

THE BOARD OF GOVERNORS and Declarations of Interests 2019/20

The governing body at Droitwich Spa High School meet in full at least four times a year and have two committees – the School Improvement Committee and the Resources and Audit Committee.

The **Governing Body's** responsibilities fall into three main groups: strategic direction, accountability and management.

Strategic direction:

- Policy development and strategic planning, including target-setting.
- Agreeing policies for sound management and administration of the School.
- Allocation of the School's financial, human and other resources.
- Setting performance targets
- Agreeing the School Improvement Plan.

Accountability:

- Ensuring compliance with legal requirements
- Ensuring sound management of the School's finances and resources.
- Holding the Headteacher to account for the performance of the School;
- Establishing and maintaining a transparent system of prudent and effective internal controls.
- Accounting to parents/carers and other stakeholders for the performance of the School.

Management:

- Making Senior appointments, in particular the Headteacher, who will be responsible for the implementation of all policies approved by the Governing Body and for the direction of teaching and the curriculum..
- Delegating such powers and functions as they consider are necessary to the Headteacher for the internal organisation, management and control of the School.
- Ensuring training and induction of governors

The **School Improvement Committee's** remit is:-

- To consider and advise the governing body on standards and other matters relating to the school's curriculum, including statutory requirements.
- To consider major curricular issues which have implications for Finance and Personnel decisions and to make recommendations to the relevant committees or the Governing Body
- To monitor the School Improvement Plan and consider data capture and RAISEonline when evaluating its effectiveness.
- To oversee arrangements for individual governors to take a leading role in specific areas of provision, eg SEN, Literacy, Numeracy. Pupil Premium
- To receive regular reports from the above and advise the Governing Body.
- To support the school in raising achievements and receive updates on this

The **Resources and Audit Committee's** remit is:-

Finance

- To receive and review the draft budget proposal of the financial year and report back to the Governing Body.
- To consider a budget position statement including virement decisions at least termly and to report significant anomalies from the anticipated position to the Governing Body
- To receive the annual accounts and consider comments and recommendations contained in the report.

- To monitor expenditure of all voluntary funds kept on behalf of the Governing Body
- To make decisions on major expenditure
- To ensure, as far as is practical, that Health and Safety issues are appropriately prioritised
- Review of risks to internal financial control and agreement of a programme of work that will address these risks, inform the statement of internal control and, so far as is possible, provide assurance to the external auditors.
- Decide upon the most appropriate way to manage the programme of risk review.

Audit

- Review reports by Responsible Officer as to the effectiveness of the financial procedures and controls
- To manage an investigation following any allegations of fraud or corruption if deemed necessary and follow the guidance contained in the Anti-fraud and Corruption policy.

Staffing

- To review the staffing structure in consultation with the Headteacher annually.
- To agree the appointment procedure for all staff as recommended by the Headteacher.
- To keep under review staff work/life balance, working conditions and well-being.

NAME OF GOVERNOR	Kath Bowen	Full Voting Rights
CATEGORY OF GOVERNOR	Parent	
APPOINTING OR ELECTING BODY e.g, staff, parents, Governing Body	Parents	
TERM OF OFFICE	From 23.3.2016 To 22.3.2020	
COMMITTEES SERVED ON	School Improvement Committee, Appeals and Pay Appeals Committees, reserve Decision Maker	
POSITIONS OF RESPONSIBILITY HELD e.g. Chair, Vice Chair of Governing Body or Committees	Chair of School Improvement Committee PE Governor, 6th Form Governor and Trips Authoriser	
RELEVANT BUSINESS INTERESTS (employed by or having an interest in any potential supplier of goods or services to the school)	None	
OTHER EDUCATION ESTABLISHMENTS GOVERNED	None	
DETAILS OF ANY RELATIONSHIPS BETWEEN THE GOVERNOR AND MEMBERS OF THE SCHOOL STAFF INCLUDING SPOUSES, PARTNERS AND RELATIVES	None Two children attend DSHS	

NAME OF GOVERNOR	Sue Evans	Full Voting Rights
CATEGORY OF GOVERNOR	Staff Governor	
APPOINTING OR ELECTING BODY e.g, staff, parents, Governing Body	Staff	
TERM OF OFFICE	From 6.05.2015 To 5.05.2019	
COMMITTEES SERVED ON	School Improvement Committee	
POSITIONS OF RESPONSIBILITY HELD e.g. Chair, Vice Chair of Governing Body or Committees		
RELEVANT BUSINESS INTERESTS (employed by or having an interest in any potential supplier of goods or services to the school)	None	
OTHER EDUCATION ESTABLISHMENTS GOVERNED	None	
DETAILS OF ANY RELATIONSHIPS BETWEEN THE GOVERNOR AND MEMBERS OF THE SCHOOL STAFF INCLUDING SPOUSES, PARTNERS AND RELATIVES	None	

