

Fairholme Primary School



Governance Information 2026–27

Governing board structure, committees, governor details, business and pecuniary interests, and attendance

Published: October 2026. Next scheduled review: Autumn Term 2027, or sooner if membership changes

1. About our Governing Board

Fairholme Primary School is a community school maintained by the London Borough of Hounslow. The Governing Board is the school's accountable body. We work alongside the Headteacher and senior leaders as a critical friend: supporting the school, while asking the questions that make sure every child - whatever their starting point - gets the education they deserve.

In line with the DfE Governance Handbook, the Board's core functions are:

- Ensuring clarity of vision, ethos and strategic direction
- Holding the Headteacher to account for the educational performance of the school and its pupils, and the performance management of staff
- Overseeing the financial performance of the school and making sure its money is well spent
- Ensuring school leadership complies with statutory regulations
- Engaging with pupils, parents and carers, staff and the wider community

Governors are volunteers. They do not run the school day to day - that is the Headteacher's role - but they set its strategic direction and hold leaders to account for results, safeguarding, and the use of public money.

2. Structure of the Governing Board

The size and make-up of the Board are set by our Instrument of Government, made by the London Borough of Hounslow. Each governor serves a four-year term, except the Headteacher, who is a governor by virtue of their office.

Category	Places	How appointed	Currently filled
Headteacher	1	Ex officio	1
Parent governors	2	Elected by parents and carers of pupils at the school	2
Staff governor	1	Elected by school staff	1
Local authority governor	2	Nominated by Hounslow LA, appointed by the Governing Board	1
Co-opted governors	4	Appointed by the Governing Board for the skills they bring	4
Total	10		0 vacancies

The Full Governing Board meets six times a year. At least half of the governors in post must be present for a meeting to be quorate.

Board officers

Role	Name	Term of office as officer
Chair of Governors	Mr Ryan Ward	Elected 14 th October 2026; re-elected [1 year]
Vice-Chair of Governors	Mrs Lorraine Kennedy	Elected 14 th October 2026 for [1 year]
Clerk to the Governing Board	Natalie Fairclough Hounslow Governor Services	The Clerk is not a governor

To contact the Chair of Governors or the Clerk, please write to them c/o the school office: Fairholme Primary School email office@fairholme.hounslow.sch.uk, marking your message “For the attention of the Chair of Governors”.

3. Committees and their remit

The Board delegates some of its work to committees, in line with its annually reviewed Scheme of Delegation. Decisions taken by a committee are reported back to the next Full Governing Board meeting. Committee terms of reference are available on request from the Clerk.

Committee	Remit	Chair	Members	Meets
Full Governing Board	Strategic direction and School Development Plan; outcomes and pupil progress; safeguarding; approval of statutory policies (including Pay, SEND, Child Protection and Supporting Pupils with Medical Conditions); budget approval; board constitution and membership.	Mr Ryan Ward	All governors	Six times a year
Finance Committee (standing committee)	Budget setting and three-year forecast; in-year budget monitoring; financial recovery plan and local authority financial monitoring; Schools Financial Value Standard (SFVS); spending approvals and virements within delegated limits; premises, capital and Health & Safety; Pupil Premium and PE & Sport Premium spending; benchmarking and value for money.	Mr Ryan Ward	Mrs Katherine Black, Mr Thomas Busby, Mrs Gemma Harris (Headteacher) In attendance (non-voting): Deputy Headteacher; School Business Manager	Termly but twice in the Summer Term
Headteacher Performance Review Panel	Annual appraisal of the Headteacher’s performance, objective setting and pay recommendation, supported by an external adviser.	Mr Ryan Ward	Mr Ryan Ward, Mrs Rachel Holland, Ms Sarah Wiltshire,	Autumn term, with mid-year review
Panels convened as required (members drawn from governors with no prior involvement in the matter)				
Pay Committee	Pay progression decisions for teaching and support staff in line with the school’s Pay Policy (staff governors do not take part).	Mr Ryan Ward	Mrs Lorraine Kennedy and Mrs Sophie Pegg or Ms Sarah Wiltshire,	Autumn term
Pupil Discipline Committee	Review of suspensions and permanent exclusions where the law requires the Board to consider them.	Appointed per case	3 governors	As required
Complaints Panel	Stage 3 of the school’s Complaints Procedure.	Appointed per case	3 governors	As required
Staff Disciplinary, Grievance and Dismissal Panels (including appeals)	Staffing matters referred to governors under the school’s HR policies.	Appointed per case	3 governors	As required

Link governors 2026-27

Each governor takes a link role for an area of school life. They visit the school, meet the responsible leader, and report back to the Board.

