



Governance Annual Report

2022-23

Dear Families,

It is my pleasure as the Chair of Governors to share with you the Governance Annual Report for the academic year September 2022 to August 2023. This has been my first year in the role and I am grateful for all the support I have received from my fellow governors and other colleagues.

A highlight this year has been the Governing Board's participation in the development of a new vision statement for the School and, following workshops with students and staff, we are delighted to launch The Tiffin Girls' School Vision Statement:

'Our community is vibrant, curious, creative and inspires positive change. We dare to be wise.'

We hope you will agree this is a succinct and meaningful statement of intent that captures the heart of the School.

On a different note, we also hope you are enjoying the website for the school and we are delighted with the progress made in developing an alumnae portal that supports the growing network of former students who have benefited from a Tiffin Girls' education. A particular thank you to those alumnae who have participated in careers talks for our current students.

Further reflections on the year

We are incredibly proud of the achievements of our Year 11 and Year 13 students in their GCSE and A-Level examinations. Year 13 students faced unparalleled challenges due to the pandemic and are to be particularly congratulated as their GCSEs were awarded via the teacher assessed grade process in 2021. These students demonstrated great resilience and commitment to their studies throughout an unprecedented two years and fully deserve the wonderful outcomes. 88.5% of A-Level exams sat were awarded A*-B grades; a truly phenomenal set of results that has enabled the vast majority of students to reach their destination of choice.

Year 11 students also coped incredibly well with the disruptions to their learning and we are thrilled that 94.6% of GCSE exams sat were awarded 9-7 grades.

The School remained one of the leading state schools in the country on the 9-7 measure at GCSE and also the A*-B measure at A Level. We fully recognise that these results would not be possible without the outstanding teaching and learning that happens at the School, day in and day out. Our thanks go to all the staff who regularly go the extra mile to engender a love of learning in the students, as well as imparting their expert subject knowledge.

As you will know, this School is not all about academic results, important though they are, but about our vision to provide the very best all-round education for our students, focused on our values of 'Community', 'Love of Learning' and 'Character'. You will know that extra-curricular activities here are flourishing and at the same time students are involved in volunteering and charity work, creating a happy and inclusive environment.

The GB very much appreciates the role and contribution to the School community made by both the Parent Staff Association and the Tiffin Girls' Music Society, and their financial contributions have enhanced the School environment and had a direct impact on the students' positive learning experience. Our particular thanks are extended to all those who have supported the PSA fundraising activities this year as, together with

a grant from the Support Tiffin Girls' School Company (STGSC), sufficient funds have been raised to pay for a much needed new sound and lighting system in the school hall.

Following the opening of the Sports Centre in September 2022, it has been wonderful to see it being used for the benefit of students, staff and our local community. Without your donations to the STGSC, this project would simply not have been possible as the £500k grant from the STGSC was instrumental in securing the £2.9m funding from the government.

We said thank you and farewell to Ikra Khan, one of our parent governors and in turn welcomed Daniela Perazzo to the GB in May following her election by the parent body. Daniela comes with a wealth of experience in higher education and has particular expertise in equality, diversity and inclusion matters. We also thanked Ms Gardiner Boiling following completion of her term of office as staff governor and we look forward to Mr Meryon joining the GB in September.

Following our annual skills audit of the GB, we recognised the need to extend our capacity of governors with expertise in human resources. We are delighted that Nisha Rabheru, a TTGS parent and an HR professional, has been co-opted to join the GB for a two-year term of office starting this September.

How has the Governing Board helped the School achieve its vision?

Each year the School Development Plan (SDP) sets out how the School plans to deliver its vision. The SDP is developed by Mr Keary and the Senior Leadership Team (SLT), then reviewed and approved by the GB. It includes, amongst other information, key outcomes and the actions required to deliver. Each GB meeting has strategic foci and agenda items are linked to specific outcomes in the SDP. This ensures that the governors remain focused on strategic matters that directly impact the education provided for your child.

During 2022-23:

- We held nine GB meetings, as well as three Finance and Contracts Committees, three Pay and Personnel Committees, two Admissions Group and two Audit and Risk Group meetings.
- We received reports from Mr Keary and SLT covering a variety of areas related to school development, including student progress, attendance, safeguarding, health and safety, premises and infrastructure, risk management, data protection, equality, diversity and inclusion.
- We received presentations from Heads of Department about the curriculum for their subject area.
- We monitored the 2022-23 financial performance against the budget and both reviewed and approved the School's budget for 2023-24 and the medium term financial plan to 2025-26.
- We discussed an updated site development plan.
- We received reports on the school's outreach activities, including hosting an eco-conference for 12 primary schools, a medics conference for 7 secondary schools and a dragon's den for 9 primary schools.
- Individual governors received training on a variety of topics; including safeguarding and safer recruitment, equality, diversity and inclusion. Governors also attended an anti-racism workshop and a strategic conference for Chairs of Governors hosted by the Grammar School Heads Association
- We reviewed and approved a significant number of policies, many of which are statutory. These included safeguarding, school uniform, health and safety, careers and work experience.
- We conducted our annual governor skills audit and questionnaire. These documents are used to identify any gaps we need to fill in order to improve our effectiveness and to obtain feedback from individual governors.
- As per our Governor Visits Policy, we visited the School during the school day and received presentations from and engaged in dialogue with staff and students covering a range of topics. Each visit is tailored to specific SDP objectives and included student learning, student welfare, premises and infrastructure, and a discussion on the new vision statement and draft SDP for 2023-24.
- Governors with individual responsibilities for Health and Safety, Safeguarding, Careers, Data Protection, Special Educational Needs or Disabilities, and Sixth Form Bursary had meetings with the responsible SLT members and reported the results of their visits to the GB.

- We have assigned individual Governors to have oversight of equality, diversity and inclusion, and the provision of school food respectively; both conducted visits and reported back to the GB.
- Governors have attended a number of school events, including music concerts, drama productions, parent focus evenings and coffee mornings, celebration events and the school birthday assembly.
- We received a report following the parent survey last term and were delighted to see that the overriding response was extremely positive about the School, its leadership and the all-round education provision.

Looking forward to 2023-24

We will:

- Continue to support Mr Keary in the implementation of the School's new vision statement and ongoing values – focusing on 'Community', 'Love of Learning' and 'Character'.
- Work with the SLT to develop and approve the strategic plan for the School.
- Keep under review the revised site development plan.
- Continue to monitor student wellbeing, student progress, attainment, behaviour and attendance, curriculum provision, safeguarding, health and safety, staff work/life balance and financial performance.
- Continue to focus on encouraging girls from disadvantaged (under-served) backgrounds and/or those who are local to sit our admissions test.
- Embed the new role of link governor for sustainability and monitor impact of the School's sustainability strategy.
- Support and review the School's implementation of the EDI strategy.
- Receive the external safeguarding audit report and review any recommendations.
- Monitor implementation of the School's digital strategy.
- Maintain a sharp focus on financial performance against the School's budget.
- Commission an external review of governance and a 360 review of the Chair of Governors.
- Regularly receive curriculum presentations from Heads of Department.
- Keep our GB training needs under review.
- Continuously monitor the fast-changing education landscape to ensure the School takes advantage of any opportunities to raise standards in education.

A full list of the governors, their responsibilities and the governor role description can be found on the school website [here](#). The GB welcomes feedback and suggestions from parents regarding governance and strategic planning. The GB can be contacted via governance@tiffingirls.org

Thank you for your continued support of the school and I look forward to meeting you at one of the parent focus evenings or other events during the year. Do please come and say hello.

Sarah Beeching
Chair of Governors