



St James CE Primary School, Frederick Crescent, Enfield, Middlesex, EN3 7HH
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Annual governors' statement 2023

Statement from Chair of governors

St James has seen significant changes over the last 12 months. The school has seen multiple changes in the senior leadership with a new structure, with the appointment of Michelle Sheehan as Executive Headteacher, Lisa Everard as Head of school and also myself appointed as Chair of Governors. This has had an amazing impact and the school continues its journey to become an 'outstanding' school which is the vision of the leadership team.

Whilst the schools safeguarding is fantastic and our attainment is strong, the school continues to face a host of challenges with the biggest this year being a decline in pupil numbers which is now impacting the school financially. With ever decreasing budgets now being pressured with a fall in pupil numbers there has been a real challenge to ensure that the school operates within its financial boundaries but also allows us to move from a 'Requires Improvement' school to one that is 'Outstanding'.

With all of the current changes and challenges, St James continues to be an amazing environment for children to feel safe and be comfortable to learn. The standard of behavior throughout the whole school is high and all pupils understand the expectations of them whilst in school. This can be seen when in class room, corridors & playgrounds. This was noted by governors during a recent visit.

Position	Name	Date of Appointment	End of Term of Office
LA Governor (1)	Nick Turner (Chair)	13.09.2023	12.09.2027
Parent Governors (2)	Melissa Hanks (Vice Chair)	18.10.2020	17.10.2024
	Chanelle Francis	20.09.2022	19.09.2026
Staff Governor (1)	Lisa Everard	05.07.2022	
Foundation Governors (7)	Rev Ian Gallagher	09.04.2014	
	Lesley Kinghorn (DS)	09.08.2022	08.08.2026
	Ella Tona (PCC)	13.12.2022	12.12.2026
	Louise Whitaker (LDBS)	24.04.2023	23.04.2027
	Sarah Field (PCC) *	09.05.2023	08.05.2027
	Vacancy (DS)		
	Vacancy (LDBS)		
Executive Headteacher	Michelle Sheehan		

Governors

St James has a small but effective set of governors who have a range of skills and backgrounds ensuring that we have the right balance of knowledge and capabilities on the board. These skills range from Education backgrounds, Health and Safety, Business/Finance skills along with a wide variety of other skills.

Governors are also encouraged to attend various training courses to ensure we are up to date with the latest information required to help us govern the school.

Governors holding the school to account

Governors have a duty to hold the school to account and ensure that we are giving our pupils the safest environment to get the best possible level of education. The governors use a host of external validation specialist outside of Ofsted to ensure that we deliver at the highest standard. These specialists range from local authority school improvement partners, education experts.

Governor meetings



Chair of Governors Mr Turner
 Executive Headteacher: Mrs Sheehan
 Head of School: Mrs Everard
 School Business Manager: Mrs Asim



attendance to receive the Headteacher report and also discuss the outcomes of the sub-committee meetings.

Throughout the year the sub committee meetings do the deep dive into school matters ranging from Standards ie: Attainment, Finance and also Resources ie: general operations.

Each year will also hold a governor's day where governors attend school as a group to carry out workshops, class visits and general observations which have proved really effective over the past few years.

The Chair of governors is also in regular contact with the Headteacher to ensure that general operational matters have a platform to be discussed.

The governing body also have delegated roles to govern throughout the school year based on their skill set but is not limited to:

Standards Committee

Nick Turner (Chair)

Louise Whitaker

Rev Ian Gallagher

Lesley Kinghorn

Chanelle Francis

Resources Committee

Nick Turner (Chair)

Louise Whitaker

Melissa Hanks

Sarah Field

Appointment of Headteacher and Deputy Headteacher Panel

Panel to include the following:

Chair of Governing Body

Vice-Chair of Governing Body

3 other governors as appropriate

Appointment of Teaching and Non-teaching Staff

Delegated to Headteacher, plus one additional Governor if requested by the Headteacher

Delegated to Headteacher up to and including dismissal. Governing Body to be involved at appeal stage only: Appeal Panel – 2 or 3 Governors to be formed when necessary.

Staff Grievance

2 or 3 Governors: Initial and Appeal Panels to be drawn from the Governing Body without any overlap of membership.

Redundancy and Re-deployment of Teaching and Non-Teaching Staff

An initial Panel (2 or 3 Governors) to be drawn from the Resources Committee and Appeal Panel (2 or 3 Governors) to be established if required.

Pay and Performance Management

To be considered by the Chair, Vice Chair and School Improvement Advisor

Complaints Panel

Any three Governors as available.

Pupil Discipline Committee (to hear pupil exclusions)

Any three Governors as available who had no prior knowledge of the circumstances leading to the exclusion.

Recruitment Panel

Any three Governors as available.

To identify the skill set of the Governing Body, any gaps in the skill set, and to then seek to identify suitable candidates for the Governing Body to appoint to the Governing Body.

The Headteacher would meet potential candidates but not be on the panel of a HT recruitment.

SUBJECT	Governor(s) and Linked Teacher(s)
SEND & Inclusion	Chanelle Francis
Personal, Social, Citizenship and Emotional/RSE	Rev Ian Gallagher
Humanities	Lesley Kinghorn
Science	Sarah Field
English & Phonics	Louise Whitaker
Creative Development (Music/Art/DT)	Rev Ian Gallagher
Maths	Ella Tona
Physical Education	Melissa Hanks
Religious Education/Collective Worship	Rev Ian Gallagher
Well-Being	Rev Ian Gallagher
Child Protection/Safeguarding	Chair of Governors
Health and Safety	Melissa Hanks
Computing & ICT - Online Safety	Melissa Hanks
Data Protection & GDPR	Ella Tona
ECO	Sarah Field
More and Most Able Children Governor	Chanelle Francis
Pupil Premium	Chanelle Francis
Early Years Foundation Stage	Lesley Kinghorn
Modern Foreign Languages (MFL)	Rev Ian Gallagher
Member Governor Forum Representative	Chair of Governors
Training and Development Governor	Chair of Governors

Kindest regards

Nick Turner
Chair of Governors