



# WARWICK INDEPENDENT SCHOOLS FOUNDATION

## FOUNDATION GOVERNORS – QUALIFICATIONS, POSITIONS, COMMITTEES, BACKGROUND AND EXPERIENCE

### **Foundation Chair**

#### **Mr David Stevens**

Qualifications: BA (Hons), Diploma in Marketing and Market Research

Position: Retired Franchise Development Manager

Committees/  
Responsibilities: Finance & Regulatory Committee; King's High School Committee;  
Appointments Committee (Chair)

### **Background and experience**

David's connection with the Foundation goes back a long way. He was educated at Warwick School and had a sister at King's High, and later his daughter went to Prep and King's and his son to Warwick School. He also served as a past President of the Old Warwickian Association

David has had various sales and marketing roles in the motor industry: his last role before retirement in 2013 was as Franchise Development Manager with key responsibilities in dealer profitability, facilities/standards, drawing up and implementing the company's distribution strategy.

David has a keen interest in sport and was previously Chair of Leamington Rugby Club Youth Section. He is also interested in Music.



### **Governors**

#### **Mrs Marie-Bernadette Ashe**

Qualifications: BBusSc (Hons) (Finance), PGDAcc CA (SA)

Position: Group Finance Director

Committees: Finance & Regulatory Committee (Chair); Warwick School Committee; Appointments Committee

### **Background and experience**

Marie is the Group Finance Director of a national packaging business, which employs 300+ people across the country and has a central office in Coventry. She is responsible for Finance, ICT, HR, Property and Compliance and helped found the business in 2001. Prior to that, she worked as the Finance and Operations Director for a similar company.

Marie began her life in South Africa, where she qualified as a chartered accountant before coming to the UK in 1996.

Marie is a keen tennis player, having played to a high competitive standard before she began her family. She is married with three sons, all of whom are pupils within the Foundation.



## **Mrs Sally Austin**

Qualifications: BSc (Hons) Psychology PgDPM (MCiPD)

Position: Group HR Director

Committees: Resources & Estates Committee; King's High School Committee; Appointments Committee

### Background and experience

Sally is an HR Director, having started her HR career on a Graduate Development programme after university. From there, she moved into the manufacturing industry through an FMCG international contact lens manufacturer, and then on into her first HR management role with a company based in Birmingham which was later acquired by a US based industrial manufacturer. This acquisition led to a wide range of opportunities across the globe and Sally held a number of HR Management roles supporting US, EMEA and European facilities in a number of organisational restructures.



Sally moved on in 2005, holding a variety of HR roles until she became Group HR Director in 2014 and a member of the Executive Board in July 2015. She moved again in 2018, and is now responsible for defining and delivering the people strategy, contributing to Executive Board strategy development, Remuneration Committee matters, Group-wide HR Operations, Recruitment, Learning & Development, Engagement, HR Shared Services and Pensions.

Sally is a Chartered Member of the CIPD and an Alumni member of INSEAD Business School, France following completion of the Advanced Management Programme in 2015. Sally is married with two young children and is a King's High Old Girl.

## **Prof Simon Barnes**

Qualifications: MA, MBA, PhD

Position: Professor at WBS and VC fund manager

Committees: Finance & Regulatory Committee, Warwick School Committee

### Background and experience

Simon is a Professor at Warwick Business School. He teaches on graduate programmes focussed on entrepreneurship, innovation, and venture capital in Warwick, London and San Francisco. He has previously served on the faculty of Imperial College London and has been an external examiner for the University of Cambridge.



He is also the co-founder and managing partner of a venture capital fund investing in early stage life sciences and food technology start-ups and has a number of non-executive directorships in companies in the UK, Europe and USA operating in areas such as infant nutrition and diabetes care.

Simon began his career as a research scientist gaining a first in Natural Sciences and a PhD from the University of Cambridge. He was a NATO Research Fellow at the Rockefeller University in New York and a faculty member at the National University of Singapore before switching to a business career.

Simon is married with three children, two boys at Warwick School and a girl at Kings High School.

## Ms Jo Broughton

Qualifications: BSc (Hons) AKC PGCert PGDip

Position: Executive Coach and Mentor

Committees: Resources & Estates Committee, King's High Committee

### Background and experience

After gaining a degree in food science, Jo became a Buying Director in the food retail sector, working for two major supermarket chains. This led to her setting up her own business offering consultancy services to the food industry. When Jo became a parent, she re-trained as an Executive Coach, and she now provides coaching to senior leaders, teams and individuals in blue chip organisations and the public sector. She also mentors young people for an award winning Stratford based charity. In addition, she carries out freelance work providing teacher training and operational support for a company that creates resources to address vulnerability in children in school years 5-8, and has a 50% share in an Aboriginal art business.



