



Blatchington Mill School – Governance Structure Overview

Welcome from the Board of Governors

Welcome to Blatchington Mill School and to our Governing Board. As governors, we are proud to serve a school with a clear vision: to provide a rich, ambitious and inclusive education that enables every young person to thrive, achieve and belong. Our motto of “involvement, achievement and care” sit at the heart of our work, and together with our Community Values, guide both the culture of the school and the strategic decisions we take as a board. We are immensely proud of our students, our staff and the diversity of our community, and we are committed to ensuring that inclusion, equity and opportunity remain central to everything we do.

Our role is strategic and we:

- Set and safeguard the school’s vision, values and ethos
- Provide strategic direction for long-term development and improvement
- Hold school leaders to account for educational performance and pupil outcomes
- Oversee financial probity and ensure long-term sustainability

We believe strongly in visible governance — being present in school, engaging with staff and students, attending events, and listening carefully to the voices of our community, while maintaining appropriate professional boundaries. We work collaboratively and constructively, offering both support and robust, evidence-informed challenge, so that the school continues to improve and deliver the highest standards for every child.

The impact of governance is reflected in strengthened attendance monitoring, sharper focus on disadvantaged pupils, improved financial forecasting, and more structured safeguarding oversight. Committee work feeds directly into full board challenge and follow-up, ensuring that agreed actions are monitored and impact reviewed.

Together, we are committed to sustaining a school culture where all members of the community feel valued, supported and inspired to succeed.

GOVERNING BOARD

Full Board of Governors (FBG)

Kate Claydon (Headteacher)
 Andrew Fozard (Local Authority)
 Lisa Goodman (Staff)
 Phil Howard (Co-Opted)
 Lisa Logan (Parent) Co-Vice-Chair
 Judith McKenzie (Co-Opted)
 Joanna McCrae (Co-Opted)
 Harriet Russell (Co-Opted)
 Joyti Stach (Co-Opted)
 Tim Shutler (Co-Opted) Co-Vice-Chair
 James Tulley (Co-Opted) Chair
 Kirsty Walker (Co-Opted)
 TBA (Parent)
 TBA (Co-Opted)
 TBA (Co-Opted)

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 Sarah Hextall (EBM)*

Notes

- The School's Senior & Extended Leadership (*) are invited to attend board & committee meetings throughout the academic year. This includes EBM (Executive Business Manager) DHT (Deputy Headteacher(s)) AHT (Assistant Headteacher(s)).
- Other staff members (*) may attend board and committee meetings as required.
- All board and committee meeting (and other meetings as appropriate) are attended by the Clerk to the Governors.
- Link Roles marked by (+) are statutory or subject to guidance.

COMMITTEES

Finance Committee (FC)

Phil Howard
Chair

James Tulley
Vice-Chair

Judith McKenzie
Joanna McCrae
Lisa Logan
Kate Claydon

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 Sarah Hextall (EBM)*

Quality of Education Committee (QOE)

Tim Shutler
Chair

Kirsty Walker
Vice Chair

Joanna McCrae

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 Brandon Hughes (DHT)*
 Alexis Crawford (AHT)*

Pastoral Committee (PC)

Lisa Logan
Chair

Joyti Stach
Vice Chair

Harriet Russell
Lisa Logan
Lisa Goodman

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 Lizzie Edmed (DHT)*
 Lee Evans (AHT)*
 Marcus Bennison (AHT)*

Health & Safety Committee (H&S)

Tim Shutler
Chair

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 Sarah Hextall (EBM)*
 Staff Union Representatives*
 Facilities Management*
 First Aid/Medical Team*
 Child Protection Team*
 Education Visits Coordinator*
 Assistant Business Manager*
 Team Leader of Medical*

SPECIFIC ROLES

Headteacher Review Panel (HRP)

James Tulley
Tim Shutler
Lisa Logan

Pay Panel (PP)

Tim Shutler
Harriet Russell
TBA

School Financial Value Standard (SFVS)

By Appointment

Disciplinary Panel (DP)

By Appointment

Complaints Panel (CP)

By Appointment

Clerk Development & Appraisal (CDA)

James Tulley (Co-Opted)

Governor Recruitment (GR)

ALL

Governor Link Roles (GLR)

Equity Diversity & Inclusion (EDI) - Joanna McCrae / Joyti Stach / James Tulley

Health & Safety (H&S) - Tim Shutler

Special Educational Needs & Disabilities (SEND)+ - Kirsty Walker

Safeguarding, Child Protection & Children in Care (SCPCC)+ Joyti Stach / James Tulley

