

MEMBERS OF THE BEMROSE SCHOOL GOVERNING BODY

Bemrose Educational Trust (incorporated on 7 May 2010)

Trustees: Mr G Ferguson, Ms L Dawson, Ms J Ward, Mr N Wilkinson

The Bemrose School is a qualifying foundation school. The Bemrose Educational Trust is a Limited Company registered with Companies House. Our company number is 7246485. As a foundation school the Bemrose Educational Trust has the sole responsibility and power to appoint the majority of governors for a three years term of office. Non-foundation governors have a four years term of office.

The governing body consists of:

- 8 foundation governors
- 2 parent governors
- 1 local authority governor
- 1 headteacher
- 1 staff governor
- 2 co-opted governors

Our governors are:

Foundation Governors

Martin Jones is our joint Vice-Chair of Governors, a position he shares with David Parnham. His current term of office began on 21st November 2019 and will end on 20th November 2022.

“Having worked at Rolls-Royce in both Bristol and Derby for 32 years in numerous roles across Engineering and Operations I’m now running my own business and spreading my time between a number of small businesses assisting them to grow and improve their business performance. Outside of work I’m a private pilot and 2 years ago I had the pleasure of flying in a two seat Spitfire, an experience I can only describe as awesome and I am currently training to become a flying instructor. I live in Repton with my partner Sharon enjoying nights out in my local pub and the village life and when not at home I enjoy travelling the world having spent time in Australia, Asia,

America, the Middle East and Europe. I have been a governor at Bemrose for a number of years and feel passionate about the ethos at the school and have enjoyed its journey over the last few years into a great all through school that we all feel so proud to be a part of"

Mark Booton – term of office runs from 21st November 2019 to 20th November 2022.

"I retired in August 2016 after being in education for 39 years, the last 25 as a headteacher of a primary school in Derby. I attended St Mary's College, Strawberry Hill, London, where I studied geography and mathematics. I am a season ticket holder at Derby County and enjoy watching most sports. I became a volunteer at Calke Abbey in September 2016. During the Covid pandemic I have supported Food4thought by delivering food parcels across Derby City, collected prescriptions for people who are unable to leave their homes and telephoning lonely people. I am also a member of the Derby School Admission Appeals and Derby City Independent Remuneration Panels. I support my local church by helping with the parish newsletter."

Mohammed Khan - term of office runs from 1st January 2019 to 31st December 2021.

"I have been a Computer Science and ICT teacher for over 17 years. Having worked in schools and colleges in Coventry, Derby, Branston and Nottingham where I currently work as Head of Faculty. Living in Normanton, The Bemrose School is the main school for children in this area. I wanted to support the school in turn supporting the children that attend the school to ensure that the school provides for them the best education possible to open up suitable pathways to allow the students to follow their career and educational desires. Having been a governor at Bemrose School for over 10 years now I can say that the whole of the Bemrose School which includes the governors, teachers and support staff have the best interest for the school and it's pupils at heart."

Karen Lamb – term of office runs from 1st January 2019 to 31st December 2021.

"I am a Governor at the school because the positive experience and welfare of young in school is paramount to me. My family and I have lived in Derby since 2001. Prior to that I studied at Derby University, completed my PGCE at Liverpool John Moores and taught Dance and Drama in a Secondary School in Nottinghamshire. In 2005 I left teaching to be a full time foster carer. I became a Governor at Bemrose in 2008 when our daughter was studying her GCSE's at the school. I enjoy spending time with the family, volunteering with Derby Kids Camp, socialising with friends and camping holidays."

Jody McCall – term of office runs from 25th October 2018 to 24th October 2021.

“I have worked at The Bemrose School for almost 15 years now, in a variety of roles. I qualified as a teacher in 2010, which staff at Bemrose helped me accomplish. My children attended Bemrose, and now one of my grandchildren, so you could say I have a vested interest in being a governor at Bemrose. Thus, being a member of staff and a former parent of Bemrose students, this allows me to offer different viewpoints to the governing body.”

