



ANNUAL GOVERNANCE STATEMENT 2021-2022

Purpose of this Governance Statement

This Governance Statement has been prepared and published by the Governing Body of All Hallows Catholic School (hereafter referred to as the Governing Body) in compliance with our duty to report on the ways in which we have fulfilled our obligations and responsibilities relating to (i) our overarching duty to conduct the school in accordance with its Catholic character and (ii) our core functions (which are explained below) during the 2021-2022 academic year.

A list of serving Governors is set out at **Appendix 1**.

Role of the Governing Body

As the Governing Body of a Catholic school, our overarching responsibility lies in ensuring that the School is conducted in accordance with its Catholic character at all times, and this overriding duty (which is also a legal duty) permeates everything that we do. Further, in accordance with our legal obligations, the Governing Body endeavours to operate at a strategic level leaving the Headteacher and senior school leaders responsible and accountable to us for the operational day-to-day running of the School.

As an integral part of the vision for the holistic formation of pupils and young people Canon law (Church law) also requires that Catholic schools (which includes academies) are "...at least as academically distinguished as that in the other schools of the area" (806§2) and the Governing Body are mindful of this requirement in all that we do.

Scope of Governing Body's Responsibilities

The Governing Body acknowledges that we have overall responsibility for ensuring that All Hallows Catholic School has an effective and appropriate system of control, financial and otherwise. However, such a system is designed to manage rather than eliminate the risk of failure to achieve our objectives, and can provide only a reasonable (as opposed to absolute) assurance against material misstatement or loss.

The Governing Body has delegated the day-to-day responsibility to the Headteacher for ensuring financial controls conform with the requirements of both propriety and good financial management.

Governance Arrangements

Composition of the Governing Body

The Governing Body is currently made up of 7 Foundation Governors, 2 Staff Governors (including the Headteacher), 2 Parent Governors, 3 Co-opted Governors and 1 Local Authority Governor.

Foundation Governors are appointed by the Bishop of the Diocese of Portsmouth in which the School is situated. The Bishop not only appoints his Foundation Governors because of their particular skills, but, more importantly, for the strict purpose of ensuring, on his behalf, the Catholic character of the School. Foundation Governors are also under important legal duties to preserve and develop the School's Catholic character. In order to ensure that the School's Catholic character is protected and that it is being conducted in accordance with the tenets of its Catholic designation, Governing Bodies of Catholic schools and academies must always have a majority of Foundation Governors.

The Diocesan Bishop is Canonically responsible for his schools and academies. He ensures that the Catholic ethos of the school is maintained, particularly through the appointment of Foundation Governors, but also through overseeing the appointment of members of staff and through Diocesan inspection, in order to ensure that the school is fulfilling the objects cited in its Instrument of Government/Articles of Association and the trust deed under which the school was established.

Co-opted Governors are appointed by the Governing Body and are people who, in the opinion of the Governing Body, have the skills required to contribute to the effective governance and success of the school. Within our Governing Body, 2 of the Co-opted Governors are parents and 1 is a former staff member.

Governing Body's work this year and Governors attendance at full Governing Body meetings

The purpose of the Full Governing Body as a whole is to:

- Determine the strategic direction of the school;
- Holding the Headteacher and Senior Leadership Team to account for the educational performance of the School and its pupils, and for the internal organisation, management and control of the School, including performance management of staff; and
- Overseeing the financial performance of the School and making sure its money is well spent.

The Full Governing Body has met 3 times during the year and Appendix 2 shows the Governors' attendance during the year at all committee meetings. We have not cancelled a Governing Body meeting because it was not 'quorate' (the number of Governors needed to ensure that legal decisions can be made).

