

Minutes of an Extra-Ordinary Meeting of Governors of Queen Elizabeth Grammar School, Penrith, held on Thursday 19th May 2022 at 6.30pm via Zoom

Present

Miss R McMann (Clerk)
Dr J Jenkins (CoG)
Mr M Worrall (CoG)
Mr G Miller (P)
Mr N Ruddick (P)

Mr P Buckland
Mrs T Boving-Foster (P) (Chair)
Mr J Ray (CoG)
Mr P Airey (CoG)

Governors in attendance: 8

Quorum per article 114 – 6 Governors
(one half of the governors holding office rounded up to the nearest whole number)

This meeting was called as a single item agenda in order to discuss and ratify the proposed appointment of a new Headteacher after a rigorous one and a half day interview process. The interview panel consisted of Mrs Boving-Foster, Mr Worrall, Dr Jenkins, Mr Miller, Ms Venus (Member) and a consultant from ASCL (it was noted that ASCL have no voting rights). Some information about the successful candidate, Mr Marchant, was sent prior to the meeting. It was confirmed that no-one present had any business interests or any previous knowledge of the candidate to declare.

Mrs Boving-Foster put it to the Governors that Mr David Marchant be appointed to the position of Headteacher from September 2022 subject to all relevant employment checks. She described the thorough interview process that took place and that there was a very clear sense from all of the panel that Mr Marchant was a strong candidate. She added he had a very clear vision in realising the potential in every child, which fits the ethos of QEGS, and that should the West Lakes MAT go ahead, he would also fit in well. The Governors who were on the panel were all asked to give their feedback.

- Dr Jenkins: a strong candidate and wished to add that it was decided at the start of the project that unless there was a strong enough candidate they would not appoint.
- Mr Worrall: echoed the above and felt it was a really rigorous process. He felt that Mr Marchant will be a very successful Headteacher and can see the synergy between his ethos and that of QEGS as well as potentially a MAT. There were no other suitable candidates.
- Mr Miller: agree with all comments made. Having observed his teaching felt it was excellent and he was able to adapt to the Year group he taught. He gave really strategic answers. It is also good to hear that he is relocating his family to this area and is very keen to be part of the community.

Questions and comments were invited:

- *Is he aware of the potential/process thus far to join West Lakes MAT (JR)?* Yes a conversation was had after an offer was made so he is aware and accepted the job subject to ratification and pre-employment checks (TBF).
- *Are there budget implications from the salary / relocation terms (PA)?* There will be a saving, as the current Headteacher is now at the top of the scale, whereas, Mr Marchant will start at the bottom of the scale. This means there will be savings for 5 years. There is assistance with relocation.
- *What was the feedback from SLT (JR)?* It was positive, saying that they felt happy that they could work with him, especially from the Deputy Head Teacher (TBF).
- *Confirmation of start date (NR).* This will be 1st September but also liaising with him and his current school to see if he can attend some key dates at QEGS, such as open evenings much in the way that Mr Buckland did when he joined the school (MW).
- *What will happen in terms of an announcement (PA)?* As one of the candidates was well-known the staff have been informed subject to ratification this evening and the usual legal checks. Should this be ratified, Mrs Kennedy will prepare and issue a formal letter of employment and once this is returned a ParentMail will be sent out and potentially a press announcement.

On the last point there was a small discussion about whether the staff should have been told - it was deemed to be unavoidable due to how well known another candidate was.

Mr Ray proposed that the Governors ratify the appointment of Mr Marchant, subject to the usual pre-employment checks. This was seconded by Mr Ruddick. A vote was taken and it was unanimously agreed to ratify the appointment. Mrs Kennedy will prepare and issue a formal offer of employment tomorrow.

The meeting closed at 7.00pm