

Governance at St Thomas More High School



Structure, Governance and Management

Governance at St Thomas More High School

Constitution

St Thomas More High School Academy (the "Charitable Company" or the "Academy") is a company limited by guarantee and an exempt charity. The Charitable Company's memorandum and articles of association are its primary governing documents.

The governors act as the trustees for the charitable activities of the Academy and are also the directors for the purposes of company law.

Details of the governors who served throughout the year are shown below.

Members' liability

Each member of the Charitable Company undertakes to contribute to its assets in the event of it being wound up while they are a member, or within one year after they cease to be a member, such amount as may be required, not exceeding £10, for the debts and liabilities contracted before they ceased to be a member.

Method of recruitment and appointment or election of governors

- Parent governors are appointed by election of parents of students attending the academy.
- Foundation governors are appointed by the Diocesan Bishop.
- Staff governors are appointed by election of staff employed by the academy.
- Community (as per Article 51 of the Articles of Association) governors are appointed by the governing body.
- Co Opted governors may be appointed by those governors who are not themselves co opted governors.
- The Head Teacher automatically becomes an ex officio governor.
- Further governors may be appointed by the Secretary of State.

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Policies and Procedures adopted for the induction and training of Governors

As there are only normally a handful (one or two) new governors in a year and as the backgrounds of individual governors differs hugely induction is via external formal training sessions plus informal induction tailored to the needs of the individual. Where necessary, training will be provided on educational legal and financial matters. All new governors will be given a tour of the academy and the chance to meet with staff and students.

All governors are provided with copies of policies, procedures, minutes, accounts, budgets, plans and other documents that they will need to undertake their role as governors.

Organisational Structure

The governance of the academy is defined in the Memorandum and Articles of Association together with the funding agreement with the Department of Education.

The Governing Body, which meets on at least 3 occasions per year, is responsible for the strategic direction of the academy. The Governing Body reviews progress towards educational objectives and results. They also approve major expenditure requests, set the budget for the following year, and set the organisational staffing structure, agree the performance objectives of the Headteacher with the School Improvement Partner, and reviews them.

The Headteacher is the designated Accounting Officer of the academy and has overall responsibility for the day to day financial management of the Charitable Company. The Headteacher has delegated responsibility for low values of expenditure to specific budget holders who are each responsible for managing their own departments within the constraints of their allocated budgets. A system of financial controls is in place to manage this process.

The Headteacher manages the academy on a daily basis supported by a Senior Leadership Team. The Senior Leadership Team meets frequently to discuss emerging matters and to help to develop strategies for future development to be put to the Headteacher and the Governing Body as required for approval. Each member of the Senior Leadership Team has specific responsibilities to assist the Headteacher to manage certain aspects of the academy.

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THE COMPANIES ACT 2006
A COMPANY LIMITED BY GUARANTEE
ST THOMAS MORE HIGH SCHOOL
COMPANY NUMBER: **07696989**
MEMBERS OF THE ACADEMY TRUST

The Members of the Company shall comprise

- a. the Diocesan Bishop; Rt. Reverend A Williams
- b. the Diocesan Trustees;
- c. the Chairman of the Governors; Mr John Foster

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Governing Body Membership - Current

Governor Type	Name	Term of Office	Governor Type	Name	Term of Office
FOUNDATION	Mr. Joe Parsad	01.09.2015- .01.09.2019	FOUNDATION	Mr Alan Juniper	25.06.2015 – 25.06.2019
FOUNDATION	Mr. David Micklewright	01.09.2015- .01.09.2019	FOUNDATION	Ms Samantha Jones	29.11.2016 – 29.11.2020
FOUNDATION	Mr Francis O’Brien	2.11.2015-2.11.2019	PARENT	Mrs Amy Kwasnica	12.11.2014 – 12.11.2018
FOUNDATION	Fr Jeffrey Woolnough	16.10.2016 – 16.10.2020	PARENT	Mrs Christina Mupati	01.03.2017 – 01.03.2021
FOUNDATION	Mr John Foster	16.01.2017 – 16/01/2021	COMMUNITY (Section 51)	Mrs Carol Gradwell	19.09.2015 – 19.09.2019
FOUNDATION	Mr Tony (Anthony) Crowley	21.09.2015-21.09.2019	STAFF	Mr Richard Shorten	05.10.2016 – 05.10.2020
FOUNDATION	Mrs Nuala Kelsey-Cashell	27/09/2016-27/09/2020	Headteacher	Mrs Gemma Ackred	N/A
FOUNDATION	Mr Simon Mason	25.06.2015 – 25.06.2019			
			Clerk to the Governors	Mr Geoffrey Prior	N/A

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Governors 2016/17	Appointed	Stepped Down
Mrs G Ackred, Principal	N/A	
Mr D Micklewright, Foundation Governor	September 2011	
Mr J O'Brien, Foundation Governor	November 2011	
Mr J Parsad, Vice Chair, Foundation Governor	September 2011	
Fr J Woolnough, Foundation Governor	October 2012	
Mr J Foster, Chair of Governors, Foundation Governor	January 2013	
Mr A Juniper, Foundation Governor	June 2015	
Mr S Mason, Foundation Governor	June 2015	
Mr F Keenan, Foundation Governor	April 2013	April 2017
Mrs Nuala Kelsey-Cashell, Foundation Governor	September 2016	
Ms S Jones, Foundation Governor	March 2013	
Mrs A Kwasnica – Parent Governor	November 2014	
Mrs C Mupati – Parent Governor	March 2017	
Mrs C Gradwell, Community Governor	September 2011	
Mr R Shorten, Staff Governor	October 2016	
Mrs S Turrell, Staff Governor	September 2013	August 2016
Rt. Reverend A Williams		
The Brentwood Diocesan Trust		
Mr G Prior, Clerk to the Governors	N/A	