The purpose of the Full Governing Body

1. To be the custodians of the schools Catholic Mission;
2. To be responsible for the strategic vision of the School and to set and monitor appropriate objectives for the senior management team;
3. To review policies, targets and priorities in the light of current regulations and the needs of various stakeholder groups;
4. To act as a critical friend to the School;
5. To agree constitutional matters including procedures where the Governing Body has discretion;
6. To recruit new members as vacancies arise and to appoint new governors where appropriate;
7. To hold at least three Governing Body meetings a year;
8. To appoint or remove the Chair;
9. To appoint or remove a Clerk to the Governing Body;
10. To establish the committees of the Governing Body and their Terms of Reference*;
11. To suspend a Governor;
12. To decide which functions of the Governing Body will be delegated to committees, groups and individuals;
13. To receive reports from any individual or committee to whom a decision has been delegated and to consider whether any further action by the Governing Body is necessary;
14. To approve the first formal budget plan of the financial year;
15. To keep the Health and Safety Policy and its practice under review and to make revisions where appropriate these matters cannot be delegated to either a committee or an individual.



Committees work this year and Governors attendance at Committee meetings

At All Hallows Catholic School we have the following Committees:

- Finance, Infrastructure & Personnel
- Catholic Community & Pastoral Care
- Education & Standards
- Admissions
- Pay

The purpose of each Committee is as follows:

Finance, Infrastructure & Personnel

Finance

1. To review and agree the school's annual budget plan, before submission to the Full Governing Body for approval;
2. To monitor and consider the school's in-year expenditure and income against budgets at each termly meeting;
3. To consider the financial implications of the annual School Development Plan, and to advise other Committees or the Full Governing Body of the financial impact of potential decisions;
4. To monitor expenditure and income of all voluntary funds kept on behalf of the Governing Body;
5. To review annually the financial procedures (Best Value Statement, and Controls Assurance Statement) and to take into consideration recommendations from external auditors;
6. The Governing Body delegates responsibility for the day-to-day financial management of the school to the Headteacher in accordance with the school's Finance Manual. Commitments in excess of £100,000 are to be referred to the Finance, Infrastructure & Personnel Committee for approval.

Infrastructure

1. To consider the premises related impact of the annual School Development Plan, and to advise other Committees or the Full Governing Body of these implications;
2. To consider the maintenance needs for the school buildings and site, and to monitor the planned maintenance and development projects related to school premises;
3. To perform annual Health & Safety reviews, and to report findings and recommendations to the Full Governing Body;
4. The Governing Body delegates responsibility to the Headteacher and SLT for carrying out and reviewing annual risk assessments, and reporting outcomes to the Committee;
5. The Governing Body delegates responsibility to the Headteacher for carrying out an annual inventory check in accordance with the school's Finance Manual;

Personnel

1. To consider any personnel related implications of the annual School Development Plan, and to advise other Committees or the Full Governing Body of the potential impact on the school;
2. To review and agree annually both the Teachers and Support Staff Pay Policies;
3. To convene a select panel of Governors to confidentially hear, or consider appeals, regarding staff grievances or disciplinary issues;
4. To convene a select panel of Governors and Senior Leadership Team members to select and interview applicants for the post of either Deputy or Headteacher posts, and to recommend to the Full Governing Body for appointment;
5. The Governing Body delegates responsibility to the Headteacher for the following:
 - a. Annually reviewing all teaching and support staff salaries (excluding the Headteacher's salary);
 - b. Recruiting and appointing all staff and reporting to the Committee (excluding Deputy and Headteacher posts);
 - c. Determining all initial staff dismissal decisions in accordance with statutory guidelines (excluding Deputy and Headteacher which must be referred to the Committee).

