

Practical Strategies

Independent Schools Conference - 22 September 2022

Speaker Profiles



Alice Reeve
Partner - VWV

Alice is a Partner in the employment team at VWV, specialising in working with independent schools, academy trusts and educational charities.

Alice is trusted by clients to support them in tackling sensitive and complex staffing issues, in a pragmatic and commercially focused manner.

Alice has significant experience in all aspects of staffing in schools, including pay and pensions

projects, restructuring processes, and handling grievance and disciplinary matters. Alice works with schools on equality and diversity issues and also supports them with safeguarding matters and managing allegations of professional misconduct.

Alice has a genuine understanding and enthusiasm for the education sector, which means that schools can trust that the advice is appropriately tailored to their needs and will reflect the latest legal

developments. Apart from Alice's legal work, she is well known in the sector having worked with many of the associations and is a regular speaker at events. Alice also has an interest in the use of technology to deliver legal services and supports our compliance services for clients.

Alice is a member of the Employment Lawyers Association and has held several trusteeships in educational charities.



Barney Northover
Partner - VVV

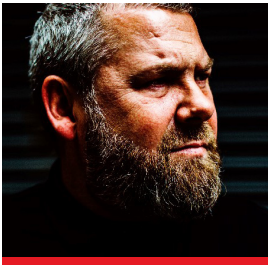
With 22 years' experience at VVV advising independent schools and charities on their governance, constitutional review, strategic projects and charity law, Barney is ideally placed to assist you and your school. He has developed a special interest and expertise in advising schools on strategy and

structural change including charity mergers, acquisitions, joint ventures and collaborations.

Barney understands the Governors' perspective in challenging situations, having been a Governor of two schools. He can guide you through the traps and pitfalls and give you the confidence needed

to deal with challenging situations and to take difficult decisions in the best interests of your school.

Barney is a regular speaker at national education conferences and has written for numerous publications on good governance and managing strategic change.



Dave Judge
Executive Creative Director - Space Zero

David brings many years of award-winning brand experience, knowledge and expertise to one of the world's best educational environment design agencies.

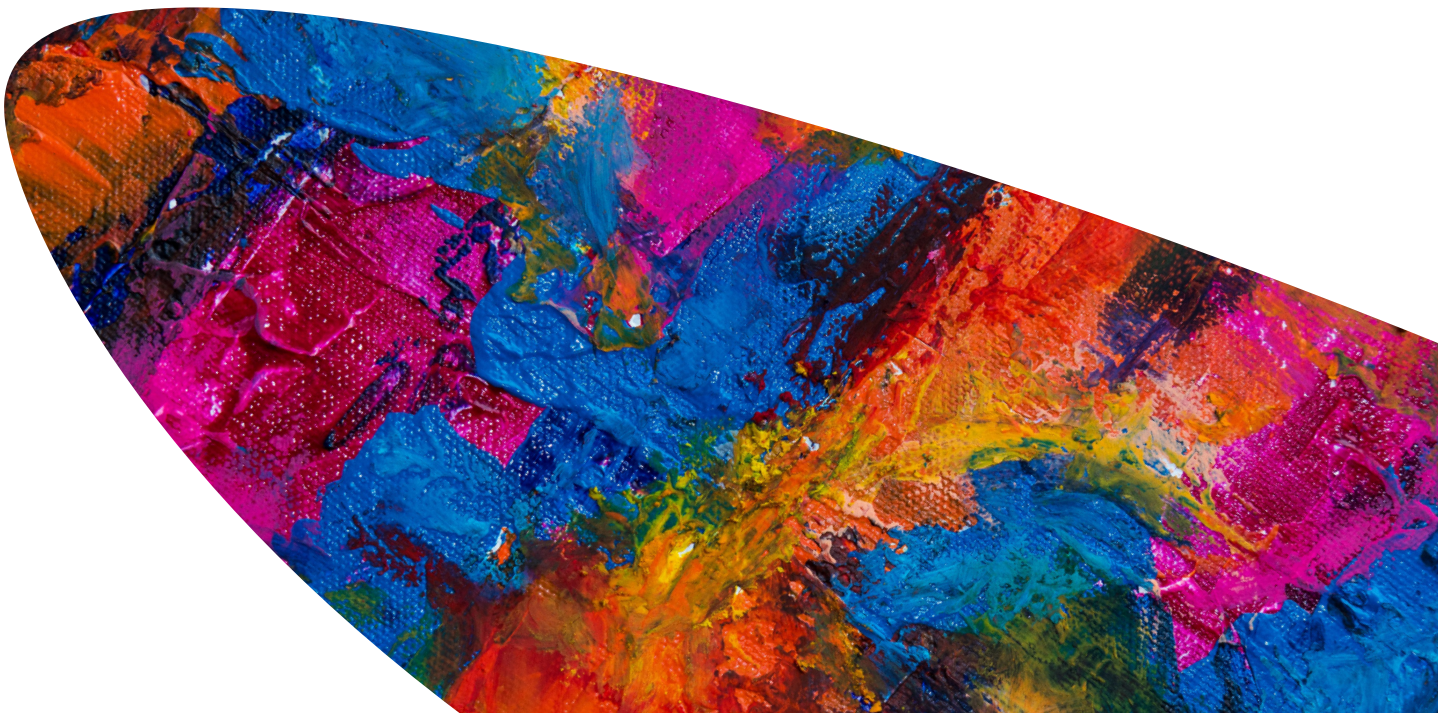
The Executive Creative Director is an "experience designer" with 30 years in commercial design. His designs