Jo is the parent of a boy at Warwick School and most of her spare time is taken up with running and keeping fit – and being a foodie.

## Dr Tony Cocker

Qualifications: BA, DPhil MBA

Position: Non-Executive Director

Committees: Finance & Regulatory Committee; King's High School Committee; Appointments Committee (Vice-Chair)

Special Responsibility: Foundation Vice-Chair

### Background and experience

Tony Cocker is an independent non-Executive Director. He is currently a non-Executive Director of a FTSE listed energy business, Chair of a renewable generation company, and Chair of a water company. His last full time role was as CEO of a national energy provider (2011-2016), where he had also been CEO and Chair of their Düsseldorf-based subsidiary, leading the team that set up the business in 2007, and spent 11 years at their UK branch, serving on the Board and holding a number of senior roles including Managing Director (trading and generation) and Head of Corporate Strategy. Before joining the energy business, he had worked for a well-known brewery company, having started his corporate career with a strategy consultancy.



Tony has an MBA from IMD in Lausanne and a BA and D.Phil in Mathematics from Lincoln College, Oxford.

Tony served as a Governor previously, from 2005-2008 and was a member of the King's High School Committee at that time. He is married with two adult children, one daughter who attended King's High and one son who attended Warwick School – both started their schooling at Warwick Prep. The family lived in Düsseldorf between 2008 and 2011, where the children attended the International School. Tony enjoys walking, travelling, and socialising with family and friends.

## **Mr Tim Cox**

Position: Chartered Surveyor

Committees: none – Ex Officio Foundation Governor

### Background and experience

Tim is a Chartered Surveyor, commercial property and residential lettings business. He was High Sherriff of Warwickshire in 2011-12 and became Lord Lieutenant in 2013. Since 2001, Tim has Chaired the Warwickshire Poppy Ball Committee (member since 1998). Tim is a keen sportsman, including rugby, tennis and golf.



## **Mr Andrew Firth**

Qualifications: BSc (Hons), MBA

Position: Entrepreneur and ex-PLC Director

Committees: Finance & Regulatory Committee; Warwick School Committee; Appointments Committee

### Background and experience

Andrew was educated at Oundle School before going to the University of Newcastle upon Tyne to study Agricultural Economics, then to Cranfield School of Management for his MBA and finally London Business School. Andrew's background is in banking and investment. He has been the Chair of one plc, and part of the founding management team of an internet banking business in 1998, in which he was involved when it was taken to the London Stock Exchange in 2000. During his six years there, Andrew was also Marketing Director and Group Strategy Director. Andrew now has a business with partners which operates in the consumer investments arena.



Andrew has 3 sons, 1 of whom is at Warwick School. His other sons were also educated in Foundation Schools.

## **Mr Chris Gibbons**

Qualifications: MBA MSC MENG MAPM

Position: Project Systems and Operations Manager

Committees/  
Responsibilities: Education Committee; Warwick School Committee, Lead Governor for Boarding; Lead Governor for Data Protection

### Background and experience

Chris is an associate member of the Communications' Business and Technology Consulting Group for an independent firm of designers, planners, engineers, consultants and technical specialists. His experience covers a wide variety of projects in defence, health, education, property and telecommunications sectors, encompassing design, project and programme management, IT strategy and procurement and business consulting.



Chris's career started with the teaching of sailing, kayaking and personal development training for an outdoor activities centre, and he still has a keen interest in sailing and powerboating. Voluntary work over the years has included General Committee Member of a youth activity centre, teaching basic first aid skills to young people, arranging outdoor activities at residential camps for families and for children with a range of disabilities. Chris has 2 children, both of whom are being educated in Foundation schools.

## **Mrs Moira-Ann Grainger**

Qualifications: Secretary, CIBTAC Beauty Therapist

Position: Retailer (Family Business), District Councillor

Committees: Resources & Estates Committee; Warwick School Committee

### Background and experience

Moira-Ann is a past President of the National Association of Ladies Circle in the UK, following which she spent two years as the Secretary of the International Ladies Circle. She has vast experience of fund raising, organising major charitable events, and public speaking. Alongside her Council responsibilities, she also works part time in the family's local Ski and Outdoor retail business.



