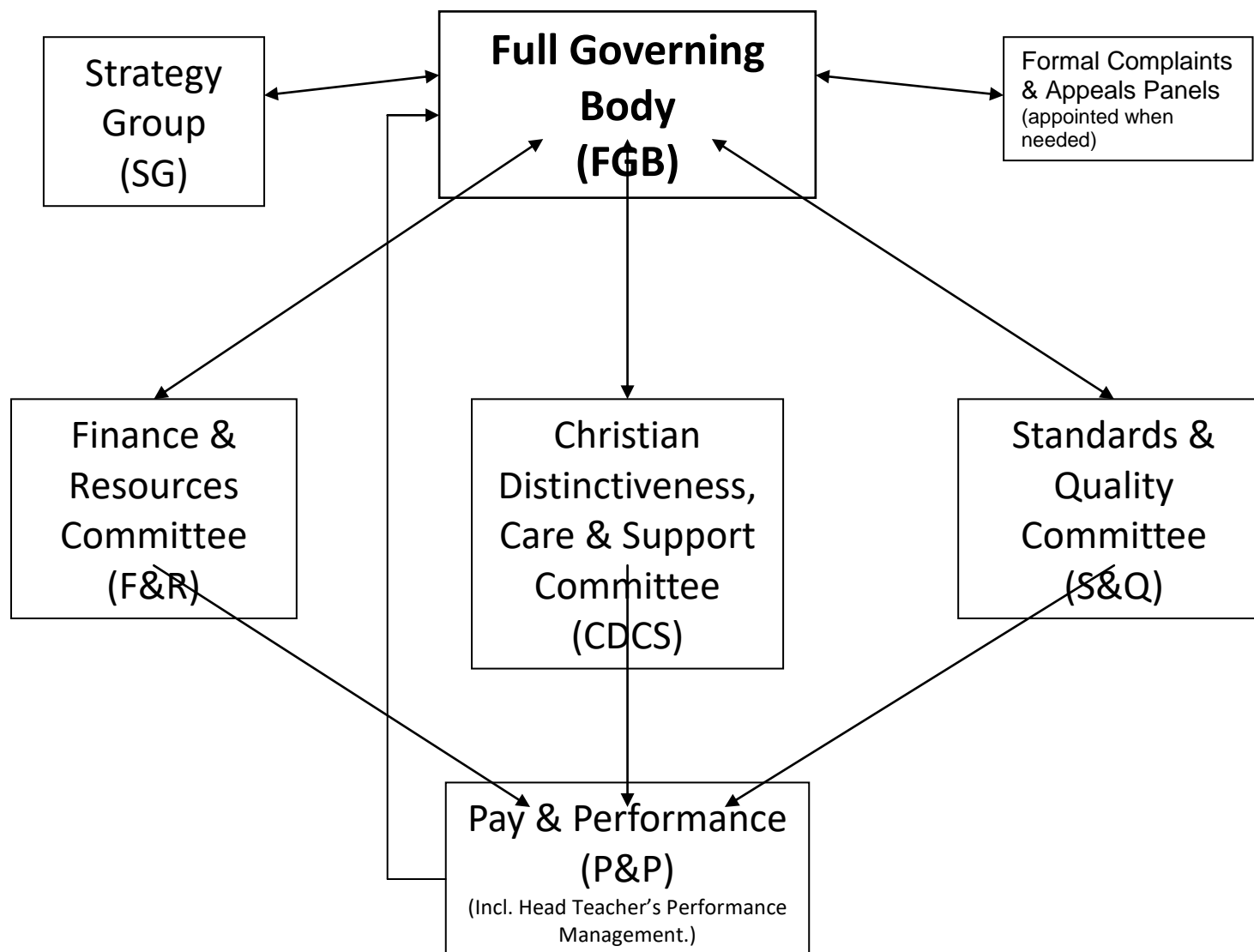


## Rainford C E Primary School Governing Body Reporting Structure



**RAINFORD C E PRIMARY SCHOOL GOVERNING BODY COMMITTEE STRUCTURE  
AND TERMS OF REFERENCE 2019/2022**

**FULL GOVERNING BODY**

<p align="center"><b>STRATEGY GROUP</b> Informally discuss and develop strategic direction of the school</p>	<p align="center"><b>PAY &amp; PERFORMANCE</b> Pay &amp; Performance reviews for all teaching staff, including the Headteacher as prescribed in the Pay Policy.</p>	<p align="center"><b>APPEALS</b> Appeals relating to Staff Grievance, Discipline, Dismissal, Performance or Pay</p>
<p align="center"><b>CHRISTIAN DISTINCTIVENESS, CARE &amp; SUPPORT COMMITTEE</b></p>	<p align="center"><b>FINANCE &amp; RESOURCES COMMITTEE</b></p>	<p align="center"><b>STANDARDS AND QUALITY COMMITTEE</b></p>
<p>Christian Distinctiveness Pastoral/Ethos/Safeguarding Parental Liaison &amp; Participation Attendance/Punctuality/Behaviour Promoting British Values Personal Development &amp; Well Being including PSHE &amp; RSE Every Child Matters outcomes Equalities Pupil Transition Complaints</p>	<p>Budgets Financial Management Staffing/CPD Health &amp; Safety Premises Business Management including GDPR Partnerships Marketing &amp; Public Relations</p>	<p>Standards/Pupil outcomes/Data Teaching &amp; Learning 'Narrowing the gap'/SEND Leadership &amp; Management Target setting</p>
<p><b>Members to include:</b> Church Leader/Vicar Foundation governor Safeguarding and Equalities governors</p>	<p><b>Members to include:</b> H&amp;S Governor</p>	<p><b>Members to include:</b> SEN governor</p>
<p><b>Associate Member:</b> Designated Safeguarding Lead</p>	<p><b>Associate Member:</b> School Business Manager</p>	<p><b>Associate Member:</b> SLT lead for Assessment</p>

**Rainford C E Primary School**  
**Full Governing Body Terms of Reference**  
**2019/2022**

**Full Governing Body Membership 2019/20**

Mrs D Bate, Mrs P Burke (Vice Chair), Mr K Gratton, Mrs S Hartley (Co-chair), Rev J Heighton, Mrs J Kelly, Mr D King, Mrs E King, Mrs G Mason, Mrs A Richardson (Headteacher), Mr A Rigby (Co-chair). Three vacancies as at 6<sup>th</sup> October 2019.

