

GOVERNANCE REPORT 1 SEPTEMBER 2014 - 31 AUGUST 2015:

Governors met throughout the year as a Full Governing Board, and in four committees. In this way the school's aims and objectives were set, policies were organised and progress was monitored and evaluated.

Governors attended training courses held in school and with the Local authority or LDBS, these included areas such as Safeguarding, Special Educational needs, Understanding Data, Performance Management and Governor Visits.

Governors offered appropriate personal support to the school including attended 'open' events including Shared Assemblies and Sports Day.

Governors acted as representatives of the school in dealings with e.g. Achieving for Children and the Local Authority.

GOVERNORS

The governors are directors of the charitable company for the purposes of the Companies Act 2006. The following trustees were in office at 31 August 2015 and served throughout the year except where shown.

Trustee	Appointed/Resigned	Appointing body
Rev Derek Winterburn (Vicar) (Chair)		PCC St Mary's Church
Rev Alan Jackson (Vice Chair)		PCC St Mary's Church
Lucia Apicella		Elected by Staff
Norma Beresford		PCC St Mary's Church
Mary Collins		PCC St Mary's Church
Catherine Davis		Headteacher
Tiffany Jackson-Davey	Appointed July 2015	Co-opted
Mark Jaloszynski		PCC St Mary's Church
Yvonne Lincoln		LDBS
Andrew Parish		PCC St Mary's Church
Emma Reynolds		Elected by Parents
Jennifer Walker		Elected by Parents

METHOD OF RECRUITMENT AND APPOINTMENT OR ELECTION OF GOVERNORS

The articles of association provide for the appointment or election of governors as follows:

- 7 'community governors', nominated by The Parochial Church Council of the Parish of St Mary the Virgin, Hampton, including the Vicar;
- 1 London Diocesan Board for Schools (LDBS) representative;
- 2 elected parent governors;
- the Headteacher;
- 1 elected staff representative; and
- up to 3 co-opted governors.

In the year, one governor (who is a parent) was appointed by co-option. The Chair had appealed for nominations through the school newsletter for a parent who had expertise either in finance or HR. The individual came forward completed an application form and was interviewed by a small panel. It believed that she would be able to make an excellent contribution in the area of HR and was recommended to the Governing Board in July (after DBS clearance and receiving satisfactory references). She was duly appointed in July.

POLICIES AND PROCEDURES ADOPTED FOR THE INDUCTION AND TRAINING OF GOVERNORS

Together the governors are a committed group that bring a wide range of skills including legal, financial, buildings, HR and previous school governance and senior leadership experience. The Governing Board as a whole received training on the interpretation of data (Graham Marinner from LDBS). Governors have all taken on particular individual focus areas (e.g. safeguarding, inclusion, finance, Headteacher performance, data analysis) and further ongoing training is planned, dependent on the needs of the role and the skills and background of each individual. Some new governors have been to the 'New Governor' training run by Achieving for Children.

The School is accessing governor training via SPARK (Richmond School Performance).

Governors have also attended training courses run by the LDBS e.g. Pay Policy.

Additionally some governors have completed DfE online training in safer recruitment.

Each governor met the Chair in September and discussed their specific needs for development and training.

ORGANISATIONAL STRUCTURE

The full Governing Board met six times in the year to 31 August 2015. All governors are on at least one of the four committees.

The Resources Committee met six times in the year to 31 August 2015. It leads on issues related to the buildings, finances and health and safety.

The School Evaluation and Development Committee met five times in the year to 31 August 2015. It leads on issues related to teaching and learning.

The Personnel and Pastoral Care Committee monitors issues of wellbeing in the school.

This is a new committee formed in May 2015 to lighten the excessive load of the Resources Committee and respond to the Governing Board's awareness of the pressures involved in founding a new school with a small staff and limited leadership capacity over the past two years.

The Steering Committee met six times in the year to 31 August 2015. It takes an overview of the governance of the school and has the lead on Safeguarding, the Calendar and statutory policies especially HR ones. Each committee works to an agreed Terms of Reference.

RISK MANAGEMENT

The Governing Board maintains a risk register and the Steering Committee regularly monitors risks and mitigations.

CONNECTED ORGANISATIONS, INCLUDING RELATED PARTY RELATIONSHIPS

In order to pursue its objects, the School has entered into a formal agreement with the Secretary of State for Education regarding the funding of the School and the management of affairs of the School.

The School and the London Borough of Richmond have signed a peppercorn lease of the school land and buildings for 125 years (dated 5 April 2012).

The School has purchased some Service Level Agreement (SLA) support from LDBS where that represents best value: payroll, HR, legal support, finance officer, governor support, and school improvement.

The School has purchased some SLA support from the London Borough of Richmond where that represents best value: for example staff training, SENCO support, FSM entitlement, H&S advice and broadband.

The School has purchased some SLA support from South-West London YMCA where that represents best value: for example catering, caretaking and building management.

The School has purchased some SLA support from SAS where that represents best value: for example staff absence insurance.

The School retains a close relationship with St Mary's Church, Hampton.