

### Who is on the Mayflower Federation Governing Body?

| Governing Body Member Category                   | Name of Governor                             | Appointed By    | Link Role            | Declaration of Business/ Pecuniary/ Education institution Interest | Relationships between governors/ school staff | Start    | End      |
|--|--|-----------------|----------------------|--|---|----------|----------|
| <b>Co-opted Governors</b>                        | Sarah Drew                                   | Governing Body  | Curriculum/ Phonics  | None   | None  | 12.12.18 | 11.12.26 |
|  | Ella Hearn (Co- Chair of Governors)          | Governing Body  | Staffing & HR        | None   | None  | 04.12.19 | 03.12.27 |
|  | Ann Duffy                                    | Governing Body  | PSHE                 | Chair of Avondale Community Events                                 | Related to a child at Phoenix                 | 15.09.19 | 14.09.27 |
|  | Michael Osiyale                              | Governing Body  | Well-Being           | None   | None  | 01.09.20 | 31.08.24 |
|  | Piya Haria (Chair of Resources Committee)    | Governing Body  | Finance              | None   | None  | 06.12.22 | 05.12.26 |
|  | John Josiah                                  | Governing Body  | Technology           | None   | None  | 12.12.23 | 11.12.27 |
|  | Marcia Fenton                                | Governing Body  | Reading              | None   | Former employee                               | 09.07.24 | 08.07.28 |
|  | Theresa Kelly (Co-Chair of Governors)        | Governing Body  | Safeguarding         | None   | None  | 24.10.24 | 23.10.28 |
| <b>Parent Governors</b>                          | Simon Jones (Chair of Curriculum Committee)  | Parent Election | SEND                 | None   | None  | 21.03.24 | 20.03.28 |
|  | Athina Zathariades (Vice Chair of Governors) | Parent Election | Personal Development | None   | None  | 17.11.21 | 16.11.25 |
| <b>Staff Governors</b>                           | Kat De'Weerd                                 | Staff Election  | Disadvantaged Pupils | None   | None  | 06.12.22 | 05.12.26 |
| <b>Associate Governors</b><br>(No voting rights) | Kelly Mackenzie (SBM)                        | Governing Body  | N/A                  | None   | None  | 07.12.21 | 06.12.25 |
|  | Louise Joines (HoS)                          | Governing Body  | N/A                  | None   | Related to a child at Phoenix                 | 01.01.22 | -        |
|  | Helen Hayes (HoS)                            | Governing Body  | N/A                  | None   | None  | 01.01.22 | -        |
|  | Derrick Ogunsola (HoS)                       | Governing Body  | N/A                  | None   | None  | 01.01.22 | -        |
| <b>Executive Headteacher</b>                     | Simon Assig                                  | N/A             | N/A                  | None   | None  | 04.09.17 | -        |



**Governing Body Meetings and Committees**

| <b>Committee:</b>   | <b>Members:</b>   | <b>Frequency:</b>   |
|---|---|---|
| Full Governing Body (FGB)   | Co-Chairs of Governors<br>Vice Chair of Governors<br>All Governors<br>Executive Headteacher/ Heads of School<br>School Business Manager                                     | Three in Total: <ul style="list-style-type: none"> <li>• Once in the Autumn Term</li> <li>• Once in the Spring Term</li> <li>• Once in the Summer Term</li> </ul> |
| Resources Committee (R)<br>(Including: Finance, Personnel and Premises) | Piya Haria (Chair)<br>Ella Hearn<br>Ann Duffy<br>Sarah Drew<br>Simon Jones<br>Athina Zathariades<br>John Josiah<br>Executive Headteacher<br>School Business Manager         | Once per term   |
| Curriculum, Inclusion and Standards Committee (CIS)                     | Simon Jones (Chair)<br>Michael Osiyale<br>Sarah Drew<br>Ann Duffy<br>Kat De'Weerd<br>Athina Zathariades<br>John Josiah<br>Marica Fenton<br>Heads of School<br>Theresa Kelly | Once per term   |
| Pay (included in Resources Committee)                                   | Theresa Kelly<br>Sarah Drew<br>Piya Haria<br>Executive Headteacher  | As required   |
| Salary Appeals  | Three Governors chosen from a pool of Governors (excluding staff)<br>Appeals committees do not include governors from the original hearing                                  | As required   |
| Hearings (such as Grievances, Disciplinary and staff dismissal)         |   |   |
| Pupil Discipline and Exclusions   |   |   |
| Appeals   |   |   |
| Executive Headteachers Appraisal  | Three appointed and trained governors + eternal advisor   | Annually  |

