

# Annual Governance Statement

2022-23



## The Board of Governors

POSITION	NAME	DATE OF APPOINTMENT	END OF TERM OF OFFICE
LA Governor	Jeanette Fuster	3 February 2022	31 October 2022
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	19 July 2023
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 2022 to August 2023

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)
Dionne John	Melanie Bignold (DoE)	Angela Poplar (Vice Chair)
Paul Quinn (CEO)	Leonie Howarth (Chair)	Jeanette Fuster
Jackie Wheeler	Dan Twyman (Vice Chair)	Renee Flourentzou (DoE)
	Nigel Asbridge	
	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	Angela Poplar
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	Dionne John
Finance	All Governors
SEND	All Governors
Teaching and Learning	Angela Poplar
Human Resources Link	Helen Newman
GDPR Governor	Helen Newman
Careers Governor	Dan Twyman
Wellbeing Governor	Emma Tombling
Link Governor – Meridian	Emma Tombling
Link Governor – Haselbury	Leonie Howarth
Link Governor – LFL	Dionne John
Link Governor – Horizon	Dan Twyman

**k. Governor Recruitment Panel**

Co-Chairs, Vice Chair and 1 other Governor

## Attendance 22-23

GOVERNOR	NUMBER OF BOARD MEETINGS ATTENDED	NUMBER OF COMMITTEE MEETINGS ATTENDED
Fr Nigel Asbridge	4	8
Ms Jeanette Fuster	0	3
Ms Leonie Howarth	4	5
Ms Dionne John	3	2
Ms Siobhann McKechnie	4	9
Ms Helen Newman	0	2
Ms Angela Poplar	3	6
Mr Paul Quinn	4	13
Mrs Marion Rodin	4	4
Ms Emma Tombling	3	5
Mr Dan Twyman	2	5
Ms Jackie Wheeler	3	2
<b>Associate Members:</b>		
Renee Flourentzou	3	7
Mel Bignold	4	6

## Co-Chairs' Statement

In September 2021 the Governing Board helped to shape and adopted a new strategic framework for the school designed by the Senior Leadership Team. The framework set 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 are based on our school values and Ofsted categories.

The Governing Board has recognised that the new strategy is ambitious and challenging. 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. The new structure will be in place for the academic year 2023-2024. We were delighted to receive the results of the Ofsted inspection in which we received an Outstanding judgement.

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 an 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
- Supporting the school in their preparing for an Ofsted inspection

### **What have governors achieved and what has been the impact?**

A new strategic framework for the whole school has been developed, including a sharpened statement of the school's vision and values. This has enabled Governors to focus their support and challenge on the key areas for school development. Accordingly:

- Governors agreed and implemented a new governance structure, incorporating Co-Chairs and three committees (Resources, Curriculum and Pupil Welfare Development), aligned to the school's strategic priorities.
- Governors have recruited new board members, increasing the pool of educational skills, SEND behaviour and relationships and safeguarding expertise to the governing board. This together with the governance structure have enabled the board to offer more informed and robust challenge and support to school leaders.
- 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 are driving the updated Relationships and Behaviour policy.
- Governors have played an active part in the development of a new curriculum, ensuring that it meets the needs of all learners, is adequately resourced and incorporates key elements of safeguarding.
- 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 participated in Leadership appointments including Director of Education, Head of Curriculum and the new Assistant Heads
- Governors have closely scrutinised safeguarding practise, developing 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 have maintained a close scrutiny of all key data (attendance, behaviour, exclusions, attainment, etc) enabling the board to hold leaders to account and support improvement in outcomes for pupils.
- Governor training is on-going through a range of sources such as the LA and NGA
- Governors supported the SLT to achieve an Outstanding judgment at the Ofsted Inspection.

## **Meetings**

The Full Governing Board meets four 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. Additional meetings can be called as and when necessary.

## Other documents

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

- 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**