"Those responsible for governance and senior leaders invest their full capacity into improving the lives of the pupils who attend this school. They lead with moral purpose."

OFSTED MARCH 2024

MEMBERS OF THE BEMROSE SCHOOL GOVERNING BODY

Bemrose Educational Trust (incorporated on 7 May 2010)

Trustees: Mr G Ferguson, Ms L Dawson, Ms J Ward, Mr N Wilkinson

The Bemrose School is a qualifying foundation school. The Bemrose Educational Trust is a Limited Company registered with Companies House. Our company number is 7246485. As a foundation school the Bemrose Educational Trust has the sole responsibility and power to appoint the majority of governors for a three years term of office. Non-foundation governors have a four years term of office.

The governing body consists of:

7 foundation governors
2 parent governors
1 local authority governor
1 headteacher
1 staff governor
1 co-opted governors

Our governors are:

Foundation Trust Governors

Linda Dawson is our Chair of Governors. She has been closely associated with the school as a teacher and governor for over 30 years. Her current term of office began on 1st January 2025 and will end on 31st December 2027.

"I have worked in education In Derby for over 35 years, latterly as Deputy Head at The Bemrose School, a place for which I still feel great passion. My interest in innovative and creative teaching and learning strategies led me to develop partnership working with educators in the UK, Europe and in the USA. I am now retired and spend as much time as possible in the outdoors with my dog, a Wire Haired Fox Terrier called Gertie."

Bob Troup – is Vice-Chair of our Resources Committee and his term of office runs from 1st January 2025 to 31st December 2027.

"I worked in railway vehicle research for 37 years before retiring in 2009. I was a Councillor on Derby City Council for 16 years, stepping down in 2015. I was a Cabinet Member for Housing for two years, had spells as a Director of Derby Homes and had experience on a number of bodies including Derbyshire Fire Authority. I am a lifelong cyclist and a keen gardener on Rowditch Allotments where I am a Trustee. I have two step children who both attended Bemrose. I live close to the school and I am very keen to see it become an outstanding school that is the school of choice for local children."

David Phillips – term of office runs from 8th June 2025 to 7th June 2028.

"David is a native of South Wales and attended Welsh primary and secondary schools. He first moved to Derby to start a career in the railway industry. Working as a professional engineer and manager led to an extensive range of work on railways in Britain and internationally. His voluntary activities include supporting the Institution of Engineering and Technology's education programme for schools and the professional development and registration of engineers."

Denise Baker – is our Vice-Chair of Governors. Her term of office runs from 1st September 2025 to 31st August 2028.

'I currently work at the University of Derby and am the Pro-Vice Chancellor and Dean of the College of Health and Humanities. I have worked in higher education since the late 1990s, am a registered diagnostic radiographer and have worked in hospitals across the Midlands. During my time as a governor, I have enjoyed meeting staff and pupils and have a keen interest in making a difference in young peoples' lives. I am also a Trustee at the Garick Theatre in Lichfield'

Alan Pugh – term of office runs from 4th March 2024 to 3rd March 2027.

"I recently retired from BT, where I enjoyed a varied and rewarding 44-year career. During that time, I had the privilege of witnessing and contributing to the remarkable transformation of telecommunications, from the advent of fax machines and mobile communications to broadband, the internet and many other technological innovations.

As a senior manager, I was a strong advocate of lifelong learning, personal development and resilience, recognising the importance of these qualities in an ever-changing and increasingly complex world.

As a Governor at Bemrose, I am committed to using my skills and experience to support the school in its mission to provide every pupil with the very best opportunity to achieve their full potential. I look forward to contributing to the continued success of the school and working alongside fellow governors, staff and students."

Amanda Grant – term of office runs from 18th March 2026 to 17th March 2029.

"I am delighted to be a governor at the Bemrose School as it holds a very special place in my heart: I was employed at the school for 14 years, until 2014 in various roles, and given fantastic support with my career development. I have recently retired from my role as Headteacher of a local Independent Special Residential school and hope to put my skills and knowledge to good use supporting the school in its continued growth; it has clearly gone from strength to strength in the time that I have been away."

