



School Governance

A handwritten signature in black ink that reads 'Parneet Kang'.

Parneet Kang
Principal and Sole Proprietor

A handwritten signature in black ink that reads 'William Holland'.

William Holland
Chair of Trustees

Written: September 2020
Review Date: September 2021

The Principal is the sole proprietor and owner of the school. A Board of Trustees been created to support the Principal in her work and to provide additional leadership and guidance regarding the quality of education and effectiveness of leadership provided.

The Board of Trustees exists to improve educational standards so that pupils have the chance to realise their full potential. We believe the key to improving school performance is effective governance. By finding, nurturing, and supporting a committed network of Trustees we help to drive systematic change in how the Emscote School operates.

Trustees are responsible for overseeing the management side of a school: strategy, policy, budgeting, and staffing. They help the school to run as effectively as possible, working alongside senior leaders and supporting teachers to provide an excellent education and to achieve the school's vision and ambition. Being a trustee means attending board meetings which consider issues such as setting the school vision, mitigating financial risk and scrutinising educational outcomes.

They are also involved in the school community, acting as critical friends to the Principal and senior leaders. The trustees bring a wide range of skills and expertise, from their professional lives, to the board and the school benefits greatly from working with skilled volunteers with experience of finance, law, premises management or human resources.

Core responsibilities:

Helping set the strategic direction of the school is central to the work of trustees. They are involved in key strategic decision-making to enable the school and the students to achieve their potential. Along with the Principal, it is the job of the board to set the school's aims and objectives around how the school will develop and improve. They set policies, monitor outcomes, formulate plans, and agree targets to help the school achieve its objectives, as well as regularly reviewing the strategic framework and its impact. Creating robust accountability is important if the school is to succeed. The board is there to support and challenge the school's senior leadership team, including the Principal, and call them to account for school outcomes. They also play a crucial role in ensuring the school meets the independent school standards consistently and that students' well-being is actively promoted.. By challenging key decisions and asking pertinent questions, and challenging answers given about the school's performance and outcomes, trustees aim to guarantee high standards of education.

Trustees in consultation with the Principle ensure financial probity and that the school lives within its means. They play an important strategic role in ensuring good financial management of the school. Their financial responsibilities include, setting financial priorities through the school development plan, financial plan, and the annual budget. They also decide on how the school's delegated budget should be spent in accordance with the school improvement plan and statutory curriculum requirement.

The Board work together to provide independent oversight of the quality of leadership management and operation of a school, with the aim of improving the

quality of education provided and raising standards. The board of trustees are involved in strategic decision-making not operational matters. The Principal runs the school on a day-to-day basis with support from senior leaders and others. Trustees meet formally once a term to discuss school business and leadership and management matters.