

The Governors, together with the JCoSS Trustees, provide strategic oversight, influence and expertise in a range of fields. In addition to regular ongoing support and challenge, their recent work has included the following particular issues, with the impact indicated:

Issue	Impact
Recruitment of Headteacher and Senior Staff	<p>Running a thorough, carefully considered and robust process to recruit a new Headteacher to start from January 2023, involving external advice to support the search. An excellent candidate was appointed in line with the timetable.</p> <p>Communications were tightly managed throughout the transition process to ensure that all stakeholders were informed, and confidence and calm was maintained.</p> <p>Supporting the school with a restructure of Deputy Head posts and the recruitment of an Associate Deputy for Inclusion, who has smoothly assumed the post following an extensive handover.</p>
Maintaining the school's principal objectives of academic excellence and an inclusive Jewish ethos	<p>Close supervision of academic data, exploring the challenges with the Headteacher and senior staff in committee and occasional school visits.</p> <p>Academic results and value-added are consistently strong for GCSE, A level and Vocational courses. This remained the case through the special exam arrangements for the pandemic, and 2022 results are in line with previous years.</p> <p>Critical friendship has helped ensure robust actions by the school in addressing challenges, including those presented by the pandemic. The school's appraisal and performance management systems are robust, fair and clear.</p> <p>Regular review of policies, including input from lawyers for those in contentious areas such as SEND, Safeguarding, Child-on-Child Abuse and Behaviour, ensures that they are kept clear and up to date. A review of the Staff Code of Conduct and Disciplinary Procedures in light of recent cases has led to improved clarity of process and documentation.</p>
Maintaining the unique pluralist Jewish ethos of the school	<p>Providing critical friendship via the Ethos Committee to finesse, debate and promote this unique aspect of the school, keep fresh our clarity about aims, and explaining it to any who question.</p> <p>Ensuring that Governors and Trustees and staff are inducted into this ethos by means of an Ethos document; they understand its contours and how it impacts on the decisions, actions and routines of the school.</p> <p>Planning for celebrations of the school's 'Bnei Mitzvah' (coming of age) at 13 years from foundation (2023). Two alumni have been co-opted to the Ethos Committee to add new perspective.</p> <p>The School was rated Outstanding in all categories by Pikuach in an Ofsted s43 Inspection in November 2017.</p>

Ensuring that safeguarding provision is fully in place and effective, particularly in light of the Everyone's Invited movement

Detailed and thorough discussion of the school's response to the issue raised by testimonies on Everyone's Invited; a review of lessons learned; the production and scrutiny of specific policies relating to Child-on-Child Abuse.

Termly scrutiny of Safeguarding statistics, Single Central Record and headlines from current caseload by Safeguarding Governors, with presentation to full Board.

Monitoring the financial performance of the school and making sure its money is well spent

Regular review of the school's finances throughout the year in committee and an annual presentation to the whole Governing Body by the Finance Director. Financial control and procedures for ensuring value for money are excellent.

Developing a vision for the forward development of the school in relation to new vocational 6th form provision.

Strategic discussions with the Headteacher and senior colleagues are helping to hone key priorities for leadership, fundraising and governance.

Scrutiny of plans and support in securing planning permission and in making bids for capital funding.