NAME OF GOVERNOR	Alan Fisher	Full Voting Rights
CATEGORY OF GOVERNOR	Co-opted	
APPOINTING OR ELECTING BODY e.g. staff, parents, Governing Body	Board of Governors	
TERM OF OFFICE	From 4.11.2017 To 3.11.2021	
COMMITTEES SERVED ON	Resources and Audit Committee, Discipline Committee, Decision Maker	
POSITIONS OF RESPONSIBILITY HELD e.g. Chair, Vice Chair of Governing Body or Committees	Vice Chair of Governors, Pupil Premium, History and Science Governor	
RELEVANT BUSINESS INTERESTS (employed by or having an interest in any potential supplier of goods or services to the school)	Coventry Home Trustee	
OTHER EDUCATION ESTABLISHMENTS GOVERNED	None	
DETAILS OF ANY RELATIONSHIPS BETWEEN THE GOVERNOR AND MEMBERS OF THE SCHOOL STAFF INCLUDING SPOUSES, PARTNERS AND RELATIVES	None	

NAME OF GOVERNOR	Roger Harris	Full Voting Rights
CATEGORY OF GOVERNOR	Member Appointed	
APPOINTING OR ELECTING BODY e.g. staff, parents, Governing Body	Members	
TERM OF OFFICE	From 20.10.2018 To 19.10.2022	
COMMITTEES SERVED ON	Resources and Audit Committee, School Improvement Committee, Decision Makers Committee, Pay Appeals, Discipline Committee	
POSITIONS OF RESPONSIBILITY HELD e.g. Chair, Vice Chair of Governing Body or Committees	Vice Chair of Resources & Audit Committee, Safeguarding Governor, English and Literacy Governor	
RELEVANT BUSINESS INTERESTS (employed by or having an interest in any potential supplier of goods or services to the school)	None	
OTHER EDUCATION ESTABLISHMENTS GOVERNED	None	
DETAILS OF ANY RELATIONSHIPS BETWEEN THE GOVERNOR AND MEMBERS OF THE SCHOOL STAFF INCLUDING SPOUSES, PARTNERS AND RELATIVES	None	

NAME OF GOVERNOR	Debbie Harris-Smith	Full Voting Rights
CATEGORY OF GOVERNOR	Staff Governor	
APPOINTING OR ELECTING BODY e.g. staff, parents, Governing Body	Staff	
TERM OF OFFICE	From 29.03.2015 To 22.5.23	
COMMITTEES SERVED ON	School Improvement Committee	
POSITIONS OF RESPONSIBILITY HELD e.g. Chair, Vice Chair of Governing Body or Committees		
RELEVANT BUSINESS INTERESTS (employed by or having an interest in any potential supplier of goods or services to the school)	Ofsted Inspector since April 2016	

OTHER EDUCATION ESTABLISHMENTS GOVERNED	None
DETAILS OF ANY RELATIONSHIPS BETWEEN THE GOVERNOR AND MEMBERS OF THE SCHOOL STAFF INCLUDING SPOUSES, PARTNERS AND RELATIVES	None

NAME OF GOVERNOR	Antony Hartley Full Voting Rights
CATEGORY OF GOVERNOR	Member Appointed
APPOINTING OR ELECTING BODY e.g. staff, parents, Governing Body	Members
TERM OF OFFICE	Resigned 20.7.19
COMMITTEES SERVED ON	School Improvement Committee, Appeals Committee
POSITIONS OF RESPONSIBILITY HELD e.g. Chair, Vice Chair of Governing Body or Committees	RE Governor
RELEVANT BUSINESS INTERESTS (employed by or having an interest in any potential supplier of goods or services to the school)	None
OTHER EDUCATION ESTABLISHMENTS GOVERNED	None
DETAILS OF ANY RELATIONSHIPS BETWEEN THE GOVERNOR AND MEMBERS OF THE SCHOOL STAFF INCLUDING SPOUSES, PARTNERS AND RELATIVES	None