Catholic Community & Pastoral Care

1. To ensure that all school leaders contribute to sustaining, developing and nurturing the school's Catholic ethos;
2. To ensure that the Religious Education and Collective Worship policies contribute to an institution in which the Catholic faith is manifested through every aspect of school life;
3. To ensure the school develops a corporate life which attempts to glorify God in developing the full human potential of each person - whether pupil, member of staff, Parent or Governor;
4. To ensure that Catholic principles are embedded in the policies and day to day life of the school;
5. To regularly monitor and review the school's self-evaluation as a Catholic school, ensuring that self-evaluation is ongoing and contributes to school improvement;
6. To ensure the school, through its distinctive Catholic character, meets the needs of all learners;
7. To ensure that the importance of Religious Education is demonstrated in the school;
8. To ensure learning and teaching in Religious Education is effective and progress of pupils' learning is assessed;
9. To ensure Collective Worship inspires and enhances the spiritual development of pupils and staff, of all faiths or of none;
10. To ensure that the school leaders and governors focus on the Gospel Values of Unity, Respect, Joy, Love and Courage to promote a distinctive Catholic vision of the school.

Education & Standards

1. To review, monitor and evaluate the curriculum offered at all Key Stages;
2. To recommend for approval to the Governing Body the following: a. Self-Evaluation Form (SEF); b. School Development Plan (SDP); and c. Targets for school improvement to the Governing Body;
3. To monitor and evaluate rates of progress and standards of achievement by pupils, including any underachieving groups;
4. Review priorities for improvement and monitor and evaluate the impact of improvement plans which relate to the committee's area of operation;
5. Review and monitor policies identified within the school's policy review programme and in accordance with its delegated powers (e.g. sex education and pupil behaviour/discipline);
6. To monitor and evaluate the effectiveness of leadership and management;
7. To monitor and evaluate the impact of quality of teaching on rates of pupil progress and standards of achievement;
8. To monitor and evaluate the impact of continuing professional development on improving staff performance;
9. To monitor and evaluate provision for all groups of pupils (including vulnerable, Pupil Premium, SEND and Looked After) and ensure all their needs have been identified and addressed, and to evaluate their progress and achievement;
10. To ensure that the requirements of pupils with special needs are met, as laid out in the Code of Practice, and receive termly reports from the Headteacher/SEND Co and an annual report from the SEND Governor;
11. To regularly review and develop the Assessment Policy and to ensure that the policy is operating effectively;
12. To consider recommendations from external reviews of the school (e.g. Ofsted or local school improvement advisers), agree actions as a result of reviews and evaluate regularly the implementation of the plan;
13. To ensure that all pupils have equal opportunities;
14. To advise the Finance Infrastructure & Personnel Committee on the relative funding priorities necessary to deliver the curriculum;
15. To monitor the school's communications, public presentation and relationships with the wider community;



16. To identify and celebrate pupil achievements;
17. To oversee arrangements for educational visits, including the appointment of a named co-ordinator.

Admissions

1. To review the School Admissions Policy at least annually, to ensure that it meets the requirements of the current Admissions Code;
2. To recommend to the Governing Body any amendments to the Admissions Policy;
3. To determine offers that shall be made within the criteria for admissions;
4. To determine offers that shall be made outside the criteria for admissions.

Pay

1. To determine all matters relating to pay and related performance of staff.
2. To monitor and review the school's Pay Policy.
3. Making sure the staff Appraisal Policy is robust.
4. Considering and approving the recommendations of the Senior Leadership Team about awarding performance related pay progression.
5. Checking that processes operate fairly and checking a selection of staff appraisals.
6. Being aware of the impact that pay decisions have on the school budget.

Governors' Future Plans for the School

To continue to provide a happy, safe and stimulating environment where – irrespective of ability – young people can enjoy learning, achieve their potential and develop skills alongside knowledge. To continue to grow the Sixth Form College.

Minutes of Governing Body and Committee meetings

Minutes of Governing Body and Committee meetings are public documents - you can e-mail enquiry@governors.allhallows.net if you would like to see a copy of the minutes.

Review of Value for Money

The Governing Body has used its resources to provide good value for money during the academic year and has assessed where value for money can be improved, including the use of benchmarking data where available. The Governing Body has ensured value for money during the year by reviewing, challenging and closely scrutinises budget plans, infrastructure projects, monies spent, staffing numbers, educational performance, etc to ensure that what we do provides best educational outcomes for the pupils.

