



**Strategic Board
Members**
February 2025

Chair – Charlie Guthrie

- I am CEO of Endeavour MAT in Dartford.
- Pathways for All allows representatives from across the sector to collaborate so that every young person can access high quality post-16 provision. With curriculum reform causing great anxiety and too many vulnerable young people falling through the gaps there is an enormous amount of work to do.
- The diversity in our county is a huge challenge, but also a great opportunity to find creative solutions to local need. Through Pathways for All, I hope that each local area can evaluate its provision and plan for the future, learning from practice across the county.
- The Strategic Board member bring a huge range of experience to the issue. We want to act with urgency to unite all of us with an interest in improving the life chances for young people behind a common goal and a shared ambition. I am very excited to be a part of it.



Vice Chair – Nick Holbrook-Sutcliffe

- Nick Holbrook-Sutcliffe is a qualified teacher with extensive senior management experience in further education, more recently as a member of an executive team for a large and successful college group. He takes strategic lead on curriculum, addressing the government reform programme, delivering relevant and responsive skills provision, and developing the economic and social prosperity of the overlapping communities they serve. As well as leadership roles in further education, Nick was previously chair of governors for a special educational needs school and worked in the private sector, developing commercial strategies and building diverse partnerships for the automotive, retail and fashion industries.
- Nick is part of this group because he feels Kent needs a system of education that is both inclusive and ambitious for all learners, regardless of their background or starting point.



Member – Chris Norwood

- As Headteacher at Northfleet School for Girls for the last 10 years I have developed a determination to see young people succeed in their passion and skill areas, as we say in our school, all should be able to 'Dream big and achieve'. I have been a school senior leader for the last 20 years and have always focussed on raising students' aspirations, whilst ensuring students have the best teaching and curriculum opportunities to realise these dreams.
- I hold a strong belief in the power of schools collaborating to share the best practice, support each other and bring real improvements to a local area. As part of this I have chaired a local collaborative Trust of schools, chaired the Gravesham secondary Headteachers group and am currently Vice-Chair of Kent Association of Leaders in Education (KALE).
- As chair of the LCPA forum, within Pathways For All, I am enjoying playing a part in supporting the excellent work of local group chairs to increase the curriculum opportunities and therefore life chances for the young people in each area.



Member – Christine McInnes

- Christine McInnes is an experienced strategic Children's Services leader having worked at a senior level in four local authorities, as well as Director of the joint DfE and DoH Healthy Schools programme.
- Since taking up post in KCC as Director of Education in March 2021, focusing on the 16-19 sector has been a priority as we respond to the government's reform agenda and work towards addressing the gaps identified by Kent's Pathways for All review.
- Following a restructure, SEN came under the leadership of the Education Division in late March 2023 to drive improvement and financial recovery as detailed in the DfE Safety Valve Agreement and Improvement Notice.



Member – Ed Wesson

- Ed Wesson has been Headmaster at Skinners' School in Tunbridge Wells since 2013. He teaches Politics and lives in Speldhurst with his wife, Susie (also a teacher), and daughters Molly and Ella, who attend Tunbridge Wells Girls' Grammar School and Bennett Memorial School respectively.
- He is on the Pathways for All Strategic Board by virtue of being Chair of Kent and Medway Grammar Schools Association and hopes to play a role in enabling Kent to have a broad and rigorous offer for all students of sixth form age in the county, so that everyone, regardless of circumstances, can find their appropriate route to adulthood and to lives of fulfilment.



Member – Jim Mawby

- After graduating with a degree in Astrophysics from Sussex University, Jim began his career in Further Education at Lewes Tertiary College in 1995, where he taught a range of subjects and students - predominantly in Maths, IT, and Access to Higher Education.
- He returned to university in 2000 to complete a Masters and then PhD in Philosophy and the Philosophy of Mathematics respectively. He taught Philosophy at Glasgow and Stirling universities for 6 years before returning to Further Education, taking a job managing curriculum at West Kent College in 2006. As a result of several mergers of Colleges in Kent, he has subsequently worked across the majority of FE College campuses in the county, and prior to joining MidKent College in February 2022 was the College Principal of West Kent College through its merger and transition phase with North Kent College, and then a Vice Principal at NKC for a short period.
- Now Executive Director for Curriculum at MidKent College, he has oversight of both the Further and Higher Education curriculum provision at Maidstone and Medway, including ensuring the quality of the provision, outcomes for students, and the Curriculum planning, as well as executive oversight of the MIS and Exams departments



