



BISHOP HEBER HIGH SCHOOL

RESPECT · OPPORTUNITY · ACHIEVEMENT

ANNUAL GOVERNANCE STATEMENT 2025-2026

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 also include our two Head Prefects as Associate Governors. All positions are currently filled; two Parent Governors come to the end of their term in October, at which time we will seek nominations for their replacements.

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.

SPA meets half-termly, and reviews all aspects of learning and teaching, with regular presentations being given by Subject Leaders; behaviour, safeguarding, student well-being and attendance are also regularly reviewed.

REP 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.



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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.

During the academic year 2024-25, the Governing Body continued to meet on its normal calendar of meetings, with all meetings taking place face to face.

ATTENDANCE RECORD OF GOVERNORS

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 2024/2025

Our Governing Body has once again played an important role in supporting the school throughout the school year.

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. The 'Heber Way' has been refined, making clear how staff set the right culture in class and consistently provide a high standard of teaching across all subject areas. This also includes strategies for ensuring that students are ready to learn. We have continued to oversee the promotion of the importance of reading and the embedding of the assessment system. 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.



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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 \(schools-financial-benchmarking.service.gov.uk\)](https://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 met with the Local Authority's safeguarding team as part of their audit of the School's safeguarding policies and procedures, and meets regularly with the Designated Safeguarding Lead to ensure compliance 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.

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. Governors have also undertaken 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 also been pleased to join some school trips, e.g. Bletchley Park with the History Department, Liverpool with Geography amongst others, enabling us to see the teaching outside the classroom and the value which this adds to the curriculum. We have attended the many varied school events held throughout the year, including musical performances, the arts celebration evening, science fair, sports events, open evenings, and participated in careers events through providing interview experience and sector knowledge - all giving additional opportunities to engage with both parents and students.

STAFFING

Where appropriate, Governors have been invited to attend interviews for new staff appointments, where their input is useful and valued in adding another perspective to the choice of candidate.



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Attendance 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. 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.