Mark Pegg – term of office runs from 5th March 2021 to 4th March 2024.

“I am a former pupil and Bemrose gave me a great start in life. It is a privilege to return as a Governor. My main interest is teaching and learning with a special interest in educational visits. I have been a Chief Executive of two executive education businesses and director of Hult Ashridge a leading business school specialising in leadership development. I have also been a management consultant and a manager in the coal mining industry. At Bemrose, I won a scholarship to Oxford University and went on to gain a doctorate. I am a Companion of the Chartered Management Institute and Fellow of the Chartered Institute of Personnel and Development.’ I am a Career link governor.”

David Parnham is our joint Vice-Chair of Governors, a position he shares with Martin Jones. His current term of office began on 1st January 2019 and will end on 31st December 2021. He has been closely associated with the school as a teacher and governor for over 30 years.

“I am a Human Resources and Employment Law specialist who worked for a number of companies in the private sector including Boots prior to taking up teaching. I taught Business Studies and Careers in several inner city schools including The Bemrose School. During my time as a teacher I also held positions in the teaching union NASUWT, at city, county and national level. I returned to work in HR with Derbyshire County Council before moving to Derby City Council where I was Head of HR Policy and Industrial Relations at the time of my retirement. I am married to Chris who is also a former teacher at Bemrose and we have a daughter and two grandchildren who are currently studying for their A levels. I enjoy gardening, playing golf and holidaying in Spain.”

Bob Troup - term of office runs from 1st January 2018 to 31st December 2021.

“I worked in railway vehicle research for 37 years before retiring in 2009. I was a Councillor on Derby City Council for 16 years, stepping down in 2015. I was a Cabinet Member for Housing for two years, had spells as a Director of Derby Homes and had experience on a number of bodies including Derbyshire Fire Authority. I am a lifelong cyclist and a keen gardener on Rowditch Allotments where I am a Trustee. I am married with two step children who both attended Bemrose. I live close to the school and I am very keen to see it become an outstanding school that is the school of choice for local children.”

Parent Governors

Paul Owen – term of office runs from 1st March 2021 to 28th February 2025.

Vacancy

Alex Rato - served as a governor from 15th December 2016 to 14th December 2020.

Local Authority Governor

Raj Basra Mann – term of office runs from 5th March 2018 to 4th March 2022.

Staff Governor

Claire Pavitt – term of office runs from 1st February 2020 to 31st January 2024

“I have worked within the Education Sector for 13 years, specialising in Careers Education since 2013. Alongside my Academic experience I was an Assistant Governor, President, and Youth Projects chair within Rotary for 10 years allowing me to create opportunities for the future generation. Originally from Essex, but calling Derbyshire home since 2017, I can now enjoy country life and the Peak District. Through my extensive travel, volunteering on youth projects across Africa/Asia and going on holiday, I have been able to experience and understand variations of culture. I am proud to be the Careers Lead and now Staff Governor at Bemrose, as part of the driving force to ensure that every student’s aspirations is raised and that they are able to live a happy and successful life.”

Headteacher Governor

Neil Wilkinson became our Executive Headteacher and governor on 1st September 2015.

“Hello I am Neil Wilkinson who is proud to be the Headteacher of The Bemrose School. I have been Head for 2 years now but have worked at the school since 2003. I have three children one who is about to do their GCSEs, one in KS1 and one of nursery age. I want our school to be great and cater for the need of our pupils so they grow and mature to be the adults of the future we can all be proud of.”

Co-opted Governors

Linda Dawson is our Chair of Governors. She has been closely associated with the school as a teacher and governor for 30 years. Her current term of office began on 30th January 2019 and will end on 29th January 2023.