***NB. At the FGB meeting on 23rd July 2019 the governing body decided to continue the appointment of 2 Co-chairs instead of one Chair to the governing body for two academic years. Therefore during the academic years 2019/21 any reference to the 'Chair' of the governing body in this document will be replaced by 'Co-Chairs'. In the event of a tied vote at any meeting the Co-Chairs will have one additional casting vote which is shared between them. If only one of the Co-Chairs is present, that person alone will have the additional casting vote. Updates to the names of FGB or Committee membership may be made without this document being reviewed again by the governing body.***

The Full Governing Body needs to take a strategic role, act as a critical friend to the school and be accountable for its decisions. It should set aims and objectives and review, agree and monitor policies, targets and priorities. Full Governing Body Minutes Part I will be available to the general public. Minutes of Part II will not be available to the general public. Full Governing Body and Committee meetings will not be open to the general public.

In the event of a tied vote the Chair or Acting Chair/Vice Chair will have a second or casting vote. The Chair may be a member of any committee should he/she wish.

**Membership**

The Committee will consist of 14 members as constituted in the School's Instrument of Government.

Associate members may be nominated by the Headteacher and/or governors and must be agreed by the Full Governing Body.

The Chair and Vice Chair of the Full Governing Body and any Sub Committees must be agreed by the Full Governing Body and serve a maximum of a 2 year term which is then subject to review by the Full Governing Body.

**Quorum**

A quorum shall be half of the Membership of the Full Governing Body rounded up to the next whole number.

This includes the Headteacher or his/her representative, but does not include vacancies.

For example: Total Membership: **14** governors, Vacancies: **4**, Quorum: **5** governors.