Children at an Educational Disadvantage (CED) - Joyti Stach

Career Education & Guidance (CEG)+ - Harriet Russell / James Tulley

Digital & Technological Transformation (DTT) - Tim Shutler

Governor Training & Development (GTD) – Judith McKenzie

Climate Action & Sustainability (CAS) - Lisa Logan / James Tulley

Associate Members (AM)

Jim Henderson / Emma Gibson



Blatchington Mill School – Governance Structure Overview

Governing Board

The **Governing Board** of Blatchington Mill School is established by an Instrument of Government. It is made up of fifteen Governors including Co-opted Governors (10), Staff Governors (2 of which one is the Headteacher), Parent Governors (2), and a Governor appointed by the local authority (1). When they meet on official business (each half term), those present are collectively known as the **Full Board of Governors (FBG)**. The appointment of Governors is in accordance with the Instrument of Government and prevailing statute as to eligibility and all governors are required to undertake background checks and adhere to a **Code of Conduct** and key policies including safeguarding and health and safety.

The Governing Board has many responsibilities, but its **Core Functions** include a) **Strategic Leadership**: Establishing the school's vision, ethos, and strategic direction for the future, b) **Accountability**: Holding the school leadership (headteacher) accountable for the educational performance of the pupils and staff performance, and c) **Financial Oversight**: Ensuring the school's financial performance is strong and that its money is well spent to support the school improvement plan and statutory requirements. It has Other Responsibilities, which include a) **Compliance**: Ensuring the school adheres to all relevant legislation and regulations, including those for safeguarding and child protection, b) **Community Engagement**: Engaging with staff, parents, and the wider school community to understand their views and needs, and c) **Oversight of Key Areas**: The board oversees various areas that contribute to the school's success, such as curriculum, admissions, attendance, behaviour, and pupil well-being.

The Governing Board is the **legally accountable body** for the school. The board's role is strategic; it focuses on the "what" and "why" and avoids getting involved in the day-to-day "how," which is the operational responsibility of the school leadership. The Governing Board and its Governors work collaboratively to make decisions that benefit the entire school and its community. Governors undergo a structured induction programme, and all Governors are encouraged to undertake training and development during their appointment. This is supported by Governing Board and Governor skills audits, and it seeks to ensure a wide range of skills, backgrounds, experiences and voices are represented.

Governance Committees & Governance Leadership

In addition to the work undertaken by the Governing Board, there are four **Committees** which support governance. These are the **Pastoral Committee, Quality of Education Committee, Finance Committee, and Health & Safety Committee**. The Committees have a specific area of focus and have their own schedule of meetings and report back on a regular basis to the Governing Board. Committee scrutiny informs Full Board decisions, and agreed actions are tracked through subsequent reporting to ensure accountability and measurable impact. Both the Governing Board and the Committees have leadership roles which may include **Chairs, Co-Chairs, Vice-Chairs and Co-Vice Chairs**. Leadership roles are elected at the start of each academic year and ensure the work of the Governing Board and Committees is undertaken in accordance with their Terms of Reference, and any obligations or duties set down by statute and or statutory guidance and / or best practice. Collectively these leadership roles are known as the **Governance Leadership Team (GLT)**. However, it is important to note that all governors have equal status and responsibilities, regardless of their category or how they were appointed.



Blatchington Mill School – Governance Structure Overview

School Leadership & Students

The **Headteacher** is a Governor by virtue of office. While Governors are responsible for the school's strategic direction, the operations of the school are the responsibility of the Headteacher with the support of the **School Leadership Team (SLT)** which includes Deputy Heads, and Assistance Heads and the Executive Business Manager. To ensure partnership and alignment within the school, the Headteacher and Senior Leadership Team are a key presence at Governing Board and Committee meetings throughout the academic year, and on an ad-hoc basis members of the Extended Senior Leadership Team (ESLT) which the directors of Alternative Provision, Learning, Literacy, Progress and SENCO may be invited to attend. In addition, representatives of **Student Leadership** may be invited to attend meetings to provide insights and student voice.

Governor Link Roles & Specific Roles

A **Governor Link Role (GLR)** is a member of the Governing Board appointed to oversee a specific aspect of the work of the school. In some cases, these link roles are required by statute or statutory guidance (this includes Safeguarding, Special Educational Needs and Disabilities (SEND), and Careers Education and Guidance), and others are in place to reflect the work of the Governing Board. **Specific Roles** are in place to address a particular responsibility or area of focus, usually the participation in panels which may be required by statute, statutory guidance, or school policy or may be convened and appointments made where required. All link roles and most panel roles are appointed at the start of the academic year, and others as required.

