

Annual Governance Statement

2021-22



The Board of Governors

POSITION	NAME	DATE OF APPOINTMENT	END OF TERM OF OFFICE
LA Governor	Jeanette Fuster	3 February 2022	2 February 2026
Parent Governors x 2	Siobhann McKechnie	22 June 2022	21 June 2026
	Emma Tombling (Vice Chair)	11 January 2021	10 January 2025
Staff Governor	Angela Poplar	13 December 2021	12 December 2025
Foundation Governors x 2	Nigel Asbridge (Co-Chair)	2 September 2022	1 September 2026
	Helen Newman	30 June 2022	29 June 2026
Co-opted Governors x 5	Marion Rodin (Co-Chair)	5 January 2022	4 January 2026
	Jackie Wheeler	2 April 2021	1 April 2025
	Dionne John	18 January 2021	17 January 2025
	Leonie Howarth	13 December 2021	12 December 2025
	Dan Twyman	1 February 2022	31 January 2026
Chief Executive Officer	Paul Quinn	01 September 2021	

Clerk to Governors

The Governing Board has a Local Authority Governor Support Service Clerk. Clerking support is provided during the meetings of the full Governing Board and Resources Committee. For the Pupil Welfare and Development and Curriculum Committee meetings, these are clerked in-house.

Committees - September 2021 to September 2022

Remits for the Committees are available on the school website and upon request.

RESOURCES COMMITTEE	CURRICULUM COMMITTEE	PUPIL WELFARE AND DEVELOPMENT COMMITTEE
Helen Newman (Chair)	Paul Quinn (CEO)	Marion Rodin (Chair)
Senay Necati (Vice Chair)	Melanie Bignold (DoE)	Angela Poplar (Vice Chair)
Dionne John	Leonie Howarth (Chair)	Jeanette Fuster
Paul Quinn (CEO)	Dan Twyman (Vice Chair)	Senay Necati
Jackie Wheeler	Nigel Asbridge	Renee Flourentzou (DoE)
	Emma Tombling	

ADDITIONAL RESPONSIBILITIES

a. Appointment of CEO, Directors of Education and Senior Leadership Team

Chair and Chairs of Committees

b. Appointment of Other Staff

Delegated to the CEO and 1 Governor (where possible) drawn from the Governing Board for Teaching Appointments.

c. Staff Grievance

Initial Panel - to be drawn from three Governors.

Appeals Panel - any Governor not included in the initial panel (3).

d. Redundancy and Re-deployment of Teaching and Non-Teaching Staff

Initial Panel – three Governors (non-staff)

Appeals Panel - any Governor not included in the initial panel (3)

e. Pay Committee (including salary assessment)

Chair and Chair of the Resources Committee

f. Staff Capability/Dismissal

Initial decision up to and including dismissal delegated to the CEO

Appeals panel – 3 Governors (non-staff)

g. CEO's Performance Management

Co-Chairs (Plus one if needed)

SIP/Independent Advisor

Helen Newman (Review Officer)

h. Complaints Committee

Any 3 Governors as available (non-staff Governors)

i. Exclusions Panel

Any 3 Governors as available (non-staff Governors)

j. Governors with Specific Responsibilities

SPECIFIC RESPONSIBILITY	GOVERNOR
Safeguarding (inc Looked After Children, e-Safety)	Marion Rodin
School Council	Marion Rodin
Health and Safety	Jackie Wheeler
Link Governor (incl training log)	Jackie Wheeler/Training Log
School Journey	Dionne John
Member Governor Forum	Marion Rodin
Pupil Premium	Nigel Asbridge
Finance	All Governors
SEND	All Governors
Teaching and Learning	Angela Poplar/Senay Necati
Human Resources Link	Helen Newman
GDPR Governor	Helen Newman
Careers Governor	Senay Necati
Wellbeing Governor	Emma Tombling
Link Governor – Meridian	Emma Tombling
Link Governor – Haselbury	Leonie Howarth
Link Governor – LFL	Dionne John
Link Governor – Horizon	Senay Necati

k. Governor Recruitment Panel

Co-Chairs, Vice Chair and 1 other Governor

Attendance 21-22

GOVERNOR	NUMBER OF BOARD MEETINGS ATTENDED	NUMBER OF COMMITTEE MEETINGS ATTENDED
Fr Nigel Asbridge	7	2
Ms Jeanette Fuster	3	1
Ms Leonie Howarth	4	1
Ms Dionne John	7	3
Ms Siobhann McKechnie	1	0
Ms Helen Newman	5	5
Ms Angela Poplar	5	1
Mr Paul Quinn	7	6
Mrs Marion Rodin	7	3
Ms Emma Tombling	7	1
Mr Dan Twyman	1	1
Ms Jackie Wheeler	7	4
Associate Members:		
Renee Flourentzou	6	3
Mel Bignold	3	1

Co-Chairs' Statement

In September 2021 the Governing Board helped to shape and went on to adopt a new strategic framework for the school first proposed by the Senior Leadership Team. The framework sets a long-term vision for the school and its development with four key pillars – Extra-ordinary School, Great Place to Work, Great Place to Learn and Life Changing Communities - the foundations of which are our school values as well as the Ofsted categories.

The Governing Board has recognised that the new strategy is ambitious. Key to its success will be the identification of the priorities at each stage and the monitoring of progress towards each objective. Accordingly, the Board has been restructured and new governors recruited with the necessary skill sets to better support and offer challenge to the Leadership Team.

Our priorities for the school for this year have been:

- Embedding the Strategic Framework across the school and withing the GB
- Embedding a learning culture (including Partnering 4 Performance)
- Implementing and effective reading strategy across the school
- Developing and embedding a consistent approach to personal development of pupils.
- Developing and delivering an outstanding curriculum
- Attendance and safeguarding

What have governors achieved and what has been the impact?

- A new strategic framework for the whole school has been developed
Governors have shaped and supported change through the school's new strategic framework
- A new Governance structure has been agreed which incorporates Co-Chairs and three committees (Resources, Curriculum and Pupil Welfare Development)
- The Co-Chairs have added strength and a diverse skill-set to the FGB. Governors are clear on their focus and this structure enables up-skilling thereby instilling confidence. Governors feel more empowered and their challenge is more robust
- Recruitment of new Governors - This has added educational skills, SEND behaviour and relationships and safeguarding expertise to the governing board
- A new approach has been designed and implemented for the performance and development of all staff. Governors have helped shape the new programme (Partnering 4 Performance), which is resulting in improving engagement of staff, all of which have clear expectations and a personal development plan
- Governors have participated in Leadership appointments including Director of Education, Head of Curriculum and the new Assistant Heads
- Governors have a clear insight and understanding of the new leadership structure, including roles and responsibilities and how these align to the school's development priorities
- Governors have closely scrutinised safeguarding practise. More robust safeguarding practices and enhanced reporting to the FGB, including external scrutiny from NSPCC and recommendations that are tracked through the committee structure
- Governors are driving the updated Relationships and Behaviour policy
- There is close scrutiny of attendance, which has resulted in a significant improvement in attendance data
- Governor training is on-going through a range of sources such as the LA and NGA
- Governors are confident to challenge and support the CEO and SLT

Meetings

The Full Governing Board meets five times a year. The Curriculum Committee and the Pupil Welfare and Development Committee meets twice per term and the Resources Committee meet once per term.

Other documents

Other documents available from the Governor's section of the school website:

- The Board of Governors Code of Conduct
- The Board of Governors profile
- Committee remits
- Register of Business and Pecuniary Interests



community
kindness
learning for life
innovation **inclusion**