“I have worked in education in Derby for over 35 years, latterly as Deputy Head at The Bemrose School, a place for which I still feel great passion. My interest in innovative and creative teaching and learning strategies led me to develop partnership working with educators in the UK, Europe and in the USA. I am now retired and spend as much time as possible in the outdoors with my dog, a Wire Haired Fox Terrier called Gertie.”

Natalie Birkinshaw – term of office runs from 15th December 2020 to 14th December 2024.

“I am a Project Manager working for a Contract Research Organisation specialising in supporting the Agrochemical Industry, having graduated from Harper Adams University in 2003 with a degree in Agriculture and Environmental Management. Originally from Colchester, Essex I have lived in the Derby area since 2007. I’m a mum of two with my eldest child currently attending the primary phase of Bemrose. I have chosen to become a parent governor as I felt it is important to help support the school and its continued development. My spare time is spent being a Mum, gardening and being an independent Phoenix trader and cloth nappy advisor.”

Two Bemrose governors also serve on the governing bodies of another school:

- Mark Booton at Rosehill Infants School, Derby
- Mark Pegg at Dr Challoner’s Grammar School, Amersham

A register of governors’ business interests is kept. Governors have declared that they have no connections, or shares in companies, which have a direct pecuniary interest in the school.

The following governors also serve as a link governor for the subjects stated:

- **Safeguarding:** David Parnham and Raj Basra Mann
- **Literacy:** Mark Booton and Igi Khan
- **Special Educational Needs and Disability (SEND):** Natalie Birkinshaw and Claire Pavitt
- **Careers:** Mark Pegg and Jody McCall
- **Pupil Premium:** Martin Jones and Linda Dawson

Our Clerk to Governors is Jonathan Grant. If you would like to contact any of the governors please do so through the Clerk who can be contacted by writing to the following address:

Jonathan Grant
Clerk to Governors
The Bemrose School
Uttoxeter New Road
Derby
DE22 3HU

Or by e-mail at jgrant@bemrose.derby.sch.uk Or by telephone on 01332 366711
Members of our Full Governing Body (FGB) also serve on the following Committees:

FGB

STRATEGY	RESOURCES	STANDARDS	ADMISSIONS
CHAIR – Linda Dawson Vice Chairs – Martin Jones & David Parnham	CHAIR – Bob Troup Vice Chair – Martin Jones	CHAIR – Natalie Birkinshaw Vice Chair – Mark Pegg	CHAIR – Linda Dawson
Other members: Natalie Birkinshaw Mark Booton Mark Pegg Bob Troup Neil Wilkinson	Other members: Raj Basra-Mann Karen Lamb Jody McCall Paul Owen Neil Wilkinson	Members: Mark Booton Linda Dawson Mohammed Khan David Parnham Claire Pavitt In attendance: Andy Scott (Head of Secondary) Kate Beecroft (Head of Primary)	Members: Any other two governors subject to availability.
Brief: To consider the strategic aims of the FGB and prepare 3 years plans to achieve these aims. To ensure that the vision and direction of the school is managed looking to the future, and to plan the resources and changes the school must make to deliver a high quality education for all.	Brief: To ensure that the resources of the school are used well to maximise the benefit for all school stake holders through best value for money practice.	Brief: To ensure that all aspects of school standards are the highest possible so that students achieve the best possible outcomes and can access great life opportunities after leaving school.	Brief: To consider admission of students and in the case of year groups being full review how appropriate a placement is after considering the school capacity.

DATES OF MEETINGS 2021-2022

FGB	Thursday	9 September	7.00pm
Strategy	Tuesday	21 September	4.30pm
Standards	Monday	4 October	5.30pm
FGB	Monday	18 October	7.00pm
Strategy	Monday	8 November	4.30pm
Resources	Wednesday	17 November	5.30pm
FGB	Thursday	13 December	7.00pm
Strategy	Monday	17 January	4.30pm
Standards	Monday	24 January	5.30pm
FGB	Thursday	10 February	7.00pm
Strategy	Monday	7 March	4.30pm
Resources	Wednesday	16 March	5.30pm
FGB	Thursday	31 March	7.00pm
Strategy	Tuesday	3 May	4.30pm
Standards	Monday	9 May	5.30pm
FGB	Thursday	19 May	7.00pm
Strategy	Monday	13 June	4.30pm
Resources	Wednesday	22 June	5.30pm
FGB	Thursday	14 July	7.00pm