**Register of Attendance at Governing Body Meetings:**

**September 2023 – July 2024**

| Governor           | Role              | Attendance at Meetings: September 2023-July 2024 |                 |                   |                   |                 |                   |                   |                 |                   |
|--------------------|-------------------|--|-----------------|-------------------|-------------------|-----------------|-------------------|-------------------|-----------------|-------------------|
|                    |                   | 10.10.23<br>(CIS)                                | 21.11.23<br>(R) | 12.12.23<br>(FGB) | 30.01.24<br>(CIS) | 27.02.24<br>(R) | 26.03.24<br>(FGB) | 30.04.24<br>(CIS) | 24.05.24<br>(R) | 09.07.24<br>(FGB) |
| Simon Assig        | Headteacher       | Y  | Y               | Y                 | Y                 | Y               | Y                 | Y                 | Y               | Y                 |
| Sarah Drew         | Co-opted          | Y  | Y               | Y                 | Y                 | Y               | Y                 | Y                 | Y               | Y                 |
| Ella Hearn         | Co-opted (Parent) |  | Y               | Y                 |                   | Y               | Y                 |                   | Y               | Y                 |
| Ann Duffy          | Co-opted (staff)  | Y  | Y               | Y                 | Y                 | Y               | Y                 | Y                 | Y               | Y                 |
| Kat De'Weerd       | Staff             | Y  |                 | Y                 | Y                 |                 | Y                 | Y                 |                 | Y                 |
| Michael Osiyale    | Co-opted          | Y  |                 | Y                 | Y                 |                 | Y                 | Y                 |                 | Y                 |
| Piya Haria         | Co-opted          |  | Y               | Y                 |                   | Y               | Y                 |                   | Y               | Y                 |
| Anand Biyani       | Community         |  | Y               | Y                 | Resigned          |                 |                   |                   |                 |                   |
| Oriana Fox         | Parent            | Y  | Y               | Y                 | Y                 | Y               | Y                 | N                 | N               | Y                 |
| Athina Zachariades | Parent            | Y  | Y               | Y                 | Y                 | Y               | Y                 | Y                 | Y               | Y                 |
| John Josiah        | Co-opted          | Y  | Y               | Y                 | Y                 | Y               | Y                 | Y                 | Y               | Y                 |
| Simon Jones        | Parent            | Y  | Y               | Y                 | Y                 | Y               | Y                 | Y                 | Y               | Y                 |
| Marcia Fenton      | Co-opted          |  |                 |                   |                   |                 |                   | Y (observer)      | Y (observer)    | Y                 |
| Kelly Mackenzie    | Associate         |  | Y               | Y                 |                   | Y               | Y                 |                   | Y               | Y                 |
| Louise Joines      | Associate         | Y  |                 | Y                 | Y                 |                 | Y                 | Y                 |                 | Y                 |
| Helen Hayes        | Associate         | Y  |                 | Y                 | Y                 |                 | Y                 | Y                 |                 | Y                 |
| Derrick Oguniola   | Associate         | Y  |                 | Y                 | Y                 |                 | Y                 | Y                 |                 | Y                 |