Associate Members, Blatch Advisory Circle & Working Groups

Associate Members (AM) are not Governors but are appointed by the Governing Board to bring expertise and experience in specific areas and may be extended to previously appointed Governors to leverage their insight and experience. They are typically appointed for one year and have no voting rights. On an ad-hoc basis the Governing Board and or Committees may invite individuals or representatives of groups or community organisations with specific experience, knowledge or expertise to provide advice when required. They have no formal role and are collectively known as the **Blatch Advisory Circle (BAC)** and reflect the school's depth and range of relationships, partnerships and collaborations. Occasionally, the Governing Board may convene **Working Groups** to undertake specific tasks and report back. They are time-limited and task-focused, established to support strategic priorities and report back to the Governing Board.



Blatchington Mill School – Governor Profiles

Kate Claydon (Headteacher)

Term: 26 Nov 2021



As Headteacher, I am responsible for the strategic leadership and day-to-day management of Blatchington Mill School, ensuring that our vision of providing a rich, ambitious and highly inclusive education is realised in practice. We are committed to creating a diverse learning community where every student feels valued and is supported and challenged to achieve their very best. In collaboration with our Senior Leadership Team and our governing board I set clear strategic priorities to secure high standards across all aspects of our provision, including safeguarding, behaviour and teaching and learning. Together, we strive to develop confident, compassionate and well-rounded global citizens who are well-prepared for the opportunities and responsibilities of adult life.

Andrew Fozard (Local Authority)

Term: 27 Nov 2025 to 26 Nov 2029



I have a long career in IT project delivery and financial services, with strong experience in governance, data analysis and regulatory compliance. I have previously served as a chair of governors and bring a clear understanding of effective school governance. As a Local Authority governor, I provide informed challenge and a system-wide perspective. I support robust oversight of strategy, finance and performance.

Lisa Goodman (Staff)

Term: 21 Mar 2024 to 20 Mar 2028



I am the school's First Aid Lead and Deputy Designated Safeguarding Lead, bringing extensive experience in student welfare and safeguarding practice. With longstanding personal and professional connections to Blatchington Mill, I have a deep understanding of the school community. I provide frontline insight into student wellbeing, pastoral care and safeguarding systems, while maintaining the strategic perspective required of a governor. I also bring the professional voice and lived experience of staff to the governing board, supporting its oversight of safeguarding and ensuring student welfare remains central to the school's work.



Blatchington Mill School – Governor Profiles

Phil Howard (Co-Opted)

Chair: Finance Committee

Term: 3 Nov 2022 to 2 Nov 2026



I spent 30 years in banking gaining extensive experience around personal finance, business banking, mortgages and associated financial products. This also included roles covering fraud, data protection and risk management. Since 2014 I have been an exam invigilator at Blatchington Mill playing a prominent role in leading the exams with up to 240 students and helping with pre-exam planning and training other invigilators. I have also assisted with other events which have brought me into close working contact with all year groups. I was previously a Parent Governor at my children's primary school in the 1990s and I am an ex-pupil of Hove Grammar School (now Blatch). I therefore have significant loyalty to Blatchington Mill and to see positive developments through my role on the Governing Board and the Finance Committee, which is the natural fit for me.

Lisa Logan (Parent)

Co Vice-Chair: Full Board of Governors

Chair: Pastoral Committee

Term: 22 Mar 2024 to 21 Mar 2028



I bring extensive leadership and strategic experience from the technology sector to my role on the Governing Board at Blatchington Mill. I have held senior leadership roles at local organisations including Elucidat and Trusted Housesitters, where I created and led cross-functional design, development and marketing teams. My transferable skills include leadership and management, strategic thinking, project management, financial oversight, data analysis and clear communication. Following on from my career in the technology sector, I retrained in the fields of horticulture, agriculture and sustainability through RHS study and ongoing soil consultancy training, reflecting my commitment to environmental concerns, sustainability and regeneration. I am motivated to serve on the board as my three children have attended the school and I am keen to give back to the school community. I am passionate about ensuring every child has the opportunity to reach their full potential and receive a high-quality education.

Judith Mackenzie (Co-Opted)

Term: 31 Jan 2023 to 30 Jan 2027



My motivation in becoming a governor was primarily to make a contribution to my local community and I was interested to understand more about the pivotal role of education in society, in particular in how it can create opportunities for disadvantaged children. I have worked as a solicitor, executive pay and governance consultant and as a reward, HR and organisational change leader across many sectors, accountable at Board level for strategy and policy as well as operational delivery. From these roles I have developed a strong analytical approach, financial literacy and an ability to combine a strategic approach with eye for detail. Sound judgment and experience of organisational structures and governance I believe are of relevance in the education sector as well as others.



