

**Senior management structure**



**Chief Executive,  
Director of Children's Services  
Nick Whitfield**

**Deputy Chief Executive  
Robert Henderson**

**Deputy Chief Executive  
Ian Dodds**

**Director of Children's Social Care  
Alison Twynam**

**Director of Education Services  
Charis Penfold**

**Director of Finance and Resources  
Paul Bettles**

**Company Secretary  
Debbie Taylor**

**Strategic Project Lead  
Ashley Whittaker**

**Associate Director of Special Educational Needs and Disabilities  
Simon James**

Associate Director for Services to Looked After Children (Kingston),  
Fiona Cisneros

Associate Director for Commissioning  
Eamonn Gilbert

Associate Director for Finance  
Lucy Kourpas

Head of Children's Workforce Development  
Gillian Goouch

Associate Director for Services to Looked After Children (Richmond),  
Hazel Gordon

Associate Director for School Standards and Performance  
Rosemary Hafeez

Head of Management Accounts  
Collette Carter

Head of Partnerships and Business Development  
Joel Hartfield

**Head of Integrated Youth  
Ivana Price**

**Head of Special Educational Needs  
Anna Chiva**

**Interim Head of Family Support  
Clive Seall**

Associate Director for Safeguarding (Kingston)  
Roger Jones

Associate Director for School Planning  
Matthew Paul

Head of Schools Finance  
Susan Woodland

Associate Director for Performance and Quality Assurance  
Kelly Swaffield

**Head of Integrated Services for Disabled Children  
Caroline Baxter**

Associate Director for Safeguarding (Richmond)  
Sara Doyle

Early Years Service Deputy/Advisory Team Manager  
Elanor Hughes

Head of Building Development and PFI  
Beverly Butler

Head of Strategy and Programmes  
Suzanne Payne

**Head of Emotional Health Service  
Jo Steer**

Children's Centre Services Manager  
Sarah Reid

LSCB Professional Adviser  
Elisabeth Major

**Principal Educational Psychologist  
Julia Hardy**

Head of Tuition Service  
David Kinsley

Head of Governor Support  
Angela Langford