(FGB) – Full Governing Body

(R) – Resources

(CIS) – Curriculum, Standards & Inclusion

**Register of Attendance at Governing Body Meetings:**

**September 2022 – July 2023**

| Governor           | Role                 | Attendance at Meetings: September 2022/ July 2023 |                 |                   |                    |                 |                 |                   |                 |                   |
|--------------------|----------------------|---|-----------------|-------------------|--------------------|-----------------|-----------------|-------------------|-----------------|-------------------|
|                    |                      | 27.09.22<br>(CIS)                                 | 22.11.22<br>(R) | 06.12.22<br>(FGB) | 24.01.23<br>(CIS)  | 07.03.23<br>(R) | 28.03.23<br>FGB | 25.04.23<br>(CIS) | 16.05.23<br>(R) | 12.07.22<br>(FGB) |
| Simon Assig        | Headteacher          | Y   | Y               | Y                 | Y                  | Y               | Y               | Y                 | Y               | Y                 |
| Carol Askins       | Headteacher          | Y   | Y               | Y                 | Resigned from post |                 |                 |                   |                 |                   |
| Sarah Drew         | Co-opted             | Y   | Y               | Y                 | Y                  | Y               | Y               | Y                 | Y               | Y                 |
| Ann Duffy          | Co-opted (staff)     | Y   | Y               | Y                 | Y                  | Y               | Y               | Y                 | Y               | Y                 |
| Michael Osiyale    | Co-opted             | Y   |                 | Y                 | Y                  |                 | Y               | Y                 |                 | Y                 |
| Ella Hearn         | Co-opted<br>(Parent) |   | Y               | Y                 |                    | Y               | Y               |                   | Y               | Y                 |
| Kat De'Weerd       | Staff                | Y   |                 | Y                 | Y                  |                 | Y               | Y                 |                 | Y                 |
| Anand Biyani       | Community            |   | Y               | Y                 |                    | Y               | Y               |                   | N               | N                 |
| Oriana Fox         | Parent               | Y   | Y               | Y                 | Y                  | Y               | Y               | N                 | N               | Y                 |
| Athina Zachariades | Parent               | Y   | Y               | Y                 | Y                  | Y               | Y               | Y                 | Y               | Y                 |
| Kelly Mackenzie    | Associate            |   | Y               | Y                 |                    | Y               | Y               |                   | Y               | Y                 |

(FGB) – Full Governing Body

(R) – Resources

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**Register of Attendance at Governing Body Meetings:**

**September 2021 – July 2022**

| Governor           | Role                 | Attendance at Meetings: September 2021/ July 2022 |                 |                   |                   |                 |                 |                   |                 |                   |
|--------------------|----------------------|---|-----------------|-------------------|-------------------|-----------------|-----------------|-------------------|-----------------|-------------------|
|                    |                      | 28.09.21<br>(CIS)                                 | 25.11.21<br>(R) | 07.12.21<br>(FGB) | 18.01.22<br>(CIS) | 01.03.22<br>(R) | 29.03.22<br>FGB | 26.04.22<br>(CIS) | 24.05.22<br>(R) | 12.07.22<br>(FGB) |
| Simon Assig        | Headteacher          | Y   | Y               | Y                 | Y                 | Y               | Y               | Y                 | Y               | Y                 |
| Carol Askins       | Headteacher          | Y   | Y               | Y                 | Y                 | Y               | Y               | Y                 | Y               | Y                 |
| Sarah Drew         | Co-opted             | Y   | Y               | Y                 | Y                 | Y               | Y               | Y                 | Y               | Y                 |
| Ann Duffy          | Co-opted (staff)     | Y   | Y               | Y                 | Y                 | Y               | Y               | Y                 | Y               | Y                 |
| Michael Osiyale    | Co-opted             | Y   |                 | Y                 | Y                 |                 | Y               | Y                 |                 | Y                 |
| Ella Emoila        | Co-opted<br>(Parent) |   | Y               | Y                 |                   | Y               | Y               |                   | N               | N                 |
| Jennifer Cuipa     | Staff                | Y   |                 | Y                 | Y                 |                 | Y               | Y                 |                 | Y                 |
| Anand Biyani       | Community            |   | Y               | Y                 |                   | Y               | Y               |                   | Y               | N                 |
| Oriana Fox         | Parent               | Y   | Y               | Y                 | Y                 | Y               | Y               | Y                 | Y               | Y                 |
| Athina Zachariades | Parent               | Y   | Y               | Y                 | Y                 | Y               | Y               | Y                 | Y               | Y                 |
| Kelly Mackenzie    | Associate            |   | Y               | Y                 |                   | Y               | Y               |                   | Y               | Y                 |