The Risk and Control Framework

The School's system of internal financial control is based on a framework of regular management information and administrative procedures including the segregation of duties and a system of delegation and accountability, where appropriate. In particular it includes:

- Comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Governing Body;
- Regular reviews by the Finance, Infrastructure and Personnel Committee of reports which indicate financial performance against the forecast and of major purchase plans, capital works and expenditure programmes;
- Setting targets to measure financial and other performance;
- Clearly defined purchasing guidelines;
- Delegation of authority and segregation of duties;
- Identification and management of risks.



Capacity to Handle Risk

The Governing Body regularly reviews the key risks to which the School is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks.

Review of effectiveness

The Governing Body has responsibility for reviewing the effectiveness of the systems in place in the School to identify and manage risk and plan to address any weaknesses (if relevant) and ensure continuous improvement of the system is in place.

How to contact the Governing Body

We always welcome suggestions, feedback and ideas from parents, carers and the wider school community. Please contact the Chair of Governors, Mr Ian Anderson, by e-mailing:
enquiry@governors.allhallows.net.

This Governance Statement is approved by order of the members of the Governing Body on 29 September 2022 and signed on its behalf by:

Mr Ian Anderson
Chair of Governing Body

Mr Mark Baines
Headteacher

Appendix 1

ALL HALLOWS CATHOLIC SCHOOL & SIXTH FORM COLLEGE
FULL GOVERNING BODY
Schedule of Governors
(2021-2022)

GOVERNING BODY OFFICERS		Term of Office	Roles	Notes
Mr Ian Anderson	IA	5 Nov 21 – 4 Nov 25	Chair of the Governing Body	Elected Chair Summer 2020
Ms Elizabeth (Libby) Reynolds	LR	12 Feb 19 – 11 Feb 23	Vice-Chair of the Governing Body	Elected Vice-Chair Summer 2020
Mr Mark Baines	MB	Permanent	Headteacher & Governor	Ex-officio
Mrs Paula Gosling	PG	Permanent	Clerk to the Governing Body	Appointed Spring 2019

GOVERNORS				
Foundation				
Mrs Anne Long	AL	31 Jul 18 – 30 Jul 22	Safeguarding Link Governor	
Mr Ian Anderson	IA	Nov 21 – 4 Nov 25	Chair of Governing Body	
Mr Finbarr O'Sullivan	FS	6 Nov 17 – 5 Nov 21	Covid-19, Health & Safety Link Governor	
Deacon Craig Aburn	CA	1 Sep 18 – 31 Aug 22	Chair of Catholic Committee	
Ms Cristina Sturges	CS	30 Jan 19 – 29 Jan 23	SEN Link Governor	
Father Anthony Glaysheer	AG	1 Apr 19 – 31 Mar 23		
Mrs Alice Nixon	AN	10 Jul 20 – 9 Jul 24	Training Link Governor	
Mrs Tracy Ryan	TR	2 Nov 21 – 1 Nov 25	Health & Safety, Website Link Governor	
Mrs Christine Siddall	CSI	29 May 22 – 28 May 26	School Development Plan Link Governor	

<i>Co-opted</i>			
Mr Nick Somerville	NS	1 Apr 19 – 31 Mar 23	Complaints Link & Chair of Education & Standards Committee
Ms Elizabeth (Libby) Reynolds	LR	12 Feb 19 – 11 Feb 23	Vice Chair of Governing Body, Chair of Admissions Committee
Mrs Alison Paterson	AP	14 Jul 20 – 13 Jul 24	SEND Link Governor

<i>Staff</i>			
Mr Michael Corrigan	MC	1 Sept 19 – 31 Aug 23	Deputy Pupil Premium & Equality Lead Link Governor

