



**Teddington
School**

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Headteacher: Kathy Pacey NPQH

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Dear Families

An Update from the Teddington Trustee Board

The Teddington Trust Board is currently made up of 9 trustees – the Headteacher, 1 elected parent, 1 elected staff and 6 co-opted trustees recruited on a skills basis.

I wanted to explain what we have been working on this year. Although Ms Pacey is responsible for the day-to-day running of Teddington School, it is the trustees who are legally responsible for the governance of the school through our 3 principal functions:-

- 1. Setting the strategic direction;*
- 2. Holding the Headteacher to account for the educational performance of the school;*
- 3. Overseeing the financial performance of the school and making sure its money is well spent.*

Strategic Direction

Following the recommendations by Ofsted in January 2018, we held a Strategy Day in June 2018, during which we wrote our Governance Development Plan. We have been working according to this plan since September. We have also complied with the requirements for trustees set out in the Financial Notice to Improve dated 7 September. We have been assisted by Steve Price and Kate Sanders from the Bourne Education Trust, with whom we agreed a trust-to-school support programme starting in September 2018.

Co-opting new trustees according to their skills has meant that the board has trustees who are qualified to oversee the finances, safeguarding, health and safety, data analysis and educational direction of our school.

In October 2018, we appointed Kathy Pacey, our acting Headteacher as permanent Headteacher at Teddington School.

Following meetings with the Education and Skills Funding Agency (ESFA) and the Regional Schools Commissioner for the South East, and a recommendation from the Head teacher, in January 2019 we approved a proposal for Teddington School to join the Bourne Education Trust in September 2019. This proposal was unanimously approved by the Bourne Trust Board in May 2019.





Educational Performance

Alongside these decisions, we have been overseeing the Headteacher's strategies to turn our school from a school which Requires Improvement, to a Good school. With the assistance of the Bourne Education Trust, the Senior Leadership Team has been reformed, and a Staff Performance Management programme has been put in place. Teaching and Learning is based around PITCH: Progress, Independence, Thinking, Challenge, High Expectations and Learning Journeys for all subject topics have been introduced. We appointed Maggie Bailey, CEO of the Every Child, Every Day Trust as our School Improvement Partner for this year. She has visited and given feedback each term, and we wish her well in her new job in the Middle East. In September, a new School Improvement Partner will be appointed from the Bourne Education Trust.

We have all visited school regularly. We carry out monitoring visits once a term, where we discuss school improvement policies with key members of staff, and look at their implementation and impact. We have attended Learning Walks with the Headteacher, visiting classrooms to observe teaching and behaviour. A trustee has attended every school event, including parents' evenings, open days and drama performances.

Financial management

At the beginning of September 2018, our school had received an advance from the Education and Skills Funding Agency (ESFA) because we were in deficit. We have received visits from three School Resources Management Accountants from the ESFA to oversee our financial recovery. Kate Sanders from the Bourne Education Trust is very experienced in helping schools to balance their budgets. She has reformed our financial processes and expenditure, so that we can balance our books. She has been instrumental in ensuring that we comply with the requirements of the Financial Notice to Improve and the Academies Financial Handbook.

Our Board currently has three trustees with expertise in accountancy who scrutinise the steps taken towards our financial recovery and who are able to ask appropriate and challenging questions.

Other trustee activities this year

We have overseen the cleaning and renovation of the school library and quiet room, so that it is an attractive and orderly space for students to read and study.

Next Steps

Teddington School is on track to join the Bourne Education Multi Academy Trust in September 2019. The Teddington School Trust Board will become the Teddington Local Governing Committee of the Bourne Education Trust Board. We will continue to govern the school as before, but we will also report into the Trust.

Juliet Hartridge
On behalf of the Teddington Trust Board