(FGB) – Full Governing Body

(R) – Resources

(CIS) – Curriculum, Standards & Inclusion

**Register of Attendance at Governing Body Meetings:**

**September 2020 – July 2021**

| Governor        | Role              | Attendance at Meetings: September 2020/ July 2021 |                 |                   |                   |                 |                   |                   |                 |                   |
|-----------------|-------------------|---|-----------------|-------------------|-------------------|-----------------|-------------------|-------------------|-----------------|-------------------|
|                 |                   | 02.10.19<br>(CIS)                                 | 30.10.19<br>(R) | 04.12.19<br>(FGB) | 15.01.20<br>(CIS) | 26.02.20<br>(R) | 24.04.20<br>(FBG) | 22.04.20<br>(CIS) | 06.05.20<br>(R) | 15.07.20<br>(FGB) |
| Simon Assig     | Headteacher       | Y   | Y               | Y                 | Y                 | Y               | Y                 | Y                 | Y               | Y                 |
| Carol Askins    | Headteacher       | Y   | Y               | Y                 | Y                 | Y               | Y                 | Y                 | Y               | Y                 |
| Sarah Drew      | Co-opted          | Y   | Y               | Y                 | Y                 | Y               | Y                 | Y                 | Y               | Y                 |
| Ann Duffy       | Co-opted (staff)  | Y   | Y               | Y                 | Y                 | Y               | Y                 | Y                 | Y               | Y                 |
| Michael Osiyale | Co-opted          | Y   |                 | Y                 | Y                 |                 | Y                 | Y                 |                 | Y                 |
| Ella Emoila     | Co-opted (Parent) |   | Y               | Y                 |                   | Y               | Y                 |                   | Y               | Y                 |
| Sharon Bartley  | Staff             | Y   | Y               | Y                 | Y                 | Y               | Y                 | Y                 | Y               | Y                 |
| Anand Biyani    | Community         |   | Y               | Y                 |                   | Y               | Y                 |                   | Y               | Y                 |
| Oriana Fox      | Parent            |   |                 | Y                 | Y                 |                 | Y                 | Y                 |                 | Y                 |
| Dilan Mentas    | Parent            |   |                 | Y                 | N                 |                 | N                 | N                 |                 | N                 |
| George Neacsu   | Associate         |   | Y               | Apologies         |                   | Y               | Y                 |                   | Y               | Y                 |
| Natasha Lee     | Associate         |   | Apologies       | Y                 |                   | Y               | Y                 |                   | Y               | Y                 |

(FGB) – Full Governing Body (R) – Resources (CIS) – Curriculum, Standards & Inclusion