<i>Parent</i>			
Mr Paul Hampshire	PH	6 Mar 20 – 5 Mar 24	Chair of Finance, Infrastructure & Personnel Committee, Exit Interview Link Governor
Mrs Natalie Boniface	NB	9 Nov 21 – 8 Nov 25	Pupil Premium & Equality Lead Link Governor

<i>Local Authority Governor</i>			
Mrs Antonia Stadler	AS	8 Dec 21 – 7 Dec 25	Link Governor for projects

Vacancies:
Foundation Governors - 1

ALL HALLOWS CATHOLIC SCHOOL & SIXTH FORM COLLEGE
FULL GOVERNING BODY
Schedule of Committees
(2021-2022)

Admissions	Catholic Community	Education & Standards	Finance, Infrastructure & Personnel	Pay Committee	Headteacher Appraisal
Governors: Ms L Reynolds (Chair) Mr I Anderson Mr N Somerville Mrs A Long Mr M Baines (Headteacher)	Governors: Deacon C Aburn (Chair) Mrs A Nixon Ms C Sturges Father A Glaysher Mr I Anderson Mr M Baines (Headteacher)	Governors: Mr N Somerville (Chair) Mr I Anderson Mrs A Paterson Ms C Sturges Mrs N Boniface Mr M Corrigan Mrs A Long Mr M Baines (Headteacher)	Governors: Mr P Hampshire (Chair) Ms L Reynolds Mrs A Long Mr F O'Sullivan Mrs T Ryan Mrs A Stadler Mr M Baines (Headteacher)	Governors: Mr I Anderson (Chair) Ms L Reynolds Deacon C Aburn Ms C Sturges Mr M Baines (Headteacher)	Governors Mr I Anderson (Chair) Deacon C Aburn Mr M Baines (Headteacher)
Staff Attendee: Lead - Mrs K Clarke (Admissions & Attendance Officer)	Staff Attendee: Lead - Mr D Ragg (Assistant Headteacher) Mrs T Fanshawe (Deputy Headteacher)	Staff Attendee: Lead - Mr D Spare (Deputy Headteacher)	Staff Attendee: Lead - Mrs C Antrobus (School Business Manager)	Staff Attendee: Mrs T Fanshawe (Deputy Headteacher) & Mr D Spare (Deputy Headteacher)	External Advisor: Maria Dawes

Additional Committees or Panels may be established by the Governing Body for specific functions.



Appendix 2 - GOVERNOR ATTENDANCE AT GOVERNING BODY MEETINGS - 2021-2022

Governor	Full Governing Body	Admissions	Catholic Community & Pastoral	Education & Standards	Finance, Infrastructure & Personnel	Headteacher Appraisal	Pay
No. of Meetings Held	3	1	3	3	3	2	1
Mr Mark Baines (Headteacher)	✓✓✓	✓	✓✓✓	✓✓✓	✓✓✓	✓✓	✓
Mr Ian Anderson (Foundation & Chair)	✓✓✓	✓	✓✓✓	✓✓✓	n/a	✓✓	✓
Ms Libby Reynolds (Co-Opted & Vice-Chair)	✓✓x	✓	n/a	n/a	✓✓✓	n/a	x
Mrs Anne Long (Foundation)	✓✓✓	✓	✓	n/a	✓✓✓	n/a	✓
Mrs Christina Siddall (Foundation)	✓	n/a	n/a	n/a	n/a	n/a	n/a
Ms Cristina Sturges (Foundation)	✓✓x	n/a	✓✓✓	x✓✓	n/a	n/a	✓
Fr Anthony Glaysher (Foundation)	✓xx	n/a	✓✓x	n/a	n/a	n/a	n/a
Deacon Craig Aburn (Foundation)	✓✓✓	n/a	✓✓✓	n/a	n/a	✓✓	✓
Mrs Alice Nixon (Foundation)	x✓x	n/a	✓✓x	n/a	n/a	n/a	n/a
Mr Finbarr O'Sullivan (Foundation)	✓✓x	n/a	n/a	n/a	✓✓✓	n/a	n/a
Mrs Tracy Ryan (Foundation)	✓xx	n/a	n/a	n/a	✓✓✓	n/a	n/a
Mr Nick Somerville (Co-Opted)	✓x✓	✓	n/a	✓✓✓	n/a	n/a	n/a
Mrs Alison Paterson (Co-Opted)	x✓✓	n/a	n/a	✓✓✓	n/a	n/a	n/a
Mrs Natalie Boniface (Parent)	✓xx	n/a	n/a	✓✓✓	n/a	n/a	n/a
Mr Paul Hampshire (Parent)	✓✓✓	n/a	n/a	n/a	✓✓✓	n/a	n/a
Mr Michael Corrigan (Staff)	✓✓✓	n/a	n/a	✓✓✓	n/a	n/a	n/a
Mrs Antonia Stadler (LA)	✓✓x	n/a	n/a	n/a	✓✓✓	n/a	n/a

