

# **Annual governors' statement 2025**

## **Statement from Chair of governors**

The Cedar Federation was formed in September 2024 by the formal federation of Freezywater St George's CE VA Primary School and St James' CE Primary School following a two-year informal partnership between the two schools. The two-year partnership had proved to be very successful and a period of consultation took place during Spring 2024. This was followed by a final joint decision in the Summer and it was unanimously agreed to proceed to formalise the process. The formation of the Federation enables us to establish a robust and secure future for the schools by pooling resources, sharing expertise and fostering a closer community between the institutions.

The Cedar Federation has had a very positive first year. Both schools have been successful with great results in the formal statutory assessments. There have also been amazing achievements in sports, music, drama and dance. The pupils have been fantastic ambassadors for their schools when out on visits and also in school when governors and advisors have made observation visits.

St James' has had two successful inspections during the year. Ofsted have judged the school to be outstanding in Pupil Development and good in The Quality of Education, Behaviour and Attitudes, Leadership and Management and Early Years Provision. During the SIAMS Inspection St James' was praised for living up to its foundation as a Church school and enabling pupils and adults to flourish. It highlighted many strengths and recommended that the school should share its expertise with other schools.

This year, Freezywater St. George's has also been recognised for its support and work regarding SEND. This culminated in being awarded the Autism Accreditation Inclusion Award from the National Autistic Society. The report shared the school's excellent practice across many areas identifying the staff team (including senior leaders) experience, enthusiasm and dedication to the continuous development of good practice within the school.

Freezywater St. George's and St James' also achieved the Excellence Mark for Reading. This award recognizes the development of phonics, fluency and commitment for the pupils to be readers for life, the foundation of all learning.

In addition, the pupils in both schools have embraced the Global Neighbours Project by advocating the need to change to improve the environment locally, nationally and across the world. Pupils at Freezywater St George's have highlighted the need for clean water for all and raised important funding for this goal and pupils at St James' have a better understanding of recycling and reducing litter. Posters around the school encourage the local community to be more responsible with their rubbish.

During the coming year the governors will continue to hold the school to account and celebrate the successes. We will also work together to face the challenges that all schools face of falling pupil numbers and the impact this has on school budgets. The strong school community remains positive and we work together as a team to ensure all pupils flourish and thrive.

## **Governors**

The Cedar Federation has an effective set of governors who have a range of experience, skills and back grounds ensuring that we have the right balance of knowledge and capabilities on the board. These skills range from Education back grounds, Health and Safety, Business/Finance skills along with a wide variety of other skills and experiences.

Governors 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 specialists outside of Ofsted to ensure that we deliver at the highest standard. These specialists range from local authority school improvement partners, education experts and LDBS Advisers.

### **Our governing board**

<b>Position</b>	<b>Name</b>	<b>Date of Appointment</b>	<b>End of Term of Office</b>
LA Governor (1)	Vacancy		
Parent Governors (2)	Agata Mabena	04.02.2025	03.02.2029
	Titilayo Oshun	04.02.2025	03.02.2029
Staff Governor (1)	Karyn Goodison	10.09.2024	09.09.2028
Foundation Governors (7)			
Ex officio	Rev Ian Gallagher	01.09.2024	n/a
Ex officio	Fr Taemin Oh	01.09.2024	n/a
	Tony Zotti (DS)	01.09.2024	31.08.2028
	Louise Whitaker (LDBS)	01.09.2024	31.08.2028
	Sarah Field (PCC)	01.09.2024	31.08.2028
	Veronic Battley (PCC)	01.09.2024	31.08.2028
	Vacancy (DS)		
	Richard Paterson (LDBS)		
Executive Headteacher Ex officio	Michelle Sheehan	01.09.2024	n/a

### **Governor meetings**

The Cedar Federation governors use a range of meetings throughout the school year either virtually or in person. We have a set of Full governing body meetings where ALL governors are in attendance to receive the Executive 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 i.e.: general operations and finance.

Each year we will also hold governor days, where governors attend school(s) 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 Executive 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 and expertise.

### **Standards Committee**

Karyn Goodison  
Louise Whitaker (Chair)  
Rev Ian Gallagher  
Father Taemin Oh  
Tony Zotti  
Michelle Sheehan (Executive HT)  
Titilayo Oshun, Parent Governor  
Richard Paterson

### **Resources Committee**

Veronica Battley  
Sarah Field  
Louise Whitaker  
Michelle Sheehan (Executive HT)  
Agata Mabena, Parent Governor  
Richard Paterson

### **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

### **Staff Capability and Discipline**

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.

### **Individual Governor Responsibilities**

<b>SUBJECT</b>	<b>Governor(s)</b>
SEND & Inclusion	Titilayo Oshan
Personal, Social, Citizenship and Emotional/RSE	Fr Taemin/Rev Ian Gallagher
Humanities	Tony Zotti
Science	Richard Paterson
English & Phonics	Richard Paterson – English Sarah Field - Phonics
Creative Development (Music/Art/DT)	Agata Mabena
Maths	Louise Whitaker
Physical Education	Titilayo
Religious Education/Collective Worship	Fr Taemin/Rev Ian Gallagher
Well-Being	Fr Taemin/Rev Ian Gallagher
Child Protection/Safeguarding	Louise Whitaker
Health and Safety	Veronica Battley
Computing & ICT - Online Safety	Veronica Battley
Data Protection & GDPR	Karyn Goodison
ECO	Karyn Goodison
More and Most Able Children Governor	Karyn Goodison
Pupil Premium	Louise Whitaker
Early Years Foundation Stage	Sarah Field
Modern Foreign Languages (MFL)	Agata Mabena

Kindest regards  
Louise Whitaker  
Chair of Governors