**The Governing Body will:**

- Hold at least 3 meetings per year
- Appoint or remove a clerk to the Full Governing Body.
- Elect a Chair and a Vice Chair of the FGB
- Elect members, a Chair and Vice Chair to each Sub Committee or Panel
- Advise all parents of any parent governor vacancies, all staff of staff governor vacancies and appoint any co opted governors
- Annually review and approve the School Improvement Plan (SIP) and regularly monitor progress of the SIP's priorities/objectives.
- Ensure Completion of the School Financial Value Statement (SFVS) and the regular review of any monitoring and actions produced from the statement.
- Approve the annual SFVS
- Ensure the completion of an annual school fund Audit report and approve, review and monitor any action plan produced from the Audit
- Ensure the completion and regular review of the School's Self Evaluation Statement using its content to identify areas for development and improvement
- Set dates of meetings for the year ahead
- Note term dates for the academic year and agree the occasional/INSET days
- Receive Headteacher reports
- Ensure completion of an annual review of all Extended Provision in relation to staffing, quality of delivery and financial viability.
- Promote Christian distinctiveness in our Church of England School

- Promote British values to ensure young people leave school prepared for life in modern Britain
- Ensure adequate review and monitoring of examination/national test results
- Ensure monitoring of the level of exclusions
- Ensure regular monitoring of attendance of pupils/staff/governors
- Agree Curriculum plans
- Ensure realistic but sufficiently challenging pupil performance targets are set whilst giving due consideration to expected floor targets/standards
- If required, consider the suspension of a governor
- Provide induction for new governors
- Encourage governors to visit school and to review, adopt and monitor a governors' visits to school policy and feedback procedure
- Review, adopt and monitor the procedures for dealing with complaints from parents/carers
- Annually elect governors for the following responsibilities:- Pupil Premium, Governor's Forum Representative, Governor Training, Equalities, SEND/G & T, Looked After Children, Safeguarding, Health and Safety and E-Safety
- Ensure at least 3 governors are appointed and trained to complete the Headteacher's Performance Management
- Maintain a file of pecuniary interest declarations and update it at each FGB meeting
- Review, adopt and monitor all Policies, Statements and Procedures, statutory or otherwise, advised or required by the DfE or other government agencies, delegating these duties to appropriate committees where acceptable to do so.
- The COG will review the Delegation of Functions, the Committee Structures & TOR regularly and ensure that a FGB review of all is completed at least every 3 years
- Organise training and support for governors
- Secure the effective implementation of performance management procedures in accordance with School Policy, taking into account any statutory or LA guidance, ensure appropriate consideration and actions/decisions relating to Staff Discipline, Grievance, Capability, Dismissal or Redundancy
- Review the Governor's Code of Conduct at the first meeting of the academic year and ensure that all governors and associate members accept and abide by it.

**Disqualification** When the subject for consideration is the pay, performance, personal circumstances or discipline of any member of staff, any staff member or staff governor, other than the Headteacher, may not be present during discussions, decisions, or votes.

The Headteacher or any governor may not attend when he/she is the subject under discussion or where there is a perceived conflict of interest.

## ***RAINFORD C E PRIMARY SCHOOL GOVERNING BODY SUB-COMMITTEE TERMS OF REFERENCE***

### **CHRISTIAN DISTINCTIVENESS, CARE & SUPPORT COMMITTEE (CDCS)**

#### **CDCS Committee Membership 2019/20:**

Mrs D Bate, Mrs P Burke, Mrs S Hartley, Rev J Heighton (Chair), Mrs J Kelly, Mrs G Mason, Mrs A Richardson (Headteacher).

**Associate Member:** Mrs E Shawcross (Designated Safeguarding Lead & Dep. Head)

Membership of the committee will be no fewer than 3 governors, plus the Headteacher.

The quorum for each meeting shall be 3 governors, with or without the Headteacher.

The committee is to meet at least once each term and otherwise as required, using the Terms of Reference (TOR) as a guide to agenda setting.

The Agenda will be agreed by the Chair of the Committee with advice from the clerk and headteacher and with reference to TOR and sent to committee members at least seven days before the meeting with relevant papers.

The meetings will be minuted by the clerk. The minutes will highlight questions asked by the governors to support and challenge the school.

The committee minutes are to be reported to each meeting of the Full Governing Body. The committee Chair is to make a verbal or written report to the FGB in the Summer Term.

The Chair may invite any person who is not a member of the Committee to attend a committee meeting to offer advice as a non-voting member on a specific area.

The committee clerk will be responsible for arranging meetings, taking and distributing the minutes (together with other relevant papers) and following up agreed actions.