for global brands such as Adidas, Virgin, Ford, and The All Blacks have won many awards.

The global education sector faces many challenges, and his knowledge of creating compelling experiences delivers the innovation many academic establishments

need.

Over the past four years, he has applied this unique approach with Wellington College China and Bangkok, Chatsworth, Dwight and The British Council, to name a few.





Edward Rimmell
Partner - VWV

Ed specialises in commercial contracts and projects, from long term supply and services contracts, to contractual joint ventures, partnering agreements, framework agreements and terms and conditions. As a member of our Brexit Planning team, Ed can provide you with commercial advice relating to the UK's decision to leave the European Union.

He has worked across a number of sectors, but has a particular specialism in the renewable energy market where he has advised in connection with the development of renewable energy projects from offshore wind to solar, and from district heating to energy from waste, both in the UK and overseas.

Ed has advised a broad range of clients, from start up companies

to large multi nationals, suppliers and customers, and in the energy market from project developers to project sponsors, regulators, acquirers and sub-contractors. This range of experience means that he is able to quickly identify the likely commercial and legal concerns of all parties to a transaction, facilitating a speedy agreement whilst ensuring that he focuses on what really matters to our client.



Guy Biggin
Partner - Crowe UK LLP

Guy is a Partner in Crowe's Cheltenham office, working exclusively with educational and charitable organisations.

He has considerable experience in audit and risk management as well as governance, trading activities, fundraising and other issues arising

in the sector. His broad knowledge is coupled with a pragmatic and helpful approach. Guy acts as a sounding board, offering advice to help develop strategies to address an organisation's specific challenges.

Guy is part of the team that lectures

on sector issues. He has a Diploma in Charity Accounting from the ICAEW and CASS Business School. Guy is a member of The Institute of Risk Management and specialises in risk management, delivering risk workshops and strategy workshops to his clients.



Jacob Scott
Senior Associate - VVV

Jacob is a Senior Associate in the Commercial Law team at our Bristol office. He specialises in IT/ ICT, Ed-Tech, renewable energy and complex commercial contracts. Jacob's IT focus is on software development and software licensing (traditional and cloud/ SaaS models), multi-party platform development, hosting, support and maintenance and complex

frameworks and data management contracts.

