BISHOP HEBER HIGH SCHOOL

ANNUAL GOVERNANCE STATEMENT 2026-2027

OVERVIEW OF THE ROLE OF THE GOVERNING BODY

Our Governing Body comprises a group of diverse individuals, all fully committed to ensuring that Bishop Heber High School provides the best education and outcomes possible for all students, through an ambitious, responsive and inclusive curriculum, delivered and supported by our excellent and committed teaching and support staff.

In accordance with the Government's requirement for all governing boards, our core strategic functions include, but are not limited to, ensuring:

- that the vision, ethos and strategic direction of the school are clearly defined
- that the Headteacher performs their responsibilities for the educational performance of the school
- the sound, proper and effective use of the school's financial resources

In addition, we recognise the strategic function recommended by the National Governors' Association of ensuring that the voices of our Stakeholders are heard.

GOVERNANCE ARRANGEMENTS

Our Instrument of Government allows for four Parent Governors, five Co-opted Governors, two Partnership Governors, one Local Authority Governor, one Staff Governor and the Headteacher. We currently have two vacant positions - a Parent Governor and a Staff Governor; we will be seeking nominations to fill these vacancies in the Autumn term.

Governors are allocated to one of two committees – Student Progress and Achievement (SPA) and Resources, Environment and Personnel (REP), though some governors choose to attend both. Both committees have their own Terms of Reference detailing responsibilities delegated to them by the Full Governing Body.

The SPA Committee meets half–termly, and reviews all aspects of learning and teaching, behaviour and safeguarding. Student well-being and attendance are also regularly reviewed.

The REP Committee meets monthly, providing governors with regular oversight of all the School's finances, Health & Safety and Personnel, together with the school buildings, environment and community; staff career progression, workload and wellbeing are also reviewed by this committee.

The Full Governing Body meets once each term, with one additional day spent in school in the Autumn Term engaging with staff and students and revisiting the school's strategic direction; a further day is spent off site in the Spring term on training and development.

ATTENDANCE RECORD

During the academic year 2025-26, the Governing Body continued to meet on its normal calendar of meetings, with all meetings taking place face to face.

The attendance record of our governors is excellent; we have never had to cancel a meeting because the Governing Body is not quorate. Please see the school's website for the record of individual governor attendance.

THE WORK THAT THE GOVERNING BOARD HAS COMPLETED IN 2025/2026

Our Governing Body has once again played an important role in supporting the school throughout the school year to ensure an inclusive culture, where all students are able to participate in every area of school life and achieve the best they can.

Our monitoring visits and Governor Days in school and off site, including visiting lessons, provide governors with the opportunity to meet staff and students, and receive valuable feedback from our stakeholders. In response to parental communications, governors have worked with the leadership team to establish "Meet the SENDCO" coffee mornings, giving a voice to families of SEND students to ensure that their needs are being addressed.

Governors continue to undertake a wide variety of training to ensure we keep abreast with the latest guidance and initiatives, enabling governors and staff to work together to ensure that every student is able to receive a quality education and is treated fairly.

Governors have attended the many varied school events held throughout the year, including musical performances, the arts celebration evening, science fair, sports events and open evenings, along with careers events, providing interview experience and sector knowledge - all these give additional opportunities to engage with both parents and students.

At the end of the year, we were pleased to meet with the Ofsted Inspection team and play our part in what was a very successful inspection process.

The SPA Committee has continued its monitoring of all students to ensure that they are receiving the support that they need to continually progress in their learning and achieve their targets. We have closely supported senior leaders in the current school priorities which focus on the quality of education. We are pleased to continue to support a full programme of visits and residential trips once again, which deliver those all-important enrichment opportunities. Governors aim to ensure that a range of trips are available which are accessible to all students through a fair allocation process, that offer value for money and enable parents to have sufficient time to budget for them.

Financial Transparency

The REP Committee reviews the School's budget and financial status on a monthly basis to ensure the continued financial stability of the school. Alongside the committee meetings, robust checking of our policies and procedures continues and regular meetings take place between the Business Manager, Site Manager and Chair of the REP Committee, reviewing the school environment and ensuring good accounting and financial management, particularly important in the light of challenging school funding. Governors will make use of benchmarking to help guide financial decisions and robust reviews of the budget.
Bishop Heber High School – Schools Financial Benchmarking – GOV.UK (schools-financial-benchmarking.service.gov.uk)

Attendance at school council meetings, together with safety walks around the building with students, has enabled governors to support the Leadership team in making improvements to the building and environment and governors and school are working together to produce an environmental policy.

SAFEGUARDING

The Chair of Governors meets regularly with the Designated Safeguarding Lead to ensure compliance with the School's safeguarding policies and procedures across the school community and review any areas needing support. Any points raised in meetings / communications with parents, students or staff are raised as appropriate. The Chair of Governors continues to ensure that all governors have up to date training and receive regular safeguarding updates.

EQUALITY

Governors have worked together with the Senior Leadership Team to ensure that the school's equality objectives are met:

- by reviewing all trips and visits for suitability and accessibility; and ensuring that every student is able to attend at least one residential trip;
- guest speakers and visitors have been invited into school to ensure students see representation, e.g. disabled sports;
- reviewing "reasonable adjustments" alongside suspensions data;
- developing a premises development plan to ensure the school meets the needs of all students;
- meeting with the School Council and listening to their views and acting upon them wherever possible;
- feeding back and acting upon the views of all stakeholders where appropriate.

STAFFING

Governors have worked with the senior leadership team to make excellent appointments in new staff across all disciplines, including promoted posts within the school and the leadership team. Being involved in recruitment helps governors to ensure that as a school, we are employing the best people that we can at all levels, as well as promoting internally where appropriate. We are looking forward to working with the Deputy and Assistant Heads in their new roles, as the school moves into its next phase.

As the employers, we are currently responsible for 180 members of staff, only one of whom receives above £100K in gross salary (actual £140K).

CONTACT US

Governors welcome all suggestions and feedback from parents. Please contact the Chair of Governors, Mrs S Anderson, via the Clerk, Miss J Ashley by email jashley@heber.org.uk