Moira-Ann has represented the newly-named All Saints & Woodloes Ward as a District & Town Councillor for a number of years and is currently Deputy Leader and Leader respectively of each Council. Her son and husband both attended Warwick School. She has special interest in charitable work and maintaining the WISF direct Warwick Town Links.

## **Professor Damian Griffin**

Qualifications: MA(Cantab) Mphil(Cantab) BM BCh (Oxon) FRCS (Engl) FRCS (Tr&Orth) TD

Position: Professor and Chair of Trauma and Orthopaedic Surgery; Honorary Consultant Orthopaedic Surgeon

Committees/  
Responsibilities: Education Committee; Warwick School Committee, Lead Governor for WISF Environmental Strategy

### Background and experience

Damian is the Professor of Trauma and Orthopaedic Surgery at the University of Warwick. He trained in the UK, USA and Australia, and worked at the Universities of Oxford and Cambridge before taking up his current post. He helped to establish Warwick Medical School and led the start-up and development of a new academic department in orthopaedic surgery.



Damian's clinical specialism is hip preservation surgery, which leads him to treat a wide range of professional and recreational athletes, in the NHS and in private practice. His research expertise is in the design and performance of clinical trials to test new forms of treatment; he works closely with the National Institute for Health Research to perform such studies, and has extensive international responsibilities for research and education in evidence-based treatment.

Damian is also a Colonel in the Army Reserve with operational experience in Afghanistan, and a Non-Executive Director of a company delivering medical care in austere environments, including Iraq and Liberia. He is married with four daughters, all of whom either are or were at Foundation schools. He enjoys sailing, mountaineering and shooting.



## **Mr Stephen Jobburn**

Qualifications: BSc, PGDip, MRICS, FRGS

Position: CEO

Committees: Finance & Regulatory Committee, King's High School Committee

### Background and experience

Stephen has over 30 years of experience within the commercial real estate industry, 15 years of which have been as a hands-on CEO running entrepreneurial property and asset management companies for a diverse range of investors and stakeholders including the Dutch and Danish State Pension funds and institutional investors. Stephen has acted for and advised a number of corporate bodies including local and central government on their real estate strategy. In 1999, Stephen was involved in the acquisition of a listed PLC where he became CEO in 2002, and he then set up a large UK real estate company in 2006, raising £300m of equity and building a £1 Billion investment portfolio. Today he is CEO of this company and acts as an Investment Consultant to a Pan-European Fund.



Stephen has a BSc in Urban Estate Surveying and has studied business at both Warwick Business School and the Cranfield School of Management. He is a Member of The Royal Institution of Chartered Surveyors and Fellow of The Royal Geographical Society. He is also a Trustee of King Henry VIII Endowed Trust.

He is married with 4 children, with his youngest son attending Warwick School. Stephen enjoys most sports, Jazz and walking in the Scottish Highlands.

## **Adrian Keeling QC**

Qualifications: MA, QC

Position: Lawyer

Committees: Education Committee; King's High School Committee

### Background and experience

Adrian was educated at Warwick School (1977-1985). He read law at Trinity Hall, Cambridge, and was called to the Bar by the Inner Temple in 1990. He joined one of the largest sets of barristers' chambers in the United Kingdom, located in Birmingham and with offices across the UK, and was made a QC (took silk) in 2011. He is currently Joint Head of Chambers where he specialises in Regulatory, Financial and Criminal misfeasance. He was elected a Master of the Bench in 2017 and is a member of the Inner Temple International Committee.



Adrian worked in the Philippine Islands in 1986, which gave him with a life-long passion for South East Asia. He visits the region as often as he can and has strong links there. He is currently Vice Chair of the Anglo Thai Society, and directed an FCO project for Judicial and Legal training in the People's Democratic Republic of Lao.

Adrian is a member of the Oriental Club, a trustee of the Sir Thomas White Charity, and was President of the Old Warwickians in 2019. He has recently moved back to Warwick where he enjoys travel, history, cooking, food, wine, and being made to laugh.

## Mr Tim Keyes

Qualifications: MA (Oxon), PGCE

Position: Retired Headmaster

Committees: Education Committee (Chair); Warwick School Committee;  
Appointments Committee

### Background and experience

After studying Classics at Oxford, followed by a PGCE at Exeter, Tim began his career teaching classics and ended it as Headmaster of the King's School Worcester. On the way, he has had a number of roles outside the school environment, as senior examiner, ISI inspector, UCAS Board Member and Service Advisory Group Member, HMC Committee Member and the HMC/GSA Universities Sub-Committee.