Jacob has particular expertise in the application of software and sophisticated data analytics and monitoring systems across various sectors, but especially in relation to Ed-Tech (including for universities, schools and corporate education services providers) and Renewable

Energy projects (including solar and energy storage assets). He is a member of the firm's Technology sector team and is part of the 'lawyer-in-residence' team providing support for start-up and early stage technology companies at SETsquared Bristol, SETsquared Bath, Bristol Robotics Laboratory and Unit DX.



Julie Robinson
Chief Executive - Independent Schools

Julie Robinson was first a Teacher then Head of two co-educational, day and boarding prep schools for children aged 3-13. She led education and training for IAPS for five years and was appointed General Secretary of the Independent Schools Council in 2015.

The ISC's data analysis informs advocacy of the sector and Julie has appeared in the national media regularly. Live appearances include Newsnight, Sky News, The Today

Programme, BBC, and Channel 4 News.

The ISC is a representative body working with a range of other organisations linking the independent education sector and Government policy. It brings together the independent school associations AGBIS, GSA, HMC, ISA, IAPS, ISBA and the Society of Heads along with affiliate associations BSA, COBIS, SCIS and WISC.

The ISC's three priority areas of activity are research/data, media/

communications and policy/public affairs. ISC seeks to support, inform and promote the sector, rebutting untruths and explaining the value of independent education to wider society.

Julie advocates working together for the benefit of children in all kinds of schools. She is a trustee of the School Partnerships Alliance and a school governor at a state school as well as an independent school in London.



Kenji Batchelor
Partner - VWV

Kenji specialises in advising education, not-for-profit and charity organisations on a wide range of charity law governance, corporate, commercial and strategic issues.

He also provides specialist legal advice to independent schools on

strategy and structural change including charity mergers, acquisitions, international education projects, joint ventures and collaborations.

Kenji has worked and sat on governing bodies in both the education and charity sectors

and understands the governance and regulatory pressures such organisations face. He has also been seconded in-house to an international conservation charity.

He aims to bring his experience and expertise to bear in clear, empathetic and practical advice.



Matthew Judd
Headmaster - Leighton Park School

Since 2018, Matthew has been Headmaster of Leighton Park School, an HMC co-educational day and boarding school in Reading with a Quaker foundation. Previously, he was Second Master of Haberdashers' Boys' School, Elstree and latterly also Head of the Preparatory and Pre-Prep, which was made Sunday Times

School of the Year in 2017. He was Principal of an independent fifth and sixth form college in central London and Matthew was a Senior Public Examiner for Geography and is a serving ISI inspector and a Magistrate. He has served on a number of boards, including as School Governor and Chair of Trustees for an international

education charity. He is a member of the Worshipful Company of Haberdashers' and Freeman of the City of London. Matthew was educated at a state comprehensive and attended the University of Wales and Queens' College, Cambridge.



Naseem Nabi
Partner - VWV

With over 10 years experience in the education sector, Naseem is well placed to advise you on all aspects of employment law. Naseem predominately advises independent schools and academies. She has particular expertise in acquisitions & mergers and associated TUPE issues, restructuring and redundancy. Naseem is well versed in tackling sensitive staffing and incident

management issues in a pragmatic and commercial way.

Naseem also advises the firm's academy conversion clients, supporting them through the conversion process during consultation with staff and trade unions and post conversion advisory work. She also provides specialist advice to education sector investors.

Having spent most of her career advising education sector clients, Naseem has a real understanding and passion for the sector. Her track record in building strong relationships with clients means she is a trusted adviser to many of our clients, confidently dealing with challenging situations and supporting them to, often, take difficult decisions in the best interests of the school.



Rhiannon Cutler

Managing Director - Baines Cutler

Rhiannon is the owner and Managing Director of Baines Cutler. She leads on strategic advice to schools and the data interpretation side of the business. She has a passion for getting underneath the

culture of each school she works with, ensuring that any advice given by her firm is based on sector wide and bespoke peer data and supports the unique values and strategic objectives of each client

this ensures financial and cultural viability of every answer. Rhiannon speaks regularly at conferences and seminars and supports the associations in their events and projects as often as she can.



