

4. THE EFFECTIVENESS OF GOVERNANCE AND MANAGEMENT

The Quality of Governance

- 4.1 The governing body helps to set and secure appropriate aims and values for the school and provide effective oversight and guidance. The quality of governance is good and stronger than was reported at the last inspection. The whole ethos and purpose of the school stem from the life of the monastic community which founded and owns it.
- 4.2 The structure is well defined and meets the needs of a Benedictine school. The members of the Abbot's Council are the trustees and carry the responsibilities of governorship. They work in close collaboration with and largely under the advice of the Board of School Advisors (BSA) which consists of a number of trustees and lay people with wide-ranging experience and expertise. This collaboration, and consequently the role of the advisors, has been strengthened following a review of governance that has resulted in more effective oversight of the school. The BSA will soon be further strengthened by the appointment of someone with specific experience of junior school education.
- 4.3 Both trustees and advisors are well aware of their responsibilities and are actively involved in planning and development. The school has benefited from the substantial investment and good resources provided, as seen in the good condition of the junior school accommodation and the wide range of resources.
- 4.4 Both trustees and advisors have shrewd understanding of the school and are in a position to offer appropriate guidance, support and stimulus and to ensure that it fulfils its mission as a Catholic Benedictine foundation. The advisors have established effective means of informing themselves about the work of the school, including receiving regular reports from subject co-ordinators and delegating one of the current advisors to make himself available to the staff of the junior school at least once a term.
- 4.5 The trustees and advisors are aware of and are diligent in discharging their responsibilities for the welfare, health and safety of pupils, including taking proper steps to review and evaluate the effectiveness of their child protection policies and procedures. A serious recent incident involving a member of the monastic community caused the trustees to request an independent review of the measures taken to minimise risk. The advice received from the independent experts has been fully implemented.

The Quality of Leadership and Management

- 4.6 Leadership and management of the school are effective, and ensure that the school provides its pupils with an education firmly based on its expressed aims and values. A strong feature of the leadership and management is its thorough understanding and commitment to the ethos of 'teaching a way of living'. The head and deputy work effectively with the leadership team in the senior school to ensure continuity for pupils. Strong leadership is provided for the EYFS. The school has built on the strengths reported previously but the recent restructuring of management roles and responsibilities has led to a lack of clarity which hinders development.
- 4.7 The head has a very good understanding of the school's ethos and aims, and ensures through his effective and sensitive leadership that the school's educational direction is firmly in line with 'teaching a way of living'. The head and deputy form a strong partnership and together provide very effective management. At the heart of this management is a strong commitment to the school's ethos and values. Teamwork is well established. Success is seen in the