Member – Jonathan Shaw

- Jonathan is the Strategic Director for Kent Further Education having previously been Chief Executive of Policy Connect from May 2016 to August 2021. Jonathan's variable career has included being a farm worker, care assistant, social worker and local councillor before being elected to Parliament for three terms between 1997-2010.
- During his time as an MP he was a member of the Environmental Audit and Education Select Committees; Parliamentary Private Secretary to the Secretary of State for Education; Government Whip; Minister for Marine, Landscape and Rural Affairs; Minister for Disabled People; and also Regional Minister for South East England. After leaving Parliament Jonathan led a consultancy company supporting a range of organisations across the public, private and voluntary sectors. During this period he co-founded a housing and employment consortium, developed an award-winning partnership to assist ex-offenders gain employment and established and continues to run the Medway Leadership Programme for senior leaders in Medway.
- Jonathan is Chair of the Kent-based charity the Blackthorn Trust which assists with mental and physical rehabilitation. Jonathan is also an Arsenal season ticket holder!



Member – Kieran Nayer

- Born in Nairobi, emigrating to UK at 8 years of age, Kieran evolved from early roots in the fashion industry, into notable senior-level appointments within the automotive, property, retail and fintech market spaces. A serial entrepreneur, corporate networker and philanthropist founding multiple award-winning businesses and actively involved in local community and national charitable projects. Kieran resides in Kent with his young family and a small-holding of pets.
- As an active FSB Kent Team member, Kieran is passionate about supporting initiatives to overcome the wider challenges that small & medium size businesses face and the opportunities that can also prevail and this aligns with the FSB, who offer members a wide range of vital business services including advice, financial expertise, support and a powerful voice heard in government.
- Within PfASB, Kieran can provide support, networking and introductions to members of the strategic board into the wider business community in order to develop and integrate post education training, workplace experience and mentoring to the 16-19's sector. In addition, to facilitate complimentary or business support tools that the FSB's range of services can provide.



Member – Dr Louise Naylor, PFHEA

- As the former Director of Education at the University of Kent (now Emeritus Fellow, October 2023), I have expertise relevant to the *Pathways for All* initiative that seeks to address access, aspirations and improving outcomes for young people in Kent.
- With over 20 years of experience as a School Governor (The Duke of York's Royal Military School in Dover (2000-2010); St Edmunds School in Canterbury (2009-2022)), I am very committed to improving educational opportunities for all young people, having worked in partnership with local colleges (HE in FE) and schools on science communication and project work.



Member – Lucy Druesne

- Lucy is the Skills Programme Manager and Kent & Medway Locals Skills Improvement Plan lead at Kent Invicta Chamber of Commerce, looking at the skills needs of the region with a focus on the employer perspective.
- Lucy grew up in France and came to the UK to work on a European project for Kent Invicta Chamber after which she moved to roles in Higher Education and has spent the last 20 years at the interface of education and business in her roles, in particular as Deputy Director of Innovation at the University of Kent and as Manager of GOETEC, a partnership of Kent & Medway Higher and Further Education and public sector organisations.



Member – Michelle Stanley

- Michelle Stanley, currently Education Lead Advisor for Kent County Council, has a breadth of experience in education across all phases. She is the lead officer for the Pathways for All programme. Previously, she has worked as a teacher, a leader, a literacy specialist, school improvement advisor and senior officer. She has led a Curriculum and Standards team, a team of School Improvement Advisors and enjoyed the wider system experience of a one-year secondment to the DfE as the Academy School Improvement Expert for the then Regional School Commissioner. She is passionate about improving life chances for all through education by raising outcomes and improving standards in schools. She understands the importance of child development, literacy, and evidence-based teaching and learning pedagogy in education.



