



## GOVERNANCE POLICY

Last reviewed:	November 2022
Next review due:	November 2023
Reviewed by:	Principal
Approved by the Board of Governors:	

### 1. Introduction

d'Overbroeck's Limited is the legal owner of the school. d'Overbroeck's Limited is 100% owned by Nord Anglia Education. The school Board of Governors is comprised of members of d'Overbroeck's Limited and the parent company, Nord Anglia Education.

Governance is provided, as per the Education (Independent School Standards) Regulations 2014, by a body that includes a representative of the Proprietor.

In common with all companies, the Board of Governors has delegated responsibility from the Proprietor and is subject to fiduciary duties (under the Companies Act and under common law).

The Board of Governors has a number of regulatory responsibilities:

- resting with individual governors personally;
- resting collectively with the Board;
- for protection of the assets of d'Overbroeck's Limited and ensuring that all decisions are carried out solely in the Company's best interests.

### 2. d'Overbroeck's Board of Governors structure:

Brian Cooklin	Chair of Governors, Nord Anglia Education
George Ghantous	Proprietor's Representative, Nord Anglia Education, Director
Inderjit Dehal	Teaching and Learning Governor, Nord Anglia Education, Director
Barry Armstrong	Safeguarding Governor, Nord Anglia Education, Director
Georgina Paton	Finance and Health & Safety Governor, d'Overbroeck's Bursar
Patrick Horne	d'Overbroeck's Principal

The governance is underpinned by the requirements of Keeping Children Safe in Education (September 2022); the National Minimum Standards for Boarding and the Educational (Independent Schools Standards) regulations.

### 3. Key Function

The function of the Board of Governors is to include:

- Ensuring that the vision, ethos and strategic direction of the school are clearly defined.
- Ensuring that the Principal fulfils his or her role and responsibility to enhance the educational performance of the school.
- Ensuring the school maintains compliant and robust Safeguarding and Health & Safety practices.
- Ensuring the sound, proper and effective use of the school's financial resources.
- Acting with integrity, objectivity and honesty and in the best interests of the school.

It is the Principal's role to ensure the Proprietor is provided with sufficient information in the format it needs to do its job well. It is likely the information will cover the following areas of responsibilities:

Overall responsibilities include that the Board of Governors ought to:

- a) Ensure that statutory duties under company law legislation are met (Companies Act 2006).
- b) Ensure compliance with the Department for Education regulations; Independent Schools Inspectorate and the National Minimum Standards for Boarding (Education and Skills Act 2008; Education Act 2002; Education (Independent School Standards) Regulations 2014).
- c) Be a critical friend: asking supportive and challenging questions; providing effective oversight and holding the Principal and Senior Leadership Team of the school to account.
- d) Review and agree the school's planning and policies annually.
- e) Review and agree the school Quality Improvement/ Development Plan.
- f) Ensure the school meets H&S legislation and compliance (Health & Safety at Work Act 1974 & Regulatory Reform (Fire Safety) Order 2005).
- g) Ensure Safeguarding procedures are compliant (Keeping Children Safe in Education Sept 2021; Prevent Duty; FGM multi agency statutory guidance).
- h) Ensure the school's behaviours are mindful of Corporate Social Responsibility.
- i) Ensure compliance with the data protection law (Data Protection Act 2018).

In relation to Finance, the Board of Governors ought to:

- a) Work with the Principal to agree the annual budget.
- b) Monitor the school's financial performance monthly.
- c) Ensure the school manages its business performance responsibly.

In relation to People, the Board of Governors ought to:

- a) Work with the Principal to agree the organigram and staffing levels of the school, with governing body involvement as appropriate in relation to key senior appointments.
- b) Appoint the Principal.
- c) Agree and give input into discussion around levels of staff pay.
- d) Participate in any grievance against the Principal, and possibly other senior management of the school.
- e) Provide access to best practice HR support and other advice within Nord Anglia Education where available.
- f) Ensure compliance with equality and discrimination law.
- g) Ensure compliance and fairness in application of the Admissions Policy and compliance with the UKVI (Immigration Act 1986).

Note: the responsibilities of the Board are not limited to the above.

#### **4. Reporting**

School to Board of Governors:

- a) The Senior Leadership provide reports and documentation to Board of Governors, as the they request, for review and comment – to include, but not exclusively, self-evaluation forms and development plans.
- b) The Bursar provides a monthly Executive report and meets regularly with designated members of the Board.
- c) The Principal provides regular updates to the Chair of Governors, including weekly calls and onsite visits.
- d) The student exam results (in relation to both internal and external examinations) and other associated educational performance data including student leavers' destinations are shared with the Board of Governors
- e) Termly visits by at least one member of the governing body from Nord Anglia to the school is a minimum standard.
- f) An annual visit by the Governor responsible for Safeguarding with a resulting annual report to be provided to the governing body.

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