NAME OF GOVERNOR	John Hartley Full Voting Rights
CATEGORY OF GOVERNOR	Member Appointed
APPOINTING OR ELECTING BODY e.g. staff, parents, Governing Body	Members
TERM OF OFFICE	From 3.12.23- 4.12.23
COMMITTEES SERVED ON	School Improvement Committee
POSITIONS OF RESPONSIBILITY HELD e.g. Chair, Vice Chair of Governing Body or Committees	RE Governor
RELEVANT BUSINESS INTERESTS (employed by or having an interest in any potential supplier of goods or services to the school)	Member of Wychavon District council
OTHER EDUCATION ESTABLISHMENTS GOVERNED	None
DETAILS OF ANY RELATIONSHIPS BETWEEN THE GOVERNOR AND MEMBERS OF THE SCHOOL STAFF INCLUDING SPOUSES, PARTNERS AND RELATIVES	None

NAME OF GOVERNOR	Helen Karakashian Full Voting Rights
CATEGORY OF GOVERNOR	Member Appointed
APPOINTING OR ELECTING BODY e.g. staff, parents, Governing Body	Members

TERM OF OFFICE	From 3.12.23- 4.12.23
COMMITTEES SERVED ON	School Improvement Committee
POSITIONS OF RESPONSIBILITY HELD e.g. Chair, Vice Chair of Governing Body or Committees	
RELEVANT BUSINESS INTERESTS (employed by or having an interest in any potential supplier of goods or services to the school)	Incoming president of Droitwich Rotary club
OTHER EDUCATION ESTABLISHMENTS GOVERNED	None
DETAILS OF ANY RELATIONSHIPS BETWEEN THE GOVERNOR AND MEMBERS OF THE SCHOOL STAFF INCLUDING SPOUSES, PARTNERS AND RELATIVES	None

NAME OF GOVERNOR	Karen Langridge	Full Voting Rights
CATEGORY OF GOVERNOR	Member Appointed	
APPOINTING OR ELECTING BODY e.g, staff, parents, Governing Body	Members	
TERM OF OFFICE	From 12.7.18 To 11.7.2022	
COMMITTEES SERVED ON	School Improvement Committee,	
POSITIONS OF RESPONSIBILITY HELD e.g. Chair, Vice Chair of Governing Body or Committees	None	
RELEVANT BUSINESS INTERESTS (employed by or having an interest in any potential supplier of goods or services to the school)	None	
OTHER EDUCATION ESTABLISHMENTS GOVERNED	None	
DETAILS OF ANY RELATIONSHIPS BETWEEN THE GOVERNOR AND MEMBERS OF THE SCHOOL STAFF INCLUDING SPOUSES, PARTNERS AND RELATIVES	None	

NAME OF GOVERNOR	Samantha Lloyd	Full Voting Rights
CATEGORY OF GOVERNOR	Member Appointed	
APPOINTING OR ELECTING BODY e.g, staff, parents, Governing Body	Members	
TERM OF OFFICE	From 3.12.23- 4.12.23	
COMMITTEES SERVED ON	School Improvement Committee	
POSITIONS OF RESPONSIBILITY HELD e.g. Chair, Vice Chair of Governing Body or Committees		
RELEVANT BUSINESS INTERESTS (employed by or having an interest in any potential supplier of goods or services to the school)	None	
OTHER EDUCATION ESTABLISHMENTS GOVERNED	None	
DETAILS OF ANY RELATIONSHIPS BETWEEN THE GOVERNOR AND MEMBERS OF THE SCHOOL STAFF INCLUDING SPOUSES, PARTNERS AND RELATIVES	None	

NAME OF GOVERNOR	Andy Millicheap	Full Voting Rights
CATEGORY OF GOVERNOR	Staff Governor	
APPOINTING OR ELECTING BODY e.g. staff, parents, Governing Body	Staff	
TERM OF OFFICE	From 6.05.2015 To 5.05.2023	
COMMITTEES SERVED ON	Resources and Audit Committee	
POSITIONS OF RESPONSIBILITY HELD e.g. Chair, Vice Chair of Governing Body or Committees	IAG Governor	
RELEVANT BUSINESS INTERESTS (employed by or having an interest in any potential supplier of goods or services to the school)	None	
OTHER EDUCATION ESTABLISHMENTS GOVERNED	None	
DETAILS OF ANY RELATIONSHIPS BETWEEN THE GOVERNOR AND MEMBERS OF THE SCHOOL STAFF INCLUDING SPOUSES, PARTNERS AND RELATIVES	None	

