Annual Governance Statement



This Statement was drafted:	July 2026
This Statement will be updated again:	July 2027
Governor Committee Responsibility:	FGB
Statutory policy?	No

1. THE BOARD OF GOVERNORS SEPTEMBER 2025 – AUGUST 2026

Name of Governor	Type of Governor	Current Term of Office Appointed	Current Term of Office Expires
Louise Allen	Co-opted governor	03.07.23	15.07.27
Cate Dittrich	Staff governor	13.11.24	12.11.28
Emma Furlong	Co-opted governor	13.11.24	12.11.26
Aisha Hamza	Parent governor	16.07.26	15.07.28
Tom Lloyd	Co-opted governor	15.11.21	05.11.27
Anke Monestel	Co-opted governor	13.11.24	12.11.26
Coulter Patton	Parent governor	14.12.22	13.12.26
Claire Smith	Co-opted governor	03.03.22	05.03.28
Arman Kaviani	LA governor	16.07.25	15.07.29
Claire Tkacz	Co-opted governor	01.01.26	31.01.27
Laura Brooks	Headteacher	Ex-officio	05.03.27
Daria Ibrulj	Associate Member	06.03.26	24.09.26
Nicola McCann	Associate Member	22.11.22	24.09.26
Rebekah O'Sullivan	Associate Member	11.07.24	24.09.26

GOVERNORS WHOSE TERM OF OFFICE ENDED SEPTEMBER 2025 – AUGUST 2026

Name of Governor	Type of Governor	Current Term of Office Appointed	Current Term of Office Expires
Daria Ibrulj	Co-opted governor	13.11.24	06.03.26
Sophie McGeoch	Co-opted governor	13.11.24	06.12.25

There are 11 places of the Governing Board comprising the Headteacher, 1 Local Authority Governor, 2 Parent Governors, 1 Staff Governor and 6 Co-opted Governors.

The Governing Board undertake a skills assessment and diversity assessment annually to ensure a breadth of skills and diverse voices contribute The Russell School Governing Body. We continue to recruit Associate Members to build capacity and additional experience to the Governing Board. More information on individual governor's experience can be found via profiles on The Russell School website.

2. CLERK TO GOVERNORS

The Clerk to Governors is Beth Hemphill, who can be contacted via email: b.hemphill@russell.richmond.sch.uk

3. COMMITTEES SEPTEMBER 2025- AUGUST 2026

Terms for References (TORs) for the Committees can be found online and upon request. We support Governors to undertake specific training to support the effectiveness of our committees.

1. School Improvement Committee (SIC)

- Louise Allen
- Laura Brooks
- Cate Dittrich
- Emma Furlong (Chair)

- Tom Lloyd
- Claire Smith
- Claire Tkacz

2. Resources Committee

- Louise Allen (Chair)
- Laura Brooks
- Arman Kaviani
- Anke Monestel
- Rebekah O'Sullivan
- Coulter Patton
- Claire Smith

(The Resources Committee nominates 3 governors to form Pay Review Committee, one of which much be Committee Chair)

3. Head Teacher Performance Management

- Louise Allen
- Claire Smith

4. Performance Management & Pay Appeals

Three governors, not members of the Pay Review Committee.

We have named linked governors to support on effective challenge, strategic oversight and support across key areas at school. Please find below our list of linked governors.

Link Governor Role	Governor:
Attendance	Louise Allen
Behaviour	Claire Tkacz
Children Looked after and previously looked after	Claire Smith
Communications	Coulter Patton
Curriculum and Standards	Emma Furlong
Diversity, Equality and Inclusion	Tom Lloyd
EYFS	Emma Furlong
Finance	Louise Allen
Governor Training and Development	
Health & Safety	Claire Smith
Inclusion and SEND	Claire Tkacz
IT Cyber Security/Filtering and Monitoring	Tom Lloyd
Performance Management of the Head Teacher	Louise Allen

	Daria Ibrulj Claire Smith
Premises	Louise Allen
Pupil Premium and Sports Premium	Arman Kaviani
RSHE	Coulter Patton
Safeguarding/Child Protection	Emma Furlong
Sustainability	Anke Monestel Claire Tkacz
Wellbeing	Tom Lloyd

4. ATTENDANCE SEPTEMBER 2025- AUGUST 2026

Governor	Number of Full Governing Body meetings attended this year	Number of committee meetings attended this year
Louise Allen	4 of 4 (100%)	7 of 8 (88%)
Cate Dittrich	4 of 4 (100%)	1 of 3 (33%)
Emma Furlong	2 of 4 (50%)	3 of 3 (100%)
Daria Ibrulj	2 of 2 (100%)	2 of 2 (100%)
Arman Kaviani	1 of 4 (25%)	5 of 5 (100%)
Tom Lloyd	4 of 4 (100%)	3 of 3 (100%)

Sophie McGeoch	2 of 2 (100%)	1 of 1 (100%)
Anke Monestel	3 of 4 (75%)	2 of 5 (40%)
Coulter Patton	1 of 4 (25%)	1 of 5 (20%)
Claire Smith	4 of 4 (100%)	2 of 8 (25%)

5. TRAINING UNDERTAKEN BY GOVERNORS - SEPTEMBER 2025- AUGUST 2026

During the year, Governors have undertaken training relevant to their own specific roles, or wider cross school areas of importance. This can include government courses, AfC training, GovernorHub training, or others. All governors undertake safeguarding training.