Member – Mike Rayner

- I have worked for The Education People and KCC since 2007. I am the county lead for post-16 education in Kent. I have also been deputy lead for apprenticeships, and a deputy area lead for West and North Kent, ensuring that education and support services work well for young people in those districts. For the last two years I have been heavily involved in supporting the Kent 16-19 review, Pathways for all. I was involved in its inception, through the research phase and is now working on its implementation. I mainly work on ensuring that there are strong education opportunities for all of Kent's post 16 students, but particularly more vulnerable learners. I see my main job as knowing the right people and building partnerships to solve problems!!
- I have extensive experience of large-scale projects in careers education, developing apprenticeships, supporting vulnerable learners, and bringing employers into education.
- Previously, I worked with the South East Local Enterprise Partnership (SELEP) to ensure that education and training met the needs of Employers across the region. This involved working with Essex, East Sussex, Kent, Thurrock, Southend and Medway local authorities and central government to organise funding for education and capital projects.



My hope for the 16-19 review

There are lots of gaps in provision for 16-19 year olds in the county. My hope is that we can build a lasting collaboration across the sector to take responsibility for those gaps and make sure that young people have the best educational choices possible

Member – Pauline Smith

- Pauline is the CEO of CXK, an employability, education and training charity. She brings with her a breadth of knowledge and expertise in developing high quality education, skills, training, personal development and employment opportunities.
- Pauline has held many senior leadership roles across the voluntary and public sectors with an established track record in leading organisations to develop and enhance initiatives to support vulnerable children, young people, adults and families. Her passion for tackling social disadvantage and promoting an ethos of empowerment and support will strengthen CXK's ability to build on the success and development of their high quality provision of services and programmes.
- Pauline is thrilled to be on the Pathways for All Strategic Board as it is a privilege to be an integral part of the team driving forward positive change and innovation for all young people in their post 16 pathways. Building on the review, Pauline is keen to see dynamic action and system change to ensure fulfilling post 16 opportunities are available to all young people across Kent.



Member – Rhiannon Hughes

I love being in education and working as part of a team, making a difference to young peoples' lives.

With over 30 years' educational experience, I am currently Deputy Executive Principal – Teaching, Learning & Improvement, across North Kent College (NKC). NKC includes the General Further Education (GFE) campuses of Dartford, Gravesend and Tonbridge, as well as the land-based College of Hadlow. We are one of three excellent GFE College establishments across Kent and pride ourselves on our strong collaborative partnerships with our neighbouring colleges and business partners and are always looking to extend our network for the benefit of our learners. For the first 20 years of my career, I was in the Secondary Sector, nine of those as a Headteacher, including a post at a secondary modern school in the selective Gravesham Borough of Kent. However, ten years ago, I decided to move across to the Further Education Sector for an exciting new challenge. Seeing the development of a young person joining a school at age 10, through to leaving college at age 18 has been richly rewarding. The milestones in a young person's life are significant in their phases of their education in making them well-rounded, knowledgeable, and skilled adults to progress to meaningful next steps. Regardless of Sector, we should not underestimate the importance of every phase of education when making decisions about the future landscape of education and training across Kent. The essential ingredient to engaging our young people in their education, is ensuring the offer is fun, motivational, and relevant. I was keen therefore, to join the *Pathways for All*, Strategic Team as I want to play a part in the drive for transformational change across Kent in response to the Kent 16-19 Review. We have a moral responsibility to make every young person's experience of education in Kent, engaging, exciting and enjoyable in all phases of their journey. Every learner must be given the opportunity therefore, to gain skills and knowledge necessary to not just exist in society, but to thrive and be a valuable contributor to Kent and the wider local and national communities.



Member – Tarnya Cregeen

- As a former senior leader for a youth charity, I understand the significance of empowering young people to improve their life chances. I have witnessed firsthand the impact that informed guidance and support can have on their ability to make healthy and successful choices.
- In my current role within the Local Authority, I am dedicated to informing and developing post-16 provision in Medway. I firmly believe in the power of collaboration and shared goals, with a focus on putting Medway's young people at the heart of all developments.
- Joining the Pathways for All board offers an opportunity to gain a shared understanding of the initiative's development and the opportunities it presents across the Kent and Medway border. It also provides a platform to cultivate and nurture further partnerships to best meet the evolving needs of young people in the region.