NAME OF GOVERNOR	Karen Moore	Full Voting Rights
CATEGORY OF GOVERNOR	Member Appointed	
APPOINTING OR ELECTING BODY e.g. staff, parents, Governing Body	Members	
TERM OF OFFICE	From 1.9.18 To 31.8.2022	
COMMITTEES SERVED ON	School Improvement Committee, Discipline Committee,	
POSITIONS OF RESPONSIBILITY HELD e.g. Chair, Vice Chair of Governing Body or Committees	SEN Governor, Geography Governor	
RELEVANT BUSINESS INTERESTS (employed by or having an interest in any potential supplier of goods or services to the school)	None	
OTHER EDUCATION ESTABLISHMENTS GOVERNED	None	
DETAILS OF ANY RELATIONSHIPS BETWEEN THE GOVERNOR AND MEMBERS OF THE SCHOOL STAFF INCLUDING SPOUSES, PARTNERS AND RELATIVES	None	

NAME OF GOVERNOR	David Morris	Full Voting Rights
CATEGORY OF GOVERNOR	Co-opted Governor	
APPOINTING OR ELECTING BODY e.g. staff, parents, Governing Body	Board of Governors	
TERM OF OFFICE	Resigned 16.9.19	
COMMITTEES SERVED ON	Resources and Audit Committee, Discipline Committee, Pay, Performance Management and HT Salary Review, Appeals Committee and Trips authorisation	
POSITIONS OF RESPONSIBILITY HELD e.g. Chair, Vice Chair of Governing Body or Committees	Modern Languages Governor, Music and Creative Arts Governor	
RELEVANT BUSINESS INTERESTS (employed by or having an interest in any potential supplier of goods or services to the school)	None	

OTHER EDUCATION ESTABLISHMENTS GOVERNED	None
DETAILS OF ANY RELATIONSHIPS BETWEEN THE GOVERNOR AND MEMBERS OF THE SCHOOL STAFF INCLUDING SPOUSES, PARTNERS AND RELATIVES	None

NAME OF GOVERNOR	Evan Parsons	Full Voting Rights
CATEGORY OF GOVERNOR	Member Appointed	
APPOINTING OR ELECTING BODY e.g, staff, parents, Governing Body	Members	
TERM OF OFFICE	From 9.12.19	To 8.12.2023
COMMITTEES SERVED ON	Resources and Audit Committee, Appeals Committee	
POSITIONS OF RESPONSIBILITY HELD e.g. Chair, Vice Chair of Governing Body or Committees	Business and Work Related Learning Governor, Health & Safety Governor	
RELEVANT BUSINESS INTERESTS (employed by or having an interest in any potential supplier of goods or services to the school)	Quinton Stud on Welsh Mountain Ponies since 1997: Director Parsons Choice since Jan 2003	
OTHER EDUCATION ESTABLISHMENTS GOVERNED	None	
DETAILS OF ANY RELATIONSHIPS BETWEEN THE GOVERNOR AND MEMBERS OF THE SCHOOL STAFF INCLUDING SPOUSES, PARTNERS AND RELATIVES	None	

NAME OF GOVERNOR	Iain Paston	Full Voting Rights
CATEGORY OF GOVERNOR	Member Appointed	
APPOINTING OR ELECTING BODY e.g, staff, parents, Governing Body	Members	
TERM OF OFFICE	From 10.6.2015	To 9.6.2023
COMMITTEES SERVED ON	Resources and Audit Committee, Appeals, Pay, Performance Mgmt and HT salary review	
POSITIONS OF RESPONSIBILITY HELD e.g. Chair, Vice Chair of Governing Body or Committees	Chair of Resources & Audit Committee, Maths and Numeracy Governor, ICT, GDPR Governor	
RELEVANT BUSINESS INTERESTS (employed by or having an interest in any potential supplier of goods or services to the school)	None	
OTHER EDUCATION ESTABLISHMENTS GOVERNED	None	
DETAILS OF ANY RELATIONSHIPS BETWEEN THE GOVERNOR AND MEMBERS OF THE SCHOOL STAFF INCLUDING SPOUSES, PARTNERS AND RELATIVES	None	

NAME OF GOVERNOR	Neil R Pennington	Full Voting Rights
CATEGORY OF GOVERNOR	Member Appointed	
APPOINTING OR ELECTING BODY e.g, staff, parents, Governing Body	Members	
TERM OF OFFICE	From 1.9.18	To 31.8.2022
COMMITTEES SERVED ON	Discipline Committee,	

POSITIONS OF RESPONSIBILITY HELD e.g. Chair, Vice Chair of Governing Body or Committees	Art Governor, Home Economics Governor, PSHE Governor
RELEVANT BUSINESS INTERESTS (employed by or having an interest in any potential supplier of goods or services to the school)	None
OTHER EDUCATION ESTABLISHMENTS GOVERNED	None
DETAILS OF ANY RELATIONSHIPS BETWEEN THE GOVERNOR AND MEMBERS OF THE SCHOOL STAFF INCLUDING SPOUSES, PARTNERS AND RELATIVES	None