The committee has delegated power to make its own decisions on behalf of, and without referral to, the Full Governing Body, except where the subject matter requires Full Governing Body consideration by law or in accordance with the school's established scheme of delegation.

### **TERMS OF REFERENCE (TOR)**

#### **To take the lead on:**

- promoting the School's Mission Statement, Aims, Christian Ethos and Values
- promoting Christian distinctiveness in our Church of England School
- promoting community cohesion and inclusive practice relating to race, gender and disability equality
- promoting British values to ensure young people leave school prepared for life in modern Britain
- ensuring smooth transition of pupils to other schools through positive and effective relationships with all stakeholders
- overcoming barriers to learning
- pupil, parental and community liaison
- setting priorities for improvement and monitoring and evaluating the impact of improvement plans which relate to the committee's area of operation
- developing and reviewing policies identified within the school's policy review programme and in accordance with its delegated powers
- ensuring effective liaison with the Local Authority in relation to the committee's delegated duties

#### **To accept full delegated responsibility for the discharge of the following duties:**

- To agree annual attendance targets and monitor progress towards achieving these
- To review and monitor any policy, statement or procedure delegated to this committee by the Full Governing Body.
- To systematically gather the views of stakeholders and report on these, in order that outcomes are effectively used to inform planning
- To consider, investigate and respond to any complaint referred to the Committee in accordance with the School Complaints procedure.
- To meet with, or receive a report from, the School Council each term to widen the scope of 'Pupil Voice', reporting back to each CDCS meeting
- To monitor and evaluate:
  - the impact of the school's punctuality, attendance and behaviour policies
  - the quality of the school's provision for personal development and well-being including delivery of PSHE and RSE
  - the effectiveness of care, guidance and support for learners
  - the extent to which pupils feel safe
  - the extent to which pupils adopt healthy lifestyles
  - the extent to which pupils contribute to the school and wider community
  - the extent to which pupils develop workplace and other skills that will contribute to their future economic well-being
  - the extent of pupils' spiritual, moral, social and cultural development
  - the effectiveness with which the school promotes equal opportunity and tackles discrimination
  - the effectiveness with which the school promotes community cohesion
  - the effectiveness of safeguarding policies and procedures and ensure that the school complies with all safeguarding regulations (including child protection and safe recruitment).

### **FINANCE & RESOURCES COMMITTEE (F&R)**

#### **Finance & Resources Committee Membership 2019/20:**

Mr K Gratton, Mrs S Hartley, Mr D King (Vice Chair), Mrs A Richardson (Headteacher), Mr A Rigby (Chair).

**Associate Member:** Mrs J Owens (School Business Manager)

Membership of the committee will be no fewer than 3 governors, plus the Headteacher.

The quorum for each meeting shall be 3 governors, with or without the Headteacher.

The committee is to meet at least once a term and otherwise as required, using the Terms of Reference (TOR) as a guide to agenda setting.

The Agenda will be agreed by the Chair of the Committee with advice from the clerk and headteacher and with reference to TOR and sent to committee members at least seven days before the meeting with relevant papers.

The meetings will be minuted by the clerk. The minutes will highlight questions asked by the governors to support and

challenge the school.

The committee minutes are to be reported to each meeting of the Full Governing Body. The Chair of the committee is to provide a verbal or written report to the FGB meeting in the Summer Term.

The Chair may invite any person who is not a member of the Committee to attend a committee meeting to offer advice as a non-voting member on a specific area.

The committee clerk will be responsible for arranging meetings, taking and distributing the minutes (together with other relevant papers) and following up agreed actions.

The committee has delegated power to make its own decisions on behalf of, and without referral to, the Full Governing Body as agreed in the School's Financial Regulations, except where the subject matter requires Full Governing Body consideration by law or in accordance with the school's established scheme of delegation.