The following training has been undertaken this year:

• Behaviour and Attitudes – Briefing for Governors • Chairs' Network (Governors) • Cyber Security Training for Governors • Cyber Security Training for School Staff • Director's Termly Briefing for Chairs and Vice Chairs • Focused Governor Visits • Getting it Right as a Staff Governor • Health and Safety for Governors • Inclusive Minds, Stronger Schools: EDI Training for Governors • Making Sense of the Renewed Inspection Framework	• New to PPG Responsibilities • Pupil Attendance – Briefing for Governors • PPG & Inclusion: The Governor's Role • Robust Investigations (Governors) • Safeguarding – the Governing Board's roles (Governors) • Safeguarding: eLearning for governors and trustees • School Revenue Funding Workshop • Sustainability & Climate Action for Richmond Governors • The Performance Management of the Headteacher • Safeguarding Training (Inset/online)

6. CHAIR & VICE CHAIR STATEMENT ON BEHALF OF THE BOARD

As Chair and Vice Chair of The Russell School Governing Board, we are delighted to reflect on the academic year and share this statement with you. As ever, we want to start by sharing our thanks to our wonderful pupils, staff & leaders, parents, carers, and governors for all they do to make our school such an inclusive environment for learning.

The Department of Education guidance requires our Board to be strategic and focus on core functions, notably setting the vision and strategic direction of school, holding the head teacher to account for educational performance and ensuring financial resources are well spent. This has been our focus as ever.

The financial landscape remains very challenging for schools across Richmond (and nationally). Falling roll pressure is a pronounced issue in the borough and leadership and governors continue to work hard to ensure that the Russell School is the learning place of choice for families. Therefore, we were delighted to set a balanced budget ensuring we are focusing our resources on high quality teaching and learning, inclusion and staff development. As you will be aware, Laura, our Head has been supporting as Interim Head of Marshgate Primary. This reflects confidence in leadership here at the Russell to support another school in the Richmond family, and has brought positive impacts to our learners, staff and financially, ensuring we can invest in additional resources at The Russell School.

Alongside our wonderful PTA, we were delighted to receive grant funding to improve the grounds of the school. At this point, governors wish to thank our PTA for their efforts to raise much needed funds and provide enrichment opportunities for all the children at The Russell School.

Our fantastic School Council – The Russell Do Righters met with governors to talk about their work to take forward our Rights Respecting values. Significant work has been undertaken to take forward our values this year and embed across the Russell School.

Attendance has been a keen priority for our leadership this year, particularly for our learners who may experience additional challenges. Being at school has such educational and social impact and if you need support please contact our wonderful team to discuss how they can help you child to access school.

Whilst we hold our selves to a high standard across learning, financial rigour and safeguarding it is important to receive external challenge. We actively sought this challenge and welcomed it via attendance sessions, safeguarding reviews and financial audit. As Governors we are proud to see this challenge and appetite to take forward any outputs and recommendations. This challenge is supported by our School Improvement Partner who has shared excellent feedback, ideas and support to our school once again this academic year. Our Linked Governors (responsible for key areas of school life) visited school, met pupils and staff to reflect on our progress and impact in key areas. This provides invaluable understanding, support and challenge which is shared with our Governing Board.

Our Committees, School Improvement and Resources met to discuss key matters such as financial oversight, income generation, effective use of resources, attendance, attainment, support and progress for our children who need additional support, SEND inclusion and safeguarding. Safeguarding is as ever our top priority.

Our school continues to drive up standards of educational outcomes with an unrelenting focus on meeting and exceeding Richmond and National Averages. We were proud to see our fantastic EY, SATs, Multiplication Check and Phonics results. Thank you to the pupils for working so hard and our brilliant staff for all that do to ensure our children thrive. Well done!

In governance, we continue to bring new talented governors to the Board bringing further rigour and challenge. Thank you to our wonderful Clerk, Beth, who provides exemplary support to our Governors.

Thank you and have a wonderful Summer.

7. REFLECTIONS FROM CURRENT GOVERNOR

Claire Tkacz, Co-opted Governor

It has been a pleasure to serve on the governing board of The Russell School this year.

Against a challenging backdrop for schools, we have worked hard to raise the profile of The Russell within the local community and to strengthen our relationships with local businesses, organisations and community groups.

The school also remains strongly committed to improving its sustainability. It has been particularly encouraging to see the enthusiasm and commitment of our pupils, led by The Russell Do Righters, in promoting more sustainable practices across school life.

One of the greatest strengths of our governing board is the genuine commitment of its members to the future of the school and the wellbeing of its pupils. These shared values unite us in our work and underpin our collective commitment to supporting and constructively challenging the leadership team, helping to ensure the best possible outcomes for the whole school community.

8. MEETINGS

The Full Board of Governors (FGB) meet termly. Our Resources and School Improvement Committee typically at least termly. Other committees meet as required.

9. OTHER DOCUMENTS

Other documents are available on the Governors section of the school website include:

- Annual Governance Planner
- Register of Interests
- Governing Board Scheme of Delegation
- Governing Board Structure
- Governing Board Code of Conduct
- Governors Register of Attendance

- Terms of Reference for our Committees

10. HOW TO CONTACT THE GOVERNING BOARD

Please contact our Governing Board, via our Clerk Beth Hemphill, who can be contacted via email: b.hemphill@russell.richmond.sch.uk