NAME OF GOVERNOR	Charlie Radburn	No Longer a Governor
CATEGORY OF GOVERNOR	Member Appointed	
APPOINTING OR ELECTING BODY e.g, staff, parents, Governing Body	Members	
TERM OF OFFICE	From 20.10.14-19.10.18	
COMMITTEES SERVED ON	School Improvement Committee, Pay Appeals Committee and Appeals Committee	
POSITIONS OF RESPONSIBILITY HELD e.g. Chair, Vice Chair of Governing Body or Committees	Chair of School Improvement Committee, RE and Community Governor	
RELEVANT BUSINESS INTERESTS (employed by or having an interest in any potential supplier of goods or services to the school)	1141436-Ordder of St Luke the Physician in the UK began 2013, 1140727 Sue Ryder Prayer Fellowship (Parmoor) began 2015, 1050442-Emmanuel Pentacostal Church and Christian Centre began 2006	
OTHER EDUCATION ESTABLISHMENTS GOVERNED	None	
DETAILS OF ANY RELATIONSHIPS BETWEEN THE GOVERNOR AND MEMBERS OF THE SCHOOL STAFF INCLUDING SPOUSES, PARTNERS AND RELATIVES	None	

NAME OF GOVERNOR	Rod Rhodes	Full Voting Rights
CATEGORY OF GOVERNOR	Co-opted	
APPOINTING OR ELECTING BODY e.g, staff, parents, Governing Body	Board of Governors	
TERM OF OFFICE	From 1.12.2015 To 30.11.2023	
COMMITTEES SERVED ON	Resources and Audit Committee, School Improvement Committee, Discipline Committee, Pay, Performance Management and HT Salary Review Committee, Decision Makers Committee	
POSITIONS OF RESPONSIBILITY HELD e.g. Chair, Vice Chair of Governing Body or Committees	CHAIR OF GOVERNING BODY Chair of Pay, Performance Mgmt and HT Salary review, Behaviour Governor, D&T Governor, Psychology, Sociology & Citizenship Governor	
RELEVANT BUSINESS INTERESTS (employed by or having an interest in any potential supplier of goods or services to the school)	None	
OTHER EDUCATION ESTABLISHMENTS GOVERNED	None	

DETAILS OF ANY RELATIONSHIPS BETWEEN THE GOVERNOR AND MEMBERS OF THE SCHOOL STAFF INCLUDING SPOUSES, PARTNERS AND RELATIVES	None
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NAME OF GOVERNOR	Mike Tibbits	Full Voting Rights
CATEGORY OF GOVERNOR	Staff Governor	
APPOINTING OR ELECTING BODY e.g, staff, parents, Governing Body	Staff	
TERM OF OFFICE	From 23.5.19 To 22.5.2023	
COMMITTEES SERVED ON	Resources Committee,	
POSITIONS OF RESPONSIBILITY HELD e.g. Chair, Vice Chair of Governing Body or Committees	None	
RELEVANT BUSINESS INTERESTS (employed by or having an interest in any potential supplier of goods or services to the school)	None	
OTHER EDUCATION ESTABLISHMENTS GOVERNED	None	
DETAILS OF ANY RELATIONSHIPS BETWEEN THE GOVERNOR AND MEMBERS OF THE SCHOOL STAFF INCLUDING SPOUSES, PARTNERS AND RELATIVES	None	

NAME OF GOVERNOR	Natalie Waters	Full Voting Rights
CATEGORY OF GOVERNOR	Headteacher	
APPOINTING OR ELECTING BODY e.g, staff, parents, Governing Body	n/a	
TERM OF OFFICE	n/a	
COMMITTEES SERVED ON	School Improvement committee, Resources and Audit Committee	
POSITIONS OF RESPONSIBILITY HELD e.g. Chair, Vice Chair of Governing Body or Committees	Headteacher	
RELEVANT BUSINESS INTERESTS (employed by or having an interest in any potential supplier of goods or services to the school)	None	
OTHER EDUCATION ESTABLISHMENTS GOVERNED	None	
DETAILS OF ANY RELATIONSHIPS BETWEEN THE GOVERNOR AND MEMBERS OF THE SCHOOL STAFF INCLUDING SPOUSES, PARTNERS AND RELATIVES	None	

