

# Profiles of members of the Board of Governors and co-opted members of its committees

## Governors

### Zazie (Rosanna) Carter

Zazie worked in the Financial Services industry for over 20 years, most recently at Quilter Plc, before moving to Bupa a Group Functions CIO in 2021. Previously she spent 18 years at Merrill Lynch as an IT and Change Executive. Zazie holds an honours degree in Geography with European Studies from Durham University. She is married with 2 young children and near Winchester.

Zazie was re-appointed to the Board of Governors from January 2020 and is a member of the Audit Committee.

### Gareth Davies

Gareth's career has focused on ensuring commercial organisations attend to their customers' needs. He has developed, set up and run customer-facing operations in the UK, and rolled out customer-centric business practices world-wide.

Helping to deliver good governance in providing public benefit, Gareth has been a Board member and Trustee of three major charities and two public sector organisations. Being particularly committed to causes which help to give people power over their own lives, he has also helped to found three community initiatives.

Gareth was appointed to the Board of Governors from September 2021 and is a member of the Quality & Standards Committee.

### Janine Emm

Janine joined the Board of Governors as an employee of Sparsholt College Services Ltd (a subsidiary of the College) from January 2020 and is a member of the Resources Committee.

During the 20 years that Janine has worked for the College Group, she has gathered a wide range of experience through her varied job roles in both academic and business support areas, at Andover College and Sparsholt College. Janine is currently the Central Services and Premises Office Supervisor.

Janine is dedicated towards the success of the College, its good reputation for educating students, and in supporting all staff/departments in the provision of quality pastoral care, accommodation and teaching facilities. She is also an advocate of the positive contributions that all staff make to

ensure students achieve well, feel safe, are respected for their diversities, and have equal opportunities. She is a member of the Equality & Diversity Working Group and Health & Safety Working Groups and liaises with various departments and a range of key contractors. She also has a strong interest and involvement in the many environmental initiatives that the College embraces.

### **Tom Floyd**

Tom Floyd was Chair of Trustees of the Hampshire & Isle of Wight Community Foundation from 2010 to July 2017. Until 2009, his career was in business and strategy roles in the biochemical industry, lastly as President of the Microbiology Division for Thermo Fisher Scientific, based in Basingstoke. He became a Fellow of CIMA in 1988. Tom was the High Sheriff of Hampshire in 2016/17 and has a life-long love of the countryside and farming.

Tom was re-appointed to the Board of Governors from July 2021 and is Chair of the Curriculum, Employers & Market Requirements Committee and a member of the Resources Committee.

### **Neil Hopkins OBE**

Neil was, from 1993 to 2013, the principal of Peter Symonds College, Winchester, the largest sixth form college in the country. After retiring from that role, he was contracted at various times as an adviser to the national Sixth Form and FE Commissioners, and as Executive Director, then Policy Adviser, by the Maple Group of high-performing sixth form colleges, but has now effectively retired again. In addition, he is currently a trustee of the charitable RACPD training company, a governor of Testbourne School, and a member of a multi-academy trust in Farnborough.

In a lifetime working in education, Neil has taught in schools and colleges in areas as diverse as Salford and Rutland. He spent many years on the boards of the Association of Colleges and of UCAS, the university admissions organisation, as well as being a council member of the Association of School and College Leaders. He has a first degree in Mathematics and a Master's degree in Education. He was awarded an OBE in 2014, for services to education.

Neil was appointed to the Board of Governors in July 2013, becoming Vice Chair in July 2014 and Chair of Governors in August 2018. Neil is also Chair of the Resources Committee and a member of the Remuneration Committee and Search Committee. He is also a director of Sparsholt College Services Limited, a subsidiary of the College.

### **John Lander**

John was appointed to the Board of Governors with effect from May 2020 and is a member of the Resources Committee.

John had a 30 year career with Midland Bank/ HSBC becoming a corporate finance director in 1989. After then serving as a director of a publicly quoted motor group and the non-executive chairman of a company following a management buyout, he became director of finance at Reigate Grammar School while undertaking his research degree aspirations which led to the award of a PhD from The Open University in 2000.

Upon retirement to Cornwall, John chaired a large housing association, was a non-executive director of Royal Cornwall Hospitals (NHS) Trust, chairing its finance committee, and was a governor of Truro and Penwith College for 13 years, chairing the finance and general purposes committee for his last three years. Since moving to Hampshire in August 2019 has served as a governor of the Dever Valley Federation of two local primary schools and is currently a non-executive director of Winchester Housing Trust Ltd and a trustee of Winchester Youth Counselling.

### **Marian Lauder MBE**

Marian's principal career was in the Army where she reached the rank of Colonel. Her later appointments covered international policy, finance and a number of policy and operational roles in HR, mostly working in the MOD in London and in large headquarters in the UK and Germany. She first moved to Winchester in 1996 to command the Adjutant General's Corps Depot at Worthy Down and has had a house in Winchester ever since, living there when her Army appointments allowed.