Natalie Birkinshaw – is the Chair of our Quality of Education Committee. Her term of office runs from 18th March 2026 to 17th March 2029.

"I am a Project Manager working for a Contract Research Organisation specialising in supporting the Agricultural input Industry (chemicals, fertilisers and seeds), having graduated from Harper Adams University in 2003 with a degree in Agriculture and Environmental Management. Originally from Colchester, Essex I have lived in the Derby area since 2007. I'm a mum of two with both children of school age and who previously attended Bemrose primary until we moved from the city. I feel strongly about the importance of education and the impact that we as a Bemrose family can make on our young people getting them ready to achieve the most they can from life"

Mark Pegg served as a governor until 24 August 2026.

Parent Governors

Yousuf Kamal – term of office runs from 1st February 2025 to 31st January 2029.

"I am working at the University of Derby as a Senior Lecturer in Accounting and Finance. Before this role, I have worked with different universities across UK, Australia, China and Bangladesh. Having a PhD in Accounting from Melbourne, Australia, I am looking forward to contributing my academic, professional and leadership role in the governing body of the Bemrose School and I firmly believe that together, we can help the Bemrose School to grow further in terms of teaching, learning, and extra-curricular activities and help to make a difference in young people's lives".

Local Authority Governor

Joanne Baillie – term of office runs from 9th February 2023 to 8th February 2027.

"I have worked with families and children, both in the U.K. and internationally, for more than thirty years. Much of that time was spent in the primary education sector, both as a teacher and more recently as a therapeutic play practitioner. I am very passionate about enabling people to fulfil their potential and find their place of significance in society. In my spare time, I love spending time in my garden and walking in the countryside."

Staff Governor

Beccy Broderick – term of office runs from 11th March 2024 to 10th March 2028.

"I have worked in education for 23 years, I started at Bemrose 12 years ago, I feel very lucky and proud to be part of the Bemrose community. Safeguarding and Pastoral are the areas I work in, I work along-side pupils to ensure they achieve their best academically but also become the best version of themselves. Pupil voice is incredibly important to me, my priority is to always seek their views on education and school to make their learning environment better for them. Away from work, I have a 16-year-old son who is about to start his POST 16 journey. He is a Derby Trailblazer basketball player, so my weekends consist of me driving around England taking him to games."

Claire Amos served as staff governor until 31st January 2024.

Headteacher Governor

Neil Wilkinson became our Executive Headteacher and governor on 1st September 2015.

"Hello, I am Neil Wilkinson and I am incredibly proud to be the Executive Headteacher of The Bemrose School. I have been part of our school for over 20 years now in a number of roles and the school leader for over 10 years.

I have three children at various stages in their lives one at primary, one at secondary and another a teacher themselves. I want our school to be good and great; to cater for the needs of our pupils so they belong and can grow and mature to be the best adults and citizens of the future that we can all be proud of."

Co-opted Governors

Claire Amos – term of office runs from 18th March 2026 17th March 2030.

"With over 20 years' experience in the education sector and a specialist in Careers Education since 2013, I am passionate about helping young people realise their potential and achieve their aspirations. I hold an MA in Career Development and Employability and have dedicated my career to supporting students in making informed decisions about their future education, training, and employment pathways. Alongside my professional role, I am an active Rotarian and Chair of Youth Projects within the Rotary Club of Derby, where I work to create meaningful opportunities for future generations. My commitment to youth development extends beyond my career and reflects my belief in empowering young people to succeed both personally and professionally. Through extensive travel, volunteering on youth projects across Africa and Asia, and experiencing diverse cultures around the world, I have developed a broad understanding of different communities and perspectives.