Appendix 3 - GOVERNOR DECLARATION OF INTEREST - 2021-2022

Name	Type	Diocese	Start Date	End Date	Association with the School	Other Roles Outside of Governing Body	Register of Business Interests
Mr Mark Baines	Headteacher	Ex-Officio	01/01/2017	Open	Works at the school	Treasurer for ArcAid, St Joan of Arc	None
Rev Craig Aburn (Term ended 31 Aug 22)	Foundation	Portsmouth	01/09/2018	31/08/2022	Child(ren) associated with the school	Employee of the Diocese: Executive Assistant to Bishop of Portsmouth, Deacon (Aldershot Parish), P/T Chaplain to St Joseph's Primary Academy	None
Father Anthony Glaysher	Foundation	Portsmouth	01/04/2019	31/03/2023	Godson associated with school	Governor at St Josephs	None
Mr Ian Anderson (Chair)	Foundation	Portsmouth	06/11/2017	05/11/2021	Child(ren) associated with the school		None
Mrs Anne Long (Term extended to 31/08/26)	Foundation	Portsmouth	31/07/2018	30/07/2022	No relative associated with the school		None
Mrs Cristina Sturges	Foundation	Portsmouth	30/01/2019	29/01/2023	No relative associated with the school	P/T SEND support at St Polycarp's School	None
Mrs Alice Nixon	Foundation	Portsmouth	14/07/2020	13/07/2024	No relative associated with the school	Governor at Park Primary school	None
Mrs Tracy Ryan	Foundation	Portsmouth	02/11/2021	01/11/2025	Child(ren) associated with the school		None
Mr Finbarr O'Sullivan	Foundation	Portsmouth	06/11/2017	05/11/2021	Child(ren) associated with the school		None
Mrs Christine Siddall	Foundation	Portsmouth	29 /05/2022	28/05/2026	No relative associated with the school		None
Mrs Natalie Boniface	Parent		06/3/2020	05/03/2024	Worked at the School / Child(ren) associated with the school		None
Mr Paul Hampshire	Parent		09/11/2021	08/11/2025	Child(ren) associated with the school		None
Mrs Libby Reynolds (Vice Chair)	Co-Opted		12/02/2019	11/02/2023	No relative associated with the school		None
Mr Nick Somerville	Co-Opted		01/04/2019	31/03/2023	Worked at the school	Chair & Trustee – Odiham District Scout Council,	None

							Trustee – 28 th Odiham (Crondall) Scout Group	
Mrs Alison Paterson	Co-Opted			14/07/2020	13/07/2024	Child(ren) associated with the school		None
Mr Michael Corrigan	Staff			01/09/2019	31/08/2023	Works at the School Married to Mrs T Corrigan (Teacher at School)		None
Mrs Antonia Stadler	LA			08/12/2021	07/12/2025	Child(ren) associated with the school		None

Finbarr O'Sullivan's term ended on 5 November 2021
Christine Siddall joined on 29 May 2022