Marian now has a portfolio career of non-executive roles. Demonstrating her passion for cycling, she is on the board and chairs the Audit Committee of British Cycling. She has also been a board member and audit chair of Transport Focus, the Government's transport watchdog, and chair of Sustrans, the charity behind the National Cycle Network. She is a qualified executive coach.

Marian was appointed to the Board of Governors in September 2018. She became Co-Vice Chair of Governors in December 2020. Marian is the Chair of the Audit Committee and also a member of the Remuneration Committee.

### **Julie Milburn**

Julie was appointed Principal of Sparsholt College from 1 August 2020. Julie joined the College in July 2018 as Deputy Principal Curriculum and has over 20 years' experience in further and higher education, with previous management and teaching roles at Farnborough College, Newbury College and East Durham & Houghall College.

Julie has a background in Sports Science and has extensive professional expertise in the design and delivery of curriculum, quality improvement and safeguarding. Julie attributes her work ethic to her background in sports, having competed to a high standard in swimming prior to injury and places strong emphasis on the benefits of both physical activity and mental wellbeing on the health of her workforce and student community.

Julie is a member of the Curriculum, Employer & Market Requirements, Resources, Quality & Standards and Search Committees of the Board of Governors. Julie is also Chair of Andover Town Football Club Limited and Westley Enterprises Limited and Chief Executive of Sparsholt College Services Limited, all subsidiaries of the College.

### **Neil Moody**

Neil has been a barrister for 30 years. He was appointed Queen's Counsel in 2010 and practises in civil and commercial law. He was Head of Chambers at 2TG Chambers in London from 2015 to 2019. He was formerly a member of the Faculty Board of Advisors for the Business School at the University of Southampton.

Neil was appointed to the Board of Governors in May 2020. He also serves on the Curriculum, Employers and Market Requirements Committee.

Neil's family come from the local area and he lives in Winchester. His wife's family have a farm on the Isle of Wight.

### **Simeon Morgan**

Simeon comes from a local farming family and started helping on the family dairy farm in Lymington at a young age. Simeon studied for his ND in Agriculture and HND in Agricultural Business Studies at Sparsholt College where he also met his wife, Lisa. They have 2 children.

A Director of Simeon Morgan Farming Ltd, the business was started when his employers of the time reviewed their farming operations. He was asked to tender to take over their arable operations on a contracting basis and the business took off from there. It has always been the aim to create a long-term professional and sustainable business that keeps up with modern farming practices, remains flexible and innovative. The business now undertakes arable operations on 1,400 hectares on a range of different agreements from contract farming to tenancy and individual operations. Simeon has a BASIS Certificate in Crop Protection and has undertaken the Fertiliser Advisers Certification and Training Scheme. He employs a young workforce and has a keen interest in the Agricultural Apprenticeship Scheme. Simeon enjoys sport, shooting and fishing.

Simeon was re-appointed to the Board from March 2020 and is a member of the Curriculum, Employer & Market Requirements Committee.

### **Adrian Neal**

Adrian is a rural practice chartered surveyor and for the first ten years of his career practised in Staffordshire, before being appointed lead partner of Smiths Gore's Winchester office. Since the merger with Savills in 2015, he has been head of the Savills Winchester office, comprising a multi-disciplinary team of 40 professional and support staff.

Adrian has over 30 years' experience in rural estate management and related professional work, such as sales, purchases, valuations and strategic advice to landowners and farmers. His expertise is in the appraisal and valuation of rural property, coupled with the management of rural estates and general rural practice work, including valuations throughout Central Southern England. He acts for a wide range of clients, including public sector, private owners and charities. Having experience of agricultural property law for many years, he has developed an interest in dispute

resolution and is currently a member of the RICS President's rural arbitration panel, as well as being qualified as a rural sector independent expert.

He is also a governor of a Southampton primary school and holds internal business management positions in the rural division of Savills.

Adrian was re-appointed to the Board of Governors in December 2021, and is Chair of the Remuneration Committee and a member of the Resources Committee. Adrian is also a director of Sparsholt College Services Limited, a subsidiary of the College.

### **Roger Palmer**

Roger spent twenty years in the agricultural supply industry associated with the chemical, food and pharmaceutical sectors, latterly holding appointments as Marketing Director and Chief Executive. He then became an academic, initially at the Cranfield School of Management. He subsequently became Professor of Marketing and Management and then Head of the School of Management at Henley Business School. His final appointment was as Professor and Dean of the Business School at Bournemouth University. He has held visiting appointments/professorships at Universities in Europe, South America and Australasia and has travelled and worked extensively overseas.