## **TERMS OF REFERENCE (TOR)**

### **To take the lead on:**

- ensuring the health, safety and well-being of staff and pupils
- monitoring and evaluating the budget allocated to the school to achieve value for money
- reviewing staff pay and conditions
- agreeing procedures for staff conduct and discipline
- setting priorities for improvement and monitoring and evaluating the impact of improvement plans which relate to the committee's area of operation
- developing and reviewing policies identified within the school's policy review programme and in accordance with its delegated powers
- ensuring effective liaison with the Local Authority in relation to the committee's delegated duties
- reviewing and monitoring Extended Provision in relation to staffing, quality of provision and financial viability
- all areas of Marketing, Communication & Public Relations

### **To accept full delegated responsibilities for the discharge of the following duties:**

- Preparation and presentation of an annual budget to the Full Governing Body for approval
- Ensure completion of the School Financial Value Statement (SFVS) before approval by the FGB and produce, review, monitor and evaluate the SFVS action plan.
- Agree the level of financial delegation to the Headteacher whilst paying due regard to Governing Body's Financial Regulations and Procedures
- Ensure that the principles of 'best value' are adhered to
- Review and monitor any policy, statement or procedure delegated to this committee by the Full Governing Body.
- Review, monitor and evaluate the annual maintenance programme
- Project manage maintenance, repairs and redecoration within the budget allocation
- Recommend an appropriate staffing structure to the Full Governing Body for approval
- Delegate the recruitment, selection and appointment of all midday assistants, cleaners and play assistants to the Headteacher when agreed by the committee.
- Recruit, select and appoint all permanent teaching staff, learning support assistants, caretaker, administrative posts and all managerial posts (such as Business Manager or Assistant Head) except the posts of Deputy Head and Headteacher which must involve the FGB.
- Monitor staff absences in line with Local Authority sickness/attendance guidelines and procedures
- Monitor Continuous Professional Development for all staff including performance capability
- Consider and make any initial decision about matters relating to any staff grievance.
- Consider and make decisions that could result in a disciplinary sanction/action against an employee in line with School policy, taking into account any statutory or LA guidance
- Consider and make decisions relating to the compulsory redundancy of any employees in line with School policy, taking into account any statutory or LA guidance.
- Consider and make decisions that could result in the termination of employment of any employee on the grounds of performance capability in line with School policy, taking into account any statutory or LA guidance
- Consider and make decisions about matters relating to the dismissal of staff, including dismissal arising from redundancy or dismissal/termination of employment arising from ill health or incapacity in line with School policy, taking into account any statutory or LA guidance
- Secure the effective implementation of performance management procedures
- Monitor and evaluate the effectiveness of partnerships in securing improved pupil outcomes



- Monitor & evaluate the effectiveness of all health and safety policies & procedures ensuring that the school complies with all health and safety regulations.
- Ensure administration relating to all aspects of GDPR.

**To provide guidance to the Full Governing Body for the following which cannot be delegated:**

- Approval of the annual budget
- Appointment of Headteacher, and Deputy headteacher
- Approval of the staffing structure for the school.
- Termination of employment/Dismissal of staff

## **STANDARDS AND QUALITY COMMITTEE (S&Q)**

**Standards & Quality Committee Members 2019/20:**

Mrs D Bate (Chair), Mrs P Burke (Vice Chair), Mrs S Hartley, Mrs E King, Mrs A Richardson ( Headteacher).

**Associate Member:** Miss L Marsh (SLT member for Assessment & Assistant Headteacher)

Membership of the committee will be no fewer than 3 governors, plus the Headteacher.

The quorum for each meeting shall be 3 governors, with or without the Headteacher.

The committee is to meet at least once a term and otherwise as required, using the Terms of Reference (TOR) as a guide to agenda setting.

The Agenda will be agreed by the Chair of the Committee with advice from the clerk and headteacher and with reference to TOR and sent to committee members at least seven days before the meeting with relevant papers.

The meetings will be minuted by the clerk. The minutes will highlight questions asked by the governors to support and challenge the school.

The committee minutes are to be reported to each meeting of the Full Governing Body. The Chair of the committee is to provide a verbal or written report to the FGB meeting in the Summer Term.

The Chair may invite any person who is not a member of the Committee to attend a committee meeting to offer advice as a non-voting member on a specific area.

The committee clerk will be responsible for arranging meetings, taking and distributing the minutes (together with other relevant papers) and following up agreed actions.

The committee has delegated power to make its own decisions on behalf of, and without referral to, the Full Governing Body, except where the subject matter requires Full Governing Body consideration by law or in accordance with the school's established scheme of delegation.