Tim now serves as a Fellow of the University of Worcester and Member of the Council of Worcester Cathedral. He has particular interests in pastoral structures, spiritual development, mentoring among pupils and links to maintained sector schools.

Tim is married with two grown up and married sons, one a research scientist in Southampton and the other in the USA. Tim and his wife are actively involved in the local church and his interests include choral singing, church bellringing, walking and reading.

## Mr Nick Peall

Qualifications: BSc Eng ACGI

Position: Retired HR Director

Committees: Resources & Estates Committee, King's High School Committee

### Background and experience

Nick is a senior executive with strategic business experience, HR, operational management, pension scheme and charity trustee experience, who has implemented significant change in a number of business environments, both in UK and overseas. After gaining a BSc ACGI in civil engineering from Imperial College, London, Nick had a career spanning more than thirty years in construction materials in production and engineering roles. His last role was as HR Director for the UK at an international cement, construction aggregates and concrete company, where he was on its UK Executive team.



Although now retired, Nick has not slowed down, continuing to manage a portfolio of business interests including trusteeships, consultancy and property investment. Nick's sporting interests include tennis, golf and cricket - in tennis he represented Warwickshire seniors over 60 men, Sussex men and Sussex under 18 boys - and he is the treasurer for tennis at Warwick Boat Club. Nick's son was educated at Warwick School.

## **Mrs Clare Sawdon**

Qualifications: BSc (Hons), JP

Position: Campaign Director – Conservative Party, District Councillor – Deputy Chair of Warwick District Council, Magistrate.

Committees: Finance & Regulatory Committee; King's High School Committee

### Background and experience

Clare is a former Prep and King's High pupil. She has very strong links with the Foundation and in local and central Government. Clare has previously chaired the NHS's Mental Health Act Committee and Audit Committee, and chairs family courts throughout Warwickshire. She was a District Councillor from 2003 to 2015.



Clare has a particular interest in promoting the Foundation and links with the community.

## **Mr Jonathan Wallis**

Qualifications: BA (Hons) MSc MRICS

Position: Development Director

Committees: Resources & Estates Committee (Chair); Warwick School Committee

### Background and experience

Jonathan is a qualified chartered surveyor with over 25 years experience as an agent and developer. He specialises in sourcing, funding and developing complex, large scale multi unit logistics schemes realising value for occupiers, landlords and shareholders.



Jonathan gained a bachelor's degree in Geography (University of Birmingham) and masters in Land Management (Reading University) before starting his career in London. He moved to the Midlands for a new role in 2003, eventually moving on to become Board director for a development company where he was responsible for developing HSBC's new retail banking headquarters in Birmingham. He is now a Development Director on the Board of one of the leading independent privately owned commercial property development companies in the UK.

Jonathan is married with 3 sons who are all pupils at Warwick School. He is a keen sportsman who participates in triathlon, tennis and golf and is an avid Wasps supporter.

## **Dr Ruth Weeks**



Qualifications: BSc PhD

Position: Retired Head

Committees: Education Committee; King's High School Committee

#### Background and experience

After gaining both her degree and doctorate in Biochemistry at Birmingham university, Ruth trained as a teacher of Chemistry and developed her career across the country in both the independent and maintained sectors before becoming a Head at Redland High School in Bristol in 2002. Ruth's final position was as Headmistress of Edgbaston High School from 2006 to 2019.



As a member of both the HMC, GSA and ASCL, Ruth served on the Education Committee of the GSA, becoming Committee Chair in 2017, and the HMC Education and Academic Policy Committee. She is also an ISI inspector.

Ruth is married with two daughters. Her hobbies include walking, cooking, yoga, tennis and reading.

#### **Mrs Anne Wilson**

Qualifications: Qualifications; BEd Hons, Durham. Diploma in Special Educational Needs

Position: Retired Head

Committees/  
Responsibilities: Education Committee; Warwick School Committee, Lead Governor for Safeguarding, Child Protection and EYFS

#### Background and experience

Anne has enjoyed 40 years of teaching all age groups in both the public and private educational sectors. Before joining Warwick Junior School in 1994 as a class teacher, Anne taught in several Senior Schools, including girls' schools in Newcastle, Manchester and Norwich. After 12 Years at Warwick Junior School, she was appointed as Deputy Head of King Henry VIII Junior School, Coventry and then as Head of EYFS to Year 6, Saint Martin's School, Solihull from where she retired in 2016.



Anne's three children attended schools within the Foundation and her husband, Mark was a pupil at Warwick School. Her interests include all sports but particularly tennis and watching rugby as well as walking, reading, gardening and socialising with family and friends.