Robert Collier

Partner - VWV

Rob heads our Corporate team. He has considerable experience and expertise advising on merger and acquisition work, private equity and venture capital investments, other corporate matters and banking and finance matters.

Over a number of years Rob has also developed a special interest in

the education sector, undertaking acquisitions, disposals and strategic reviews for clients who operate in and investors (both domestic and overseas) who wish to invest into the UK education sector. Rob understands the issues which affect clients in the sector and has written numerous articles on various topics, speaks and hosts

seminars for for-profit education operators. He is a trusted and well-respected adviser to the sector and will be very happy to speak with you on a no-obligations basis. The work undertaken in the sector has been recognised through regular legal category nominations for the annual Education Investor Awards.





Robert Warne
VAT Partner - Crowe UK LLP

Robert is a Partner in Crowe's specialist VAT Group. He has extensive VAT knowledge of the not-for-profit sector specifically in the charity, schools, trade unions sector. His experience covers not only the obvious issues of business activities and partial exemption

but crucially how VAT impacts on any transaction in relation to land and property where the VAT at stake is often considerable.

Robert has been with Crowe since 1988 joining directly from HMRC where he was a VAT inspector. Robert is a member of the VAT Practitioners Group and the

Charity Tax Reform Group.

Robert is also responsible for coordinating Crowe's VAT training seminars, both externally as well as 'in house' and he is a regular speaker on the VAT charity circuit.



Rupert Barclay
Partner - Cairneagle

Rupert Barclay is a Partner at Cairneagle, the strategy firm that specialises in the education sector. His strategic advisory career spans 30 years working in consulting and industry, with ten years at LEK

Consulting, the last five as a Partner. His principal areas of focus are UK schools, both for-profit and charity, international schools and groups, and Edtech, including services and software for schools. He has an

MA in Classics from Cambridge, an MBA with Distinction from INSEAD and is a Fellow of the Institute of Chartered Accountants in England & Wales.



Russel Speirs
CEO and Founder - RS Academics

Russell attended Sevenoaks School before studying Modern Languages at Exeter College, Oxford, graduating with First Class Honours. A three-year post-graduate course at The European School of Management in Paris and Berlin followed before he began his marketing career at Unilever. His

responsibilities included managing product development programmes and interpreting research findings. After a period as Senior Consultant with Marketing Dynamics in London, where clients included Unilever, Halfords and Capital Radio, Russell joined Uppingham School as their first Marketing Director in 1997. It

was during this time at Uppingham that he fell in love with the world of schools. He founded RS Academics in 2001 with the aim of helping schools to thrive and leads our team of world-class specialists to support the development of schools in the UK and across the globe.



Samantha Leek KC
Barrister - 5 Essex Court

Sam is ranked as a leading silk. Her practice focuses on inquests and public inquiries and related litigation, human rights, public law and claims against the police, government departments and other public bodies.

Sam acts for a range of clients in high profile cases. She is rated for her “pitch perfect advocacy” and is described as “a go-to counsel” (Legal 500) who is “incredibly charming”, “she’s also very tough: if she were representing you, you would be over the moon” (Chambers UK).

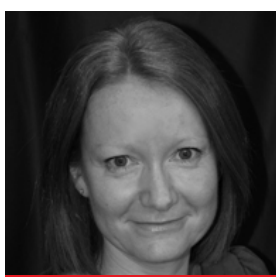
Notable examples of Sam’s recent inquest work include

inquests into the deaths of the victims of the Westminster Bridge and London Bridge terrorist attacks, 96 Hillsborough victims, Mark Duggan, Jean Charles de Menezes and the victims of the Tunisia shootings. Sam is currently representing HMG in the inquest into the Birmingham Pub Bombings and is acting on behalf of Serco in the inquest into the death of Lorraine Barwell (the first Prisoner Custody Officer to be killed by a prisoner whilst on duty).