2020/21 Record of Governors' attendance at meetings

GOVERNOR	FULL GOVERNING BODY	STANDARDS	RESOURCES	STRATEGY
Raj Basra-Mann	5/7		1/3	
Natalie Birkinshaw	7/7	3/3		6/6
Mark Booton	7/7	3/3		6/6
Linda Dawson	7/7	3/3		6/6
Martin Jones	6/7		3/3	6/6
Mohammed Khan	5/7	0/3		
Karen Lamb	4/7		3/3	
Jody McCall	7/7		2/3	
Paul Owen	1/3		2/2	
Claire Pavitt	6/7	2/3		
David Parnham	5/7	1/3		3/6
Mark Pegg	7/7	2/3		
Alex Rato	0/3		0/1	
Bob Troup	6/7		3/3	4/6
Neil Wilkinson	7/7		3/3	6/6

CODE OF CONDUCT FOR GOVERNORS

INTRODUCTION

The Governing Body of The Bemrose School has adopted the National Governors Association (NGA) recommended code of conduct.

This code sets out the expectations on and commitment required from school governors and trustees in order for the governing board to properly carry out its work within the school and the community. It can be amended to include specific reference to the ethos of the particular school. 'School' includes academies, and it applies to all level of school governance.

The governing board has the following core strategic functions:

Establishing the strategic direction, by:

- Setting and ensuring clarity of vision, values, and objectives for the school(s)/trust
- Agreeing the school improvement strategy with priorities and targets
- Meeting statutory duties

Ensuring accountability, by:

- Appointing the lead executive/headteacher (where delegated)
- Monitoring the educational performance of the school/s and progress towards agreed targets
- Performance managing the lead executive/headteacher (where delegated)
- Engaging with stakeholders
- Contributing to school self-evaluation

Overseeing financial performance, by:

- Setting the budget
- Monitoring spending against the budget
- Ensuring money is well spent and value for money is obtained
- Ensuring risks to the organisation are managed

As individuals on the board we agree to the following:

Role & Responsibilities

- We understand the purpose of the board and the role of the executive leaders.
- We accept that we have no legal authority to act individually, except when the board has given us delegated authority to do so, and therefore we will only speak on behalf of the governing board when we have been specifically authorised to do so.
- We accept collective responsibility for all decisions made by the board or its delegated agents. This means that we will not speak against majority decisions outside the governing board meeting.
- We have a duty to act fairly and without prejudice, and in so far as we have responsibility for staff, we will fulfil all that is expected of a good employer.
- We will encourage open governance and will act appropriately.
- We will consider carefully how our decisions may affect the community and other schools.
- We will always be mindful of our responsibility to maintain and develop the ethos and reputation of our school/group of schools. Our actions within the school and the local community will reflect this.
- In making or responding to criticism or complaints we will follow the procedures established by the governing board.
- We will actively support and challenge the executive leaders
- We will accept and respect the difference in roles between the board and staff, ensuring that we work collectively for the benefit of the organisation;
- We will respect the role of the executive leaders and their responsibility for the day to day management of the organisation and avoid any actions that might undermine such arrangements;
- We agree to adhere to the school's rules and policies and the procedures of the governing board as set out by the relevant governing documents and law
- When formally speaking or writing in our governing role we will ensure our comments reflect current organisational policy even if they might be different to our personal views;
- when communicating in our private capacity (including on social media) we will be mindful of and strive to uphold the reputation of the organisation