### **TERMS OF REFERENCE (TOR)**

**To take the lead on:**

- monitoring and evaluating rates of progress and standards of achievement by pupils, including any underachieving groups
- ensuring that the curriculum is balanced, broadly based, meets the needs of all pupils and complies with statutory requirements
- setting priorities for improvement and monitoring and evaluating the impact of improvement plans which relate to the committee's area of operation
- developing and reviewing policies identified within the school's policy review programme and in accordance with its delegated powers
- ensuring effective liaison with the Local Authority in relation to the committee's delegated duties

**To accept full delegated responsibilities for the discharge of the following duties:**

- To review and monitor any policy, statement or procedure delegated to this committee by the Full Governing Body.
- Monitor and evaluate:
  - the effectiveness of leadership and management
  - the impact of quality of teaching on rates of pupil progress and standards of achievement
  - the impact of continuing professional development on improving staff performance
  - the effectiveness of provision for children with special educational needs and disabilities
  - the quality of the curriculum in securing high standards of achievement
  - the impact of any actions or interventions taken to address differential standards of achievement or rates of progress within groups of pupils (e.g. SEND, gender, free school meals, EAL, children in care etc)
- Identify and celebrate pupil achievements

**To provide guidance to the Full Governing Body for the following which cannot be delegated:**

- Setting realistic and sufficiently challenging statutory end of key stage targets
- The school's curriculum statement
- Approval of school policies on sex and relationships education and religious education.

### **PAY AND PERFORMANCE COMMITTEE (P&P)**

**Pay & Performance Committee Members 2019/20:** Mrs P Burke (Chair), Mr D King, Mr A Rigby.

The Committee will consist of at least 3 governors who are also responsible for undertaking the Headteacher Performance Management Review.

The Chair of this committee will be identified by the FGB and serve a 2 year term, subject to review by the FGB.

Members of this Committee may not be members of the Appeals Panel.

The quorum for this committee is 2 governors.

The Committee may invite other governors, associates or advisers to attend as it finds necessary.

#### **Meetings in relation to the Pay & Performance of Staff other than the Headteacher.**

The Committee will meet at least once a year in the Autumn term and otherwise as required.

The Agenda will be agreed by the Chair of the Committee with advice from the clerk and headteacher and with reference to TOR and sent to committee members at least seven days before the meeting with relevant papers.

The meetings will be minuted by the clerk as Part 2 minutes. The minutes will highlight questions asked by the governors to support and challenge the school.

The Committee shall keep a record of all meetings. A summary report, highlighting key issues (oral or written) will be an agenda item on the following Full Governing Body agenda.

### **TERMS OF REFERENCE**

#### **in relation to the Meetings of the Pay & Performance of Staff other than the Headteacher**

#### **To accept full delegated responsibilities for the discharge of the following duties:**

- To review and monitor any policy, statement or procedure delegated to this committee by the Full Governing Body.
- To consider the headteacher's pay recommendations for all teaching staff.
- To fairly apply the criteria related to discretionary areas of pay, as identified within Pay Policy.
- To determine salary at the time of the annual review for all staff.
- To review job descriptions annually and where responsibility or accountability is increased, to reconsider the grade in accordance with the appropriate guidelines.
- To ensure that statutory and contractual requirements are applied to all staff groups.
- To ensure that adequate records of decisions are kept.

In addition:

- Following notification to the Full Governing Body, decisions of the Pay Committee will be notified in writing to the member of staff \*concerned and to the Local Authority.
- Committee members are required to treat information about each individual's earnings as confidential.
- These responsibilities are to be exercised within the constraints of the school's locally managed budget and in accordance with the school's financial and improvement plans.
- Reviews may take place at other times of the year to reflect any changes in circumstances or job descriptions that lead to a change in the basis for calculating an individual's pay. A written statement will be given after any review and where applicable it will give information about the basis on which it was made.

\*If a member of staff has a query about his/her salary, he/she should in the first place seek to resolve the matter informally with the head teacher. If the matter remains unresolved the Pay Appeal Procedure can, if necessary, be followed requiring an Appeals Panel meeting to be called.

#### **Performance Management Meetings of the Headteacher**

The Committee will meet at least twice a year:

- In the Autumn Term, to review and set Performance Management Objectives, and
- Once at the beginning of the Summer Term for an Interim report on the objectives.

