements
- Approve and review 3 year financial plan
- Review and sign off company accounts (to be signed by Chair of Trustees)
- Ensure that accounts are filed and that financial audits are carried out
- Be responsible for planning income generation

Resources
- Ensure conditions of buildings and site
- Monitor Health and Safety and risk assessment procedures
- Lead Risk Management Strategy
- Establish procurement and tendering processes
- Sign off procurement for larger items (over £25k require committee approval, over £5k require additional Trustee approval with Principal)

Staff
- Approve staffing structure and oversight of appointments
- Ensure appraisal policy is in place and followed for all staff
- Carry out annual review of pay progression, including award of TLRs and additional payments
- Review and approve policies. As a minimum this includes: Appraisal and Capability, Staff Pay, Closure, Disability Access, First Aid, Health & Safety, Risk Assessment, Safer Recruitment, Finance Manual
- Summary reporting to full Trustees' meetings on the above areas.

Quality and Standards Committee

Areas of responsibility:

Academic, Technical and Vocational Progress
- Set targets for academic, technical and vocational KPIs
- Monitor achievement of academic, technical and vocational attainment and progress
- Ensure that high quality provision is in place so that all groups of students can achieve

Pastoral support
- Set attendance targets and monitor progress and systems.
- Establish high expectations of behaviour
- Ensure high quality of safeguarding, including support for vulnerable students and the Prevent agenda
- Monitor support for students with SEND
- Ensure that anti-bullying policy and procedures are in place
- Ensure that views of parents, students & employers are taken into account

Curriculum, Teaching and Learning
- Ensure that the UTC's SLT set an appropriate academic and non-academic curriculum for a UTC in line with strategic objectives
- Ensure that the curriculum covers statutory requirements
- Make decisions on minor curriculum changes (e.g. approval of courses, which courses run each year, changes to exam boards, balance of time for subject delivery, temporary changes). Significant curriculum changes should be reviewed and taken to the full Board (e.g. changes to specialism, additional full programmes, additional year groups)
- Review and approve Pupil Premium spend

- Monitor quality of Teaching and Learning
- Review and approve teacher training provision and partnerships, schools based programmes, assessment and outcomes.
- Monitor quality and impact of CPD

- Review and approve policies in the above areas. As a minimum this includes: Child Protection, Behaviour, Teaching and Learning, Attendance, EAL, Preventing Bullying, PSHE, Pupil Premium, SEND, SMSC, SRE, Curriculum, Assessment, Teaching and Learning,
- Summary reporting to full Trustees' meetings on the above areas.

Audit and Risk Committee

Areas of responsibility:

The audit process can support trusts by identifying areas that may require improvement. The board of trustees, taking advice from the audit and risk committee, **must** ensure there is appropriate, reasonable and timely response by the trust's management team to findings by external auditors, taking opportunities to strengthen systems of financial management and control.

- Agree a programme of work annually to deliver internal scrutiny that provides coverage across the year
- Review the ratings and responses on the risk register to inform the programme of work, ensuring checks are modified as appropriate each year
- Consider progress in addressing recommendations
- Consider outputs from other assurance activities by third parties including financial management and governance reviews, funding audits and investigations
- Have access to the external auditor as well as those carrying out internal scrutiny, and consider their quality

Internal scrutiny

- Direct the trust's programme of internal scrutiny
- Ensure that risks are being addresses appropriately through internal scrutiny
- Report to the board on the adequacy of the trust's internal control framework, including financial and non-financial controls and management of risks

External Audit

- Review the external auditor's plan each year
- Review the annual report and accounts
- Review the auditor's findings and actions taken by the trust's managers in response to those findings
- Assess the effectiveness and resources of the external auditor to provide a basis for decisions by the trust's members about the auditor's reappointment or dismissal or retendering. Considerations may include:
    - The auditor's sector expertise
    - Their understanding of the trust and its activities
    - Whether the audit process allows issues to be raised on a timely basis at the appropriate level
    - The quality of the auditor comments and recommendations in relation to key areas
    - The personal authority, knowledge and integrity of the audit partners and their staff to interact effectively with, and robustly challenge, the trust's managers
    - The auditors use of technology

Appeals

When appeals are made by staff (e.g. discipline, capability, grievance, pay), by parents (e.g. permanent exclusion, complaints) or by others the appropriate policy/procedures will be followed. Usually this will involve a group of any three Trustees who will meet to hear the appeal. They must not have been involved in the original decision and the Chair will decide who is suitable (e.g. it is unlikely to be appropriate for staff Trustees to hear appeals).

Membership

Trustees can be a member of more than one committee, though staff Trustees cannot join the Resources and Finance Committee. It is possible to bring in non-Trustees to join committees if they bring particular expertise which is otherwise lacking.

Key areas not covered by Committees

- Student Recruitment
- Business Engagement

These will be dealt with at full Trustees meetings.