I am proud to serve as Careers Lead and a Co-opted Governor at Bemrose, where I play a key role in driving initiatives that raise aspirations and ensure every student can live a happy, successful, and fulfilling life"

Ollie Shearer served as a governor until 08 October 2026

Link Governors:

The following governors also serve as a link governor for the subjects stated:

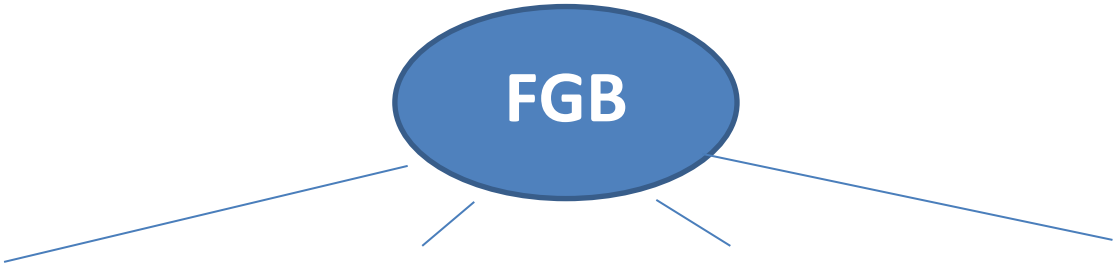
- **Safeguarding**: Amanda Grant
- **Literacy**: Beccy Broderick and Alan Pugh
- **Special Educational Needs and Disability (SEND)**: Natalie Birkinshaw and Alan Pugh
- **Careers and Guidance**: David Phillips
- **Looked after Children**: Joanne Baillie
- **Primary Education**: Joanne Baillie
- **Pupil Premium**: Joanne Baillie and Linda Dawson
- **Mental Health and Wellbeing**: Denise Baker
- **Health and Safety**: Bob Troup

Our Clerk to Governors is Anna Walsh. If you would like to contact any of the governors please do so through the Clerk who can be contacted by writing to the following address:

Anna Walsh
Clerk to Governors
The Bemrose School
Uttoxeter New Road
Derby
DE22 3HU

Or by e-mail at **awalsh@bemrose.derby.sch.uk** Or by telephone on 01332 366711

Members of our Full Governing Body (FGB) also serve on the following Committees:



STRATEGY	RESOURCES	QUALITY OF EDUCATION	ADMISSIONS
CHAIR – Linda Dawson Vice Chair – Denise Baker	CHAIR – Alan Pugh Vice Chair – Bob Troup	CHAIR – Natalie Birkinshaw Vice Chair – David Phillips	CHAIR – Linda Dawson
Other members: Natalie Birkinshaw Bob Troup Neil Wilkinson David Phillips Alan Pugh	**Other members:** Denise Baker Yousuf Kamal Neil Wilkinson Claire Amos	**Members:** Joanne Baillie Beccy Broderick Linda Dawson Amanda Grant **In attendance:** Martin Rowe (Head of Secondary) Jason Pass (Head of Primary)	**Members:** Any other two governors subject to availability.
Brief: To consider the strategic aims of the FGB and prepare 3 years plans to achieve these aims. To ensure that the vision and direction of the school is managed looking to the future, and to plan the resources and changes the school must make to deliver a high quality education for all.	**Brief:** To ensure that the resources of the school are used well to maximise the benefit for all school stake holders through best value for money practice.	**Brief:** To ensure that all aspects of school standards are the highest possible so that students achieve the best possible outcomes and can access great life opportunities after leaving school.	**Brief:** To consider admission of students and in the case of year groups being full review how appropriate a placement is after considering the school capacity.

DATES OF MEETINGS 2026-2027

	Day	Date	Time
Strategy	Monday	21/09/2026	4.30-6.30pm
Quality of Education	Monday	28/09/2026	5.30-7.30pm
FGB	Thursday	08/10/2026	1.00-3.00pm
Strategy	Monday	09/11/2026	4.30-6.30pm
Resources	Monday	23/11/2026	5.30-7.30pm
FGB	Thursday	10/12/2026	6.30-8.30pm
Strategy	Monday	11/01/2027	4.30-6.30pm
FGB	Thursday	04/02/2027	6.30-8.30pm
Resources	Wednesday	10/03/2027	5.30-7.30pm
FGB	Thursday	18/03/2027	6.30-8.30pm
Quality of Education	Tuesday	26/04/2027	5.30-7.30pm
FGB	Thursday	13/05/2027	6.30-8.30pm
Strategy	Monday	14/06/2027	4.30-6.30pm
Resources	Wednesday	23/06/2027	5.30-7.30pm
FGB	Thursday	15/07/2027	6.30-8.30pm