**Register of Attendance at Governing Body Meetings:**

**September 2019 – July 2020**

| Governor        | Role              | Attendance at Meetings: September 2019/ July 2020 |                 |                   |                   |                 |                   |                   |                 |                   |
|-----------------|-------------------|---|-----------------|-------------------|-------------------|-----------------|-------------------|-------------------|-----------------|-------------------|
|                 |                   | 02.10.19<br>(CIS)                                 | 30.10.19<br>(R) | 04.12.19<br>(FGB) | 15.01.20<br>(CIS) | 26.02.20<br>(R) | 24.04.20<br>(FGB) | 22.04.20<br>(CIS) | 06.05.20<br>(R) | 15.07.20<br>(FGB) |
| Simon Assig     | Headteacher       | Y   | Y               | Y                 | Y                 | Y               | Y                 | Y                 | Y               | Y                 |
| Carol Askins    | Headteacher       | Y   | Y               | Y                 | Y                 | Y               | Y                 | Y                 | Y               | Y                 |
| Sarah Harris    | LA Governor       |   | Y               | Y                 |                   | Y               | Y                 |                   | Y               | Y                 |
| Ann Duffy       | Co-opted (staff)  | Y   | Y               | Y                 | Y                 | Y               | Y                 | Y                 | Y               | Y                 |
| Saidat Oketunde | Parent            | N   |                 | Y                 | Resigned          |                 |                   |                   |                 |                   |
| Ella Emoila     | Co-opted (Parent) |   | Y               | Y                 | -                 | Y               | Y                 |                   | Y               | Y                 |
| Sharon Bartley  | Staff             | Y   | Y               | Y                 | Y                 | Y               | N                 | Y                 | Y               | Y                 |
| Anand Biyani    | Community         |   | Y               | Y                 |                   | Y               | Y                 |                   | Y               | Y                 |
| Patricia Hunter | Associate         |   | Y               | Y                 | Resigned          |                 |                   |                   |                 |                   |
| Sarah Drew      | Co-opted          | Y   |                 | Y                 | Y                 |                 | Y                 | Y                 |                 | Y                 |
| Carmen Tang     | Associate         |   |                 | Y                 |                   | Resigned        |                   |                   |                 |                   |
| George Neacsu   | Associate         |   |                 |                   |                   |                 | Y                 |                   | Y               | Y                 |
| Natasha Lee     | Associate         |   |                 |                   |                   |                 | Y                 |                   | Y               | Y                 |

(FGB) – Full Governing Body (R) – Resources (CIS) – Curriculum, Standards & Inclusion



**Register of Attendance at Governing Body Meetings:**

**September 2018 – July 2019**

| Governor        | Role                | Attendance at Meetings 2018/2019 |                 |                   |                   |                   |                 |                   |                   |                 |                   |
|-----------------|---------------------|----------------------------------|-----------------|-------------------|-------------------|-------------------|-----------------|-------------------|-------------------|-----------------|-------------------|
|                 |                     | 26.09.18<br>(CIS)                | 31.10.18<br>(R) | 21.11.18<br>(FGB) | 12.12.18<br>(FGB) | 16.01.19<br>(CIS) | 27.02.19<br>(R) | 13.03.19<br>(FBG) | 23.04.19<br>(CIS) | 23.05.19<br>(R) | 27.06.19<br>(FGB) |
| Simon Assig     | Headteacher         | Y                                | Y               | Y                 | Y                 | Y                 | Y               | Y                 | Y                 | Y               | Y                 |
| Carol Askins    | Headteacher         | Y                                | Y               | Y                 | Y                 | Y                 | Y               | Y                 | Y                 | Y               | Y                 |
| Sarah Harris    | LA Governor (Chair) |                                  | Y               | Y                 | N                 |                   | Y               | Y                 |                   | Y               | Y                 |
| Claire Gager    | Co-opted (Parent)   | Y                                |                 | Y                 | N                 | N                 |                 | Resigned          | -                 | -               | -                 |
| Ann Duffy       | Co-opted (staff)    | Y                                | Y               | Y                 | Y                 | Y                 | Y               | Y                 | Y                 | Y               | Y                 |
| Saidat Oketunde | Parent              | Y                                |                 | Y                 | N                 | Y                 |                 | Y                 | Y                 |                 | N                 |
| David Vyvyan    | Community           | Y                                |                 | Y                 | Y                 | Y                 |                 | Y                 | Resigned          | -               | -                 |
| Ella Emoila     | Parent              |                                  | Y               | Y                 | N                 |                   | Y               | N                 |                   | N               | Y                 |
| Sharon Bartley  | Staff               | Y                                | Y               | Y                 | Y                 | Y                 | Y               | Y                 | Y                 | Y               | Y                 |
| Anand Biyani    | Community           |                                  | Y               | Y                 | N                 |                   | Y               | Y                 |                   | Y               | N                 |
| Patricia Hunter | Associate           |                                  | Y               | Y                 | Y                 |                   | Y               | Y                 |                   | Y               | Y                 |
| Sarah Drew      | Co-opted            |                                  |                 |                   |                   | Y                 | Y               | Y                 | Y                 |                 | Y                 |