Commitment

- We acknowledge that accepting office as a governor/trustee/academy committee member involves the commitment of significant amounts of time and energy.
- We will each involve ourselves actively in the work of the governing board, and accept our fair share of responsibilities, including service on committees or working groups.
- We will make full efforts to attend all meetings and where we cannot attend explain in advance why we are unable to.
- We will get to know the school/s well and respond to opportunities to involve ourselves in school activities.
- We will visit the school/s, with all visits arranged in advance with the senior executive leader/headteacher and undertaken within the framework established by the governing board.
- When visiting the school in a personal capacity (i.e. as a parent or carer), we will maintain our underlying responsibility as a governor/trustee/academy committee member.
- We will consider seriously our individual and collective needs for induction, training and development, and will undertake relevant training.
- We accept that in the interests of open governance, our full names, date of appointment, terms of office, roles on the governing board, attendance records, relevant business and pecuniary interests, category of governor and the body responsible for appointing us will be published on the school's website.
- In the interests of transparency we accept that information relating to governors/trustees/academy committee members will be collected and logged on the DfE's national database of governors (Edubase).

Relationships

- We will strive to work as a team in which constructive working relationships are actively promoted.
- We will express views openly, courteously and respectfully in all our communications with other governors/trustees/academy committee members, the clerk to the governing board and school staff both in and outside of meetings.
- We will support the chair in their role of ensuring appropriate conduct both at meetings and at all times.
- We are prepared to answer queries from other board members in relation to delegated functions and take into account any concerns expressed, and we will acknowledge the time, effort and skills that have been committed to the delegated function by those involved.

- We will seek to develop effective working relationships with the executive leaders, staff and parents, the trust, the local authority and other relevant agencies and the community.

Confidentiality

- We will observe complete confidentiality when matters are deemed confidential or where they concern specific members of staff or pupils, both inside or outside school.
- We will exercise the greatest prudence at all times when discussions regarding school/trust business arise outside a governing board meeting.
- We will not reveal the details of any governing board vote.
- We will ensure all confidential papers are held and disposed of appropriately.

Conflicts of interest

- We will record any pecuniary or other business interest (including those related to people we are connected with) that we have in connection with the governing board's business in the Register of Business Interests, and if any such conflicted matter arises in a meeting we will offer to leave the meeting for the appropriate length of time.
- We accept that the Register of Business Interests will be published on the school/trust's website.
- We will also declare any conflict of loyalty at the start of any meeting should the situation arise.
- We will act in the best interests of the school as a whole and not as a representative of any group, even if elected to the governing board.

Ceasing to be a governor/trustee/academy committee member

- We understand that the requirements relating to confidentiality will continue to apply after a governor/trustee/academy committee member leaves office

Breach of this code of conduct

- If we believe this code has been breached, we will raise this issue with the chair and the chair will investigate; the governing board will only use suspension/removal as a last resort after seeking to resolve any difficulties or disputes in more constructive ways.
- Should it be the chair that we believe has breached this code, another governing board member, such as the vice chair will investigate.

The seven principles of public life

(Originally published by the Nolan Committee: The Committee on Standards in Public Life was established by the then Prime Minister in October 1994, under the Chairmanship of Lord Nolan, to consider standards of conduct in various areas of public life, and to make recommendations).

Selflessness - Holders of public office should act solely in terms of the public interest.

Integrity - Holders of public office must avoid placing themselves under any obligation to people or organisations that might try inappropriately to influence them in their work. They should not act or take decisions in order to gain financial or other material benefits for themselves, their family, or their friends. They must declare and resolve any interests and relationships.

Objectivity - Holders of public office must act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias.

Accountability - Holders of public office are accountable to the public for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this.

Openness - Holders of public office should act and take decisions in an open and transparent manner. Information should not be withheld from the public unless there are clear and lawful reasons for so doing.

Honesty - Holders of public office should be truthful

Leadership - Holders of public office should exhibit these principles in their own behaviour. They should actively promote and robustly support the principles and be willing to challenge poor behaviour wherever it occurs.