2025/26 Record of Governors' attendance at meetings

GOVERNOR	FULL GOVERNING BODY	QUALITY OF EDUCATION	RESOURCES	STRATEGY
Joanne Baillie	5/6	1/1		
Denise Baker	4/6		0/3	3/4
Natalie Birkinshaw	5/6	1/1		3/4
Beccy Broderick	5/6			
Linda Dawson	5/6	1/1		3/4
Amanda Grant	2/6			
Yousuf Kamal	2/6	1/1	1/3	
Mark Pegg	5/6	1/1		3/4
Alan Pugh	5/6		2/3	
David Phillips	6/6	1/1	2/3	
Ollie Shearer	5/6		2/3	2/4
Bob Troup	6/6		3/3	4/4
Claire Amos	3/6			
Neil Wilkinson	6/6		3/3	4/4

The first number represents meetings attended, the second is the total number of meetings in the year. Governors serve on ***either*** the Quality of Education Committee ***or*** Resources Committee but are very welcome to attend meetings of the other group. All governors were invited to attend one meeting of the Strategy Committee.

CODE OF CONDUCT FOR GOVERNORS

INTRODUCTION

The Governing Body of The Bemrose School has adopted the National Governors Association (NGA) recommended code of conduct.

This code sets out the expectations on and commitment required from school governors and trustees in order for the governing board to properly carry out its work within the school and the community. It can be amended to include specific reference to the ethos of the particular school. 'School' includes academies, and it applies to all level of school governance.

The governing board has the following core strategic functions:

Establishing the strategic direction, by:

- Setting and ensuring clarity of vision, values, and objectives for the school(s)/trust
- Agreeing the school improvement strategy with priorities and targets
- Meeting statutory duties

Ensuring accountability, by:

- Appointing the lead executive/headteacher (where delegated)
- Monitoring the educational performance of the school/s and progress towards agreed targets
- Performance managing the lead executive/headteacher (where delegated)
- Engaging with stakeholders
- Contributing to school self-evaluation

Overseeing financial performance, by:

- Setting the budget
- Monitoring spending against the budget
- Ensuring money is well spent and value for money is obtained
- Ensuring risks to the organisation are managed

As individuals on the board we agree to the following:

Role & Responsibilities

- We understand the purpose of the board and the role of the executive leaders.
- We accept that we have no legal authority to act individually, except when the board has given us delegated authority to do so, and therefore we will only speak on behalf of the governing board when we have been specifically authorised to do so.
- We accept collective responsibility for all decisions made by the board or its delegated agents. This means that we will not speak against majority decisions outside the governing board meeting.
- We have a duty to act fairly and without prejudice, and in so far as we have responsibility for staff, we will fulfil all that is expected of a good employer.
- We will encourage open governance and will act appropriately.
- We will consider carefully how our decisions may affect the community and other schools.
- We will always be mindful of our responsibility to maintain and develop the ethos and reputation of our school/group of schools. Our actions within the school and the local community will reflect this.
- In making or responding to criticism or complaints we will follow the procedures established by the governing board.
- We will actively support and challenge the executive leaders
- We will accept and respect the difference in roles between the board and staff, ensuring that we work collectively for the benefit of the organisation;
- We will respect the role of the executive leaders and their responsibility for the day to day management of the organisation and avoid any actions that might undermine such arrangements;
- We agree to adhere to the school's rules and polices and the procedures of the governing board as set out by the relevant governing documents and law
- When formally speaking or writing in our governing role we will ensure our comments reflect current organisational policy even if they might be different to our personal views;
- when communicating in our private capacity (including on social media) we will be mindful of and strive to uphold the reputation of the organisation

Commitment

- We acknowledge that accepting office as a governor/trustee/academy committee member involves the commitment of significant amounts of time and energy.
- We will each involve ourselves actively in the work of the governing board, and accept our fair share of responsibilities, including service on committees or working groups.