Public inquiries include Grenfell Inquiry (representing the Building Research Establishment), Post Office Horizon IT Inquiry

(representing the former CEO of the Post Office); Marchioness Inquiry, Azelle Rodney Inquiry, Anthony Grainger Inquiry, Undercover Policing Inquiry, Independent Inquiry into Child Sexual Abuse. Sam, together with Tabitha Cave, represented Clifton College in the Residential Schools investigation of IICSA.

In her spare time she is Chair of Governors of Kerem School. She has brought that experience to her representation of Clifton College and has brought much of the learning from the Residential Schools investigation across to her role as Chair.



Samantha Lock
HR Director - Harpur Trust

Sam joined The Harpur Trust in 2015 as Human Resources Director, with responsibility for the development of the Trust’s people management strategies and practice.

Supporting the Trust’s four schools, with over 1100 employees, Sam has led the HR function on key projects including reward strategy

implementation, performance management enhancement, HR system development, and the introduction of ILM accredited in-house Leadership and Management Development programmes.

A Fellow of the Chartered Institute of Personnel and Development, Sam started her HR career with Guardian and Observer

Newspapers. Prior to joining The Harpur Trust, she was Head of Human Resources for the UK Division of a leading international waste to product business, with a particular focus on business acquisitions and TUPE transfers, organisational design, change management and employee engagement.



Simon Bevan
Partner - VVV

Simon advises independent schools on the whole range of employment and discrimination laws, safer recruitment, child protection and reporting obligations.

Simon most recently acted in the Court of Appeal in the case of *The Harper Trust V Brazel* considering how to calculate holiday entitlement and holiday

for permanent staff who work part of a year. He is also advising many schools on their options for TPS membership.

He is a former University Lecturer in Law and a regular speaker at education conferences nationwide. He is top ranked in the legal directories for his advice to independent schools being

described as “expert, professional, charming, patient”.

With over 23 years’ experience advising schools and colleges, Simon is ideally placed to advise you in all aspects of education employment law.



Sarah Pinch
Managing Director - Pinch Point Communications

Having started her career at the BBC, Sarah is now a leading communications industry expert on change communication and reputation management, known for her high professional standards. She was President

of the Chartered Institute of Public Relations in 2015 and is an elected Fellow. She is a trusted board-level advisor and helps organisations handle challenging or sensitive issues. Sarah is an Independent Advisor for the

Welsh Assembly Commission, Vice Chair of Manx Care, Chair of the Taylor Bennett Foundation and a Freeman of the Company of Communicators.





Sian Champkin
Partner - VWV

Sian is an experienced Corporate Lawyer with extensive knowledge of corporate transactions including acquisitions, disposals, joint ventures, entrepreneurial and institutional investments and management buy-outs/buy-ins. Furthermore, she undertakes corporate restructuring/reorganisations and general corporate work.

With a broad and varied client base Sian receives instructions from an extensive range of clients including regularly advising on multi-million pound transactions for off-shore entities, SMEs, owner managed businesses and AIM listed clients.

Sian has a particular focus on the education sector advising on corporate and governance

matters including mergers where she had considerable experience. She is a Governor of two notable independent schools which assists greatly in her ability to know the issues affecting educational institutions and charities and understanding the challenges faced.



Tabitha Cave
Partner - VWV

Tabitha heads VWV's Regulatory Compliance team. She is a Commercial Litigator by background and advises on regulatory issues, incidents and dispute resolution.

She offers a prudent yet pragmatic approach to critical incident and risk management, PR and reputation protection and insurance coverage. She has also represented schools at inquests, in criminal, civil and judicial review proceedings and in statutory and other inquiries.

She has a particular specialism in safeguarding and safeguarding governance and has acted for over 100 independent schools in the management of abuse allegations. This work often includes advice on investigation and inquiries, particularly that undertaken by IICSA.

She regularly project manages teams of cross disciplinary sector specialists, focused on supporting and guiding schools through

complex, sensitive, and often high profile issues and regulatory investigations or legal proceedings which may follow and instrumental in the development of the firm's compliance and investigation resources.

Tabitha is a regular contributor to the sector press, a speaker at VWV events and those run by sector associations, and delivers bespoke training on request.



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