The Committee will invite an independent adviser to the meeting in the Autumn Term.

The Committee will keep a confidential record of all meetings.

### **TERMS OF REFERENCE for the Performance Management of the Headteacher**

#### **To accept full delegated responsibilities for the discharge of the following duties:**



- To carry out the Headteacher's Annual Performance Review as laid down in current legislation and in the School's Performance Management Policy
- To review the Headteacher's performance over the previous academic year and to set and agree performance objectives for the forthcoming year
- To report the outcomes of the Annual Performance Review to the committee with responsibility for taking decisions on pay.
- To review and monitor any policy, statement or procedure delegated to this committee by the Full Governing Body.

In addition:

- Following notification to the Full Governing Body, decisions of the Pay Committee will be notified in writing to the Headteacher \*and to the Local Authority.
- Committee members are required to treat information about the Headteacher's individual's earnings as confidential.
- These responsibilities are to be exercised within the constraints of the school's locally managed budget and in accordance with the school's financial and improvement plans.
- Reviews may take place at other times of the year to reflect any changes in circumstances or job descriptions that lead to a change in the basis for calculating an individual's pay. A written statement will be given after any review and where applicable it will give information about the basis on which it was made.

\* If the Headteacher has a query about his/her salary, he/she should in the first place seek to resolve the matter informally with the Chair of the Pay and Performance Committee. If the matter remains unresolved the Pay Appeal Procedure can, if necessary, be followed which would require an Appeals Panel meeting to be called.

### **APPEALS PANEL**

The Committee will be formed when necessary, in order to guarantee enough governors are available within the stated timescale, and also to ensure governors involved have not been tainted by previous involvement in any aspect of the appeal. The Chair of the panel will be appointed by the Chair of Governors or Vice Chair of Governors if the Chair of Governors has previously been involved in the case.

The Quorum for each meeting will be 3 governors.

The Chair may invite any person who is not a member of the Committee to attend a committee meeting to offer advice as a non-voting member on a specific area.

The committee clerk will be responsible for arranging meetings, taking and distributing the minutes (Part 2) together with other relevant papers and following up agreed actions.

The committee has delegated power to make its own decisions on behalf of, and without referral to, the Full Governing Body, except where the subject matter requires Full Governing Body consideration by law or in accordance with the school's established scheme of delegation.

Members of the Pay and Performance Committee may not be members of this Committee when the appeal concerns a pay or performance decision made by this committee.

The Committee will meet as and when required.

### **TERMS OF REFERENCE**

**To accept full delegated responsibilities for the discharge of the following duties:**

- To consider and decide upon any appeal against the decision of the Finance and Resources Committee in regard to Staff Grievance, Discipline, Capability, Dismissal or Redundancy in accordance with School Policy, statutory and Local Authority Policy.
- To consider and decide upon any appeal against the decision of the Pay and Performance Committee in accordance with the Pay Appeal procedure agreed by the Full Governing Body.
- To consider and decide upon any appeal made following conclusion of any investigation of a formal complaint.
- To review and monitor any policy, statement or procedure delegated to this committee by the Full Governing Body.

### **• STRATEGY GROUP**

The Strategy Group is not a committee but a 'think tank' of governors who will meet informally to discuss, review, report and consider the development and future strategic direction of the school.

The Chair of Governors will call meetings of the Strategy Group.

The group may invite members of the Senior Leadership team, additional governors or advisers with particular relevant skills to meetings as appropriate.

The group will take notes of the meetings.

The group has no delegated authority to act on behalf of the Full Governing Body unless this is delegated to the group by the Full Governing Body.

Output from the Strategy Group may be in the form of:

- Specific Reviews/Reports delegated by the Full Governing Body,

- Preparation for Ofsted or SIAMS inspections
- Production of Action Plans for Consideration of the Full Governing Body
- Preparation for, and evaluation of, Government Initiatives.

### **Membership**

Membership of the Strategy Group will be:

- The Chair/Co-Chairs and Vice Chair of the Full Governing Body
- The Chair of the Christian Distinctiveness, Care and Support Committee
- The Chair of the Finance and Resources Committee
- The Chair of the Standards and Quality Committee
- The Headteacher.