- We will make full efforts to attend all meetings and where we cannot attend explain in advance why we are unable to.
- We will get to know the school/s well and respond to opportunities to involve ourselves in school activities.
- We will visit the school/s, with all visits arranged in advance with the senior executive leader/headteacher and undertaken within the framework established by the governing board.
- When visiting the school in a personal capacity (i.e. as a parent or carer), we will maintain our underlying responsibility as a governor/trustee/academy committee member.
- We will consider seriously our individual and collective needs for induction, training and development, and will undertake relevant training.
- We accept that in the interests of open governance, our full names, date of appointment, terms of office, roles on the governing board, attendance records, relevant business and pecuniary interests, category of governor and the body responsible for appointing us will be published on the school's website.
- In the interests of transparency we accept that information relating to governors/trustees/academy committee members will be collected and logged on the DfE's national database of governors (Edubase).

Relationships

- We will strive to work as a team in which constructive working relationships are actively promoted.
- We will express views openly, courteously and respectfully in all our communications with other governors/trustees/academy committee members, the clerk to the governing board and school staff both in and outside of meetings.
- We will support the chair in their role of ensuring appropriate conduct both at meetings and at all times.
- We are prepared to answer queries from other board members in relation to delegated functions and take into account any concerns expressed, and we will acknowledge the time, effort and skills that have been committed to the delegated function by those involved.
- We will seek to develop effective working relationships with the executive leaders, staff and parents, the trust, the local authority and other relevant agencies and the community.

Confidentiality

- We will observe complete confidentiality when matters are deemed confidential or where they concern specific members of staff or pupils, both inside or outside school.
- We will exercise the greatest prudence at all times when discussions regarding school/trust business arise outside a governing board meeting.
- We will not reveal the details of any governing board vote.
- We will ensure all confidential papers are held and disposed of appropriately.

Conflicts of interest

- We will record any pecuniary or other business interest (including those related to people we are connected with) that we have in connection with the governing board's business in the Register of Business Interests, and if any such conflicted matter arises in a meeting we will offer to leave the meeting for the appropriate length of time.
- We accept that the Register of Business Interests will be published on the school/trust's website.
- We will also declare any conflict of loyalty at the start of any meeting should the situation arise.
- We will act in the best interests of the school as a whole and not as a representative of any group, even if elected to the governing board.

Ceasing to be a governor/trustee/academy committee member

- We understand that the requirements relating to confidentiality will continue to apply after a governor/trustee/academy committee member leaves office

Breach of this code of conduct

- If we believe this code has been breached, we will raise this issue with the chair and the chair will investigate; the governing board will only use suspension/removal as a last resort after seeking to resolve any difficulties or disputes in more constructive ways.
- Should it be the chair that we believe has breached this code, another governing board member, such as the vice chair will investigate.

The seven principles of public life

(Originally published by the Nolan Committee: The Committee on Standards in Public Life was established by the then Prime Minister in October 1994, under the Chairmanship of Lord Nolan, to consider standards of conduct in various areas of public life, and to make recommendations).

Selflessness - Holders of public office should act solely in terms of the public interest.

Integrity - Holders of public office must avoid placing themselves under any obligation to people or organisations that might try inappropriately to influence them in their work. They should not act or take decisions in order to gain financial or other material benefits for themselves, their family, or their friends. They must declare and resolve any interests and relationships.

Objectivity - Holders of public office must act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias.

Accountability - Holders of public office are accountable to the public for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this.

Openness - Holders of public office should act and take decisions in an open and transparent manner. Information should not be withheld from the public unless there are clear and lawful reasons for so doing.

Honesty – Holders of public office should be truthful

Leadership – Holders of public office should exhibit these principles in their own behaviour. They should actively promote and robustly support the principles and be willing to challenge poor behaviour wherever it occurs.