Blatchington Mill School – Governor Profiles

Joanna McCrae (Co-Opted)

Term: 2 Oct 2023 to 1 Oct 2027



I am a senior recruitment consultant Inclusive Culture and Social impact Director with over 20 years of experience in organisational change, recruitment and inclusive practice. I bring strong expertise in workforce strategy, equality and staff development. I am particularly focused on ensuring that equity and inclusion underpin school culture and decision-making. I support the board in holding leaders to account fairly and effectively.

Harriet Russell (Co-Opted)

Term: 2 Oct 2023 to 1 Oct 2027



I began my career at Comic Relief, leading corporate fundraising and school engagement campaigns that connected young people with athlete role models and promoted the development of transferable skills through sport. I later moved into the Big Four, specialising in risk management, regulatory compliance and process improvement, including supporting regulatory inspections and strengthening governance frameworks. Alongside my professional work, I have mentored university students and young people in local schools, including those from lower socio-economic backgrounds and those who are neurodiverse. As a governor, I am particularly interested in careers education and in ensuring students develop the broader life skills — confidence, resilience, adaptability and aspiration — that prepare them for life beyond the classroom. I volunteer as a governor to help ensure students are well prepared for adult life, meaningful employment and positive contribution to their communities.

Tim Shutler (Co-Opted)

Co Vice-Chair: Full Board of Governors

Chair: Quality of Education Committee

Chair: Health & Safety Committee

Term: 08 Dec 2022 to 07 Dec 2026



I am qualified solicitor with senior experience as General Counsel, CEO and non-executive director in the fintech and technology sectors. I bring strong expertise in governance, risk management, legal compliance and estates matters. As a parent of a child at the school, I combine professional insight with a clear understanding of the school community. I support robust decision-making and effective challenge at board level.



Blatchington Mill School – Governor Profiles

Joyti Stach (Co-Opted)

Vice Chair: Pastoral Committee

Term: 2 May 2024 to 1 May 2028



I am an experienced education professional, having worked as a primary teacher, Acting Head of School and Teaching and Learning Consultant for Brighton & Hove City Council. I bring strong expertise in school improvement, curriculum development and transition from primary to secondary phases. I have experience of serving on governing boards and understand the strategic role of governance. As a parent at the school, I combine professional insight with a clear focus on improving outcomes for all pupils.

James Tulley (Co-Opted)

Chair: Full Board of Governors

Vice-Chair: Finance Committee

Term: 8 Dec 2022 to 7 Dec 2026



I bring extensive senior leadership, HR and governance experience from a global career spanning finance, creative industries and international organisations. As a former Blatchington Mill student, I have a strong personal connection to the school and the local community, which deepens my commitment to its continued success. My professional background includes strategic leadership, people development, organisational culture and board-level oversight, enabling me to provide both support and robust challenge. As Chair, I focus on ensuring clarity of strategic direction, strong accountability and effective governance structures. I am committed to ensuring the school remains inclusive, ambitious and outward-looking, delivering the highest standards for every young person.

Kirsty Walker (Co-Opted)

Vice Chair: Quality of Education Committee

Term: 8 May 2025 to 7 May 2029



I am a former Assistant Principal with extensive experience in teaching, learning, attendance and safeguarding. I bring first-hand knowledge of school leadership, quality assurance and staff development. I support the board's oversight of educational standards, behaviour and pupil wellbeing, and my experience strengthens the board's understanding of operational impact while maintaining strategic focus.



Blatchington Mill School – Associate Members

Jim Henderson (Associate Member)

Term: 27 Nov 2025 to 26 Nov 2029



I bring strong experience in governance, leadership and strategic oversight. As a former Co-Chair, I support effective board practice, clarity of accountability and constructive challenge. I work closely with senior leaders to ensure that decisions remain firmly focused on pupils' outcomes and the school's long-term sustainability. As a former secondary headteacher and education consultant specialising in Physics education, I bring deep expertise and insight into the education sector and STEM subjects. I am committed to maintaining high standards of governance and collective responsibility.

Emma Gibson (Associate Member)

Term: 27 Nov 2025 to 26 Nov 2029



I bring professional experience alongside a strong commitment to the school community. I contribute thoughtful challenge and a clear focus on pupils' experience and wellbeing and support the board's work by providing a perspective from children in care and previously in care - grounded in evidence and collaboration. I am committed to inclusive, high-quality education for all students.
