



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 'co-opted') 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.mountschool.york.co.uk/about-the-mount-school/our-staff-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 pre-school 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 sub-committee 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.mountschool.york.co.uk/about-the-mount-school/our-staff-committee/governing-body/

3. Meet Our Governors

<p>Margaret Bryan</p>  <p>Clerk of the Committee</p> <p>Clerk of the Staffing and Remuneration Subcommittee</p>	<p>Following a degree in Music with Education (BA York) and PGCE, Margaret developed a career in music teaching, working with students from 8 to 80. As a professional performer she has played in early music groups as well as local orchestras and chamber ensembles.</p> <p>A committed Quaker for over 40 years Margaret has extensive experience of charity governance, in particular as trustee, vice-chair and ultimately chair of the York-based Joseph Rowntree Charitable Trust</p>
<p>Gillian Enevoldsen <i>Former pupil</i></p> 	<p>After graduating with a degree in Chemical Engineering Gillian began her career in manufacturing with Mars Incorporated. She 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</p>

<p>Clerk of the Nominations Subcommittee</p>	<p>ambitions. She is a qualified coach and has a particular interest in education and supporting the development of teenagers and young adults.</p>
<p>Mary Frankland <i>Former pupil</i></p> 	<p>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.</p>
<p>Holly Gardiner <i>Former Pupil</i></p> 	<p>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.</p>
<p>Phil MacDonald <i>Parent Governor</i></p> 	<p>Phil is a qualified accountant and Durham MBA with nearly 40 years of experience in finance, procurement, estates, strategic planning and risk management.</p> <p>He has spent 18 years at three leading northern universities (Leeds, Hull, and Northumbria), two years as an interim in the south and four years at Ravensbourne University London. Phil has a unique and transferable skill set that will be invaluable as a Mount School York parent governor.</p>
<p>Shoana Mackay</p> 	<p>Born just outside Edinburgh, Shoana has a BMus (Hons) from the University of Surrey and other music qualifications from London College of Music, afterwards returning to Edinburgh to study for a PGCE (Primary). She recently took early retirement, having taught for over thirty years at ESMS (a very large independent school in Edinburgh), where she had the privilege of leading in the Junior School as Senior Deputy Head. She brings her skills, knowledge and passion for Teaching & Learning to The Mount.</p>

<p>Clerk of Education Subcommittee</p> <p>Clerk of the Compliance Subcommittee.</p>	<p>Shoana is coming towards the end of her second term serving on The Mount School Committee.</p>
<p>Sally Mounsey <i>Former pupil</i></p> 	<p>After leaving school, Sally graduated with a degree in Quantity Surveying from Northumbria University. Sally had a varied career with an international construction consultancy firm becoming a director prior to retirement.</p> <p>As a member of the Royal Institution of Chartered Surveyors, Sally has a special interest in the school's premises and estate.</p>
<p>Melissa Nurcombe <i>Parent Governor</i></p>  <p>Clerk of Reputation, Admissions and Marketing Subcommittee</p>	<p>Melissa is a Chartered Marketer with 30 years' experience in healthcare, digital health and higher education. She brings strategy, leadership and a multi-channel approach to focus on delivering high quality customer experience and income generation.</p> <p>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.</p>
<p>Julian Pattison</p>  <p>Deputy Clerk of the Committee</p>	<p>Julian is a York Quaker, educated in York, Bristol and New Brunswick, Canada. He was a teacher, Head of Department, and ultimately Deputy Head in a large independent school. He has been an Independent Schools' inspector. He currently works as an international trainer for teachers and as a Chief Examiner for Cambridge International examinations. He has written a number of books for both Oxford and Cambridge University Presses.</p>
<p>Nicola Spence <i>Former pupil</i></p> 	<p>Nicola is the UK Chief Plant Health Officer, advising ministers, industry and others about the risks posed by plant pests and diseases. She is an experienced research plant pathologist having worked on virus diseases of horticultural crops in the UK and internationally for over 20 years. Previous roles include Head of Plant Health and Chief Scientist at the Food and Environment Research Agency. She is former President of the British Society for Plant</p>

<p>Clerk of Estates & Finance Subcommittee</p>	<p>Pathology, a Fellow of the Royal Society of Biology and an Honorary Professor at the University of Birmingham Institute of Forest Research, Nicola has a BSc in Botany, an MSc in Microbiology and a PhD in Plant Virology.</p>
<p>Greg Willmott <i>Parent Governor</i></p> 	<p>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.</p>