

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
Co-opted Governors	Sarah Drew	Governing Body	Curriculum/ Phonics	None	None	12.12.18	11.12.26
	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	01.09.24	31.08.28
	Marcia Fenton	Governing Body	Reading	None	Former employee	09.07.24	08.07.28
	VACANCY	-	-	-	-	-	-
	VACANCY	-	-	-	-	-	-
Local Authority	Theresa Kelly (Chair of Governors)	Governing Body	Safeguarding/ SEND	None	None	24.10.24	23.10.28
Parent Governors	Simon Jones	Parent Election	Finance	None	None	25.04.25	24.04.29
	Graham Smith	Parent Election	Health & Safety	None	None	25.04.25	24.04.29
Staff Governor	Kat De'Weerd	Staff Election	Disadvantaged Pupils	None	None	06.12.22	05.12.26
Associate Governors (No voting rights)	Kelly Mackenzie (SBM)	Governing Body	N/A	None	None	07.12.21	-
	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	-
Executive Headteacher	Simon Assig	N/A	N/A	None	None	04.09.17	-

Who has previously been on the Mayflower Governing Body in the last twelve months?

Name of Governor	Governing Body Member Category	Appointed By	Link Role	Business/ Pecuniary Interest	Relationships between governors/ school staff	Start	End
Oriana Fox	Parent Governor	Election	SEND	None	None	01.09.20	31.08.24
Athina Zathariades	Parent Governor	Election	Personal Development	None	None	17.11.21	31.12.24
Ella Hearn	Co-opted Governor	GB	Staffing & HR	None	None	04.12.19	24.03.25
John Josiah	Co-opted Governor	GB	Technology	None	None	12.12.23	24.03.25
Piya Haria	Co-opted Governor	GB	Finance & H&S	None	None	06.12.22	26.03.25

Governing Body Meetings and Committees

Committee:	Members:	Frequency:
Full Governing Body (FGB)	Chair of Governors Vice Chair of Governors All Governors Executive Headteacher/ Heads of School School Business Manager	Three in Total: - Once in the Autumn Term - Once in the Spring Term - Once in the Summer Term
Resources Committee (R) (Including: Finance, Personnel and Premises)	Theresa Kelly Ann Duffy Sarah Drew Simon Jones Graham Smith