Roger gained an HND in Agriculture at Writtle College and Post Graduate Diploma in Crop Protection at Harper Adams Agricultural College (now Harper Adams University). He was awarded his MBA and PhD by Cranfield School of Management, when he also gained a Post Graduate Diploma in Marketing. He holds Fellowships with the Chartered Institute of Marketing and the Higher Education Academy and is an Associate of the Royal Agricultural Societies.

Roger was reappointed to the Board of Governors in 2018 and is Chair of the Quality & Standards Committee. He is also a director of Westley Enterprises Limited, a subsidiary of the College.

### **Helen Perry**

Helen joined the Board in March 2018 as a staff governor and is a member of the Quality & Standards Committee.

Helen is the Curriculum Leader for Art, Design, Creative Film Media production and IT at Andover College, having joined the College as a sessional lecturer in 2003. She is passionate about promoting high standards of educational attainment. Helen also brings to the role her experience lecturing in other colleges and as a Local Education Authority governor at a junior school in Hampshire.

Helen is also a director of Andover Town Football Club Limited, a subsidiary of the College.

### **Jane Plenderleith**

Jane was appointed HE Student Governor from 1 February 2021 and is studying for a Wildlife & Ecology degree. Jane is a member of the Quality & Standards Committee.

## **Chris Wilson**

Chris was a secondary school deputy head teacher before joining Hampshire's Inspection and Advisory Service in 1988, retiring in 2008 from the post of County Strategy Manager. He has had 30 years' experience as a governor in secondary schools, chairing a number of committees including personnel, curriculum and general purposes, as well as the head teacher's performance management review group. He also served on the interim executive boards of two Hampshire secondary schools, joining the governing bodies subsequently. He had 18 years' experience as a governor trainer as part of his school improver role as a local authority senior inspector/adviser. As an accredited school improvement partner and formerly link inspector, he worked with a number of schools in challenging circumstances so that they improved. He was an Ofsted registered inspector for primary and secondary schools 1994-2000. He is currently a governor of a Basingstoke secondary school.

Chris joined the Board of Governors in July 2013, was appointed to the Audit Committee and became chaired the Audit Committee from 2014-2020. He became Vice Chair of the Board of Governors in August 2018 and is also a member of the Quality & Standards Committee and the Safeguarding Lead Governor.

*FE Student Governors for the Sparsholt College and Andover College campuses are currently being recruited.*

## **Co-opted Committee Members**

### **Michael Coombes**

Michael was co-opted to the Resources Committee in October 2018, having previously served as Chair of the Board of Governors.

As well as extensive knowledge of the College gained through his time on the Board of Governors and its committees, Michael has worked for a number of public sector organisations over a career spanning 38 years, including as Chief Financial Officer to Winchester City Council and Finance Director to Hampshire Constabulary. In October 2016, Michael was appointed for a four-year term as one of two independent members co-opted to the Police and Crime Panel for Hampshire and the Isle of Wight and in 2017 he was appointed as Chair of the Panel's Finance Working Group.

### **Sarah Duckering**

Sarah was appointed a co-opted member of the Curriculum, Employers & Market Requirements Committee from January 2020.

Sarah is Director of Research & Innovation Services at the University of Portsmouth, leading a team which supports the university's research and innovation activities, and helps to drive its key strategic priorities. Sarah has worked in a number of management roles within the University and has an MBA from Henley Management College.

### **Andrew Fagg**

Andrew was co-opted to the Audit Committee in October 2020.

Andrew is a chartered accountant with over twenty-five years' experience in financial management in businesses ranging from entrepreneurial firms to major FTSE 100 businesses. He was Finance Director of ICAEW for 8 years and is currently the Finance Director of an e-commerce home furnishing retailer and also advises a number of organisations on finance performance and reporting.

He is also a team manager for junior players at Sparsholt Cricket Club.

### **Sarah Jane (SJ) Radford**

SJ is a co-opted member of the Audit Committee. A Chartered Accountant, SJ and has over twenty-five years' experience working in accountancy and international business management. She worked with public, private and entrepreneurial firms. Most recently she was the Finance Director of a small international group of privately owned companies operating in the Executive Search industry specializing in Financial Services.

SJ has an interest in education and was on the board of governors of a school in Hong Kong. After 23 years abroad, SJ moved back to the UK in May 2012. On her return, she completed a Diploma Course in Charity Accounting and Financial Management at CASS Business School and has become a Trustee (Treasurer) of Footprints Project Limited, a charity aimed at reducing the risk of re-offending by prisoners in the Hampshire and Dorset region.

### **Michael Serridge**

Michael was appointed a co-opted member of the Curriculum, Employers & Market Requirements Committee from July 2020.

Michael is Head Teacher of Harrow Way Community School in Andover, a Mathematics and Computing Specialist School, recognised by Ofsted as a 'good school' and by the National Arts Council's Artsmark Gold Award. He has extensive experience of secondary school education and first-hand knowledge of the importance of students progressing successfully to further education, including to Andover College and Andover Sixth.