(FGB) – Full Governing Body (R) – Resources (CIS) – Curriculum, Standards & Inclusion

**Register of Attendance at Governing Body Meetings:**

**September 2017 – July 2018**

| Governor        | Role              | Attendance at Meetings 2017/2018 |                 |                   |                   |                 |                   |                   |                 |                   |                   |
|-----------------|-------------------|----------------------------------|-----------------|-------------------|-------------------|-----------------|-------------------|-------------------|-----------------|-------------------|-------------------|
|                 |                   | 13.09.17<br>(FGB)                | 18.10.17<br>(R) | 15.11.17<br>(CIS) | 06.12.17<br>(FGB) | 17.01.18<br>(R) | 21.02.18<br>(CIS) | 14.03.18<br>(FBG) | 18.04.18<br>(R) | 23.05.17<br>(CIS) | 27.06.18<br>(FGB) |
| Simon Assig     | Headteacher       | Y                                | Y               | N                 | Y                 | Y               | Y                 | Y                 | Y               | Y                 | Y                 |
| Carol Askins    | Headteacher       | Y                                | Y               | Y                 | Y                 | N               | Y                 | Y                 | N               | Y                 | Y                 |
| Sarah Harris    | LA Governor       | Y                                | Y               |                   | Y                 | Y               |                   | Y                 | Y               |                   | Y                 |
| Claire Gager    | Co-opted (Parent) | Y                                |                 | Y                 | Y                 |                 | Y                 | Y                 |                 | N                 | Y                 |
| Ann Duffy       | Co-opted (staff)  | Y                                | Y               | Y                 | Y                 | Y               | Y                 | Y                 | Y               | Y                 | Y                 |
| Saidat Oketunde | Parent            | Y                                |                 | Y                 | Y                 |                 | Y                 | Y                 |                 | Y                 | Y                 |
| David Vyvyan    | Community         | N                                |                 | N                 | N                 |                 | Y                 | Y                 |                 | Y                 | Y                 |
| Ella Emoila     | Parent            | Y                                | Y               |                   | Y                 | Y               | Y                 | Y                 | N               | N                 | Y                 |
| Sharon Bartley  | Staff             |                                  | Y               |                   | Y                 | Y               | Y                 | Y                 | Y               | Y                 | Y                 |
| Anand Biyani    | Community         | Y                                | Y               |                   | N                 | Y               |                   | Y                 | Y               |                   | Y                 |
| Patricia Hunter | Associate         | Y                                | Y               |                   | Y                 | Y               |                   | Y                 | Y               |                   | Y                 |

(FGB) – Full Governing Body (R) – Resources (CIS) – Curriculum, Standards & Inclusion

**Governing Body Financial Decisions on Pay**

Maintained schools are required to publish salary information for any employee earning over £100,000 per annum.

All staff employed directly by the school are paid in accordance with School Teachers' Pay and Conditions or National Joint Council Terms and Conditions. All salaries are determined and reviewed annually by the Pay Committee of the board of governors in the Autumn Term.

Please see below the number of employees currently earning over £100,000 per annum:

| Salary Band       | Number of Employees |
|-------------------|---------------------|
| 100,000 – 109,999 |                     |
| 110,000 – 119,999 | 1                   |
| 120,000 – 129,999 |                     |
| 130,000 – 139,999 |                     |
| 140,000 – 149,999 |                     |
| 150,000 – 159,999 |                     |