



SECTION 172 OF THE COMPANIES ACT

In summary, as required by Section 172 of the Companies Act, the Directors (Governors) must act in a way they consider, in good faith, would be most likely to promote the success of the company for the benefit of its members as a whole and, in doing so, have regard (amongst other matters) to:

- The likely consequences of any decision in the long term
- The interests of the company's employees
- The need to foster the company's business relationships with suppliers, customers and others
- The impact of the company's operations on the community and environment
- The desirability of the company maintaining a reputation for high standards of business conduct and
- The need to act fairly as between members of the company

Overview of how the Board of Governors performed its duties

Shareholders

The company is limited by guarantee and has no shareholders.

Employees

The School operates a framework for employee engagement. Meetings are held between local management and employees providing employee voice. The ability for employees to express their views, get involved in decision making and provide feedback is through consultation groups, committees and formally through voluntary union recognition. Meetings are held at least once per term between the Executive Team, Governors and the union representatives.

Stakeholders, Pupils and Parents

The School exists to provide excellent standards of teaching within a stimulating and challenging environment in order that pupils can reach their full potential academically, in co-curricular activities and personally. The Head provides regular feedback to the Governors at termly Education Committee meetings. The Governors regularly attend School events and are visible in the School community to parents and pupils. Parents receive continual progress updates on pupils' performance throughout the year plus regular communication from the Head.

Suppliers

We value all of our suppliers, fostering long term, mutually beneficial relationships with those critical to the School's success. Suppliers are generally paid on 30 day terms. Key procurement decisions are presented to the Governors by the Executive Team prior to final decisions being made. The Board reviews the procurement policy annually to ensure the School continues to receive the best value for money.

Community and Environment, Culture and Values

As a charity the School seeks to benefit the public through the pursuit of its aims. Safeguarding underpins all operations and the Governors receive regular updates on regulatory and statutory changes to safeguarding legislation. The Governors set the bursary policy and receive regular information as to its implementation in order to maximise the support available to families who could otherwise not afford the fees. Public benefit is at the heart of the School's activities evidenced by wider usage of the School's facilities, events in the community, partnership work and fundraising activities undertaken by pupils and staff. The School is developing a sustainability plan.