Area	Link governor
Safeguarding & Child Protection (incl. Prevent)	Mrs Ryan Ward
Special Educational Needs & Disabilities (SEND)	Mr Ryan Ward
Staff & pupil wellbeing	Mrs Lorraine Kennedy
Health & Safety	Mrs Katherine Black
Pupil Premium / disadvantaged pupils	Mr Thomas Busby
Attendance	Ms Sarah Wiltshire

Area	Link governor
Maths	Mrs Rachel Holland
Early Years (EYFS)	Mrs Lorraine Kennedy
KS2 Reading	Sophie Pegg
PE & Sport Premium	Mrs Michelle French
Governor training & development	Mr Ryan Ward
Phonics and Early Reading	Mrs Kirsty Eastwood

4. Our governors, terms of office and declared interests

Every governor completes a declaration of business and pecuniary interests when they join the Board and confirms it each year. Governors also declare any interest in an item of business at the start of each meeting and withdraw from the discussion where required. The table below includes governance roles in other schools and any relationships between governors and school staff, as the DfE requires.

Name	Category	Appointed by	Term start	Term end	Committees	Link roles	Business & pecuniary interests; other governance roles; relationships with staff
Mr Ryan Ward (Chair)	Co-opted governor	Governing Board	05/12/2023	04/12/2027	Finance & Resources (Chair); HT Performance Review (Chair) Pay Committee (Chair)	SEND Safeguarding	Director, R.Ward Advisory Ltd (technology consultancy) No other interests – confirmed on Governor Hub
Mrs Lorraine Kennedy (Vice-Chair)	Co-opted governor	Governing Board	14/03/2024	13/03/2028	Pay Committee	Wellbeing EYFS	No other interests – confirmed on Governor Hub
Mrs Gemma Harris	Headteacher	Ex officio	[01/09/2023]	Ex officio	Finance & Resources	-	Employed by the school as Headteacher. No other interests – confirmed on Governor Hub
Mrs Katherine Black	LA governor	Governing Board / nominated by LA	06/02/2025	05/02/2029	Finance & Resources	Health & Safety	No other interests – confirmed on Governor Hub
Ms Sarah Wiltshire	Co-opted governor	Governing Board	01/12/2024	30/11/2028	Pay Committee	Attendance	No other interests – confirmed on Governor Hub
Mrs Michelle French	Parent governor	Elected by parents	01/09/2023	31/08/2027		PE and Sports Premium	No other interests – confirmed on Governor Hub
Mrs Rachel Holland	Co-opted governor	Governing Board	11/07/2024	10/07/2028	HT Performance Review	Maths	No other interests – confirmed on Governor Hub

Name	Category	Appointed by	Term start	Term end	Committees	Link roles	Business & pecuniary interests; other governance roles; relationships with staff
Mrs Priyanka Bhardwaj	Staff governor	Elected by staff	13/10/2026	13/10/2030		-	Employed by the school (Year 6 teacher and Reading Lead). No other interests – confirmed on Governor Hub
Mr Thomas Busby	Parent governor	Elected by parents	19/03/2026	18/03/30	Finance & Resources	Pupil Premium and Disadvantaged	No other interests – confirmed on Governor Hub
Mrs Sophie Pegg	Co-opted governor	Governing Board	05/02/2026	04/02/20230	Pay Committee	KS2 Reading	No other interests – confirmed on Governor Hub
Governors who have left the Board in the past 12 months							
Miss Yvonne Whittington	Staff governor	Elected by staff	23/03/2023	Stepped down May 2026	-	-	Union representative for support staff (GMB)
Mrs Jenny Capstick MBE	Local authority governor	Nominated by LA	11/09/2022	10/09/2026	-	-	None

Associate members and others attending meetings

Associate members are appointed by the Board for their expertise. They are not governors and cannot vote at Full Governing Board meetings.

Name	Role	Appointed	Term	Committees and voting rights	Interests
Miss Catherine Bridger	Deputy Headteacher - [associate member / attends by invitation]	01/09/2015	-	Attends Full Governing Board and Finance & Resources Committee; no voting rights	Employed by the school as Deputy Headteacher
Mrs Georgie Burrough	School Business Manager - attends Finance & Resources Committee by invitation	-	-	Attends Full Governing Board and Finance & Resources Committee; no voting rights	Employed by the school
Mrs Kirsty Eastwood	Parent	19/03/2026	18/03/2030	Attends Full Governing Board no voting rights Linked to Phonics and Early Reading	No other interests – confirmed on Governor Hub

5. Attendance at meetings, 2025–26

Governor Attendance is uploaded on to the school website.

6. Diversity of the Governing Board

The DfE asks boards to publish data about their diversity. We collect this each year through an anonymous, voluntary survey; governors may choose not to take part. Fairholme serves a richly diverse community, and we want our Board to reflect the families we serve - if you would like to find out about becoming a governor, please contact the school office.

Our 2026–27 survey is under way; results will be published by December 2026

7. Further information

- Governor profiles are on the “Our Governing Board” page of this website.
- Minutes of Full Governing Board meetings (with confidential items removed) are available on request from the Clerk, c/o the school office.
- The Board follows a Code of Conduct based on the National Governance Association model, which every governor signs each year.
- Interested in becoming a governor? We are always keen to hear from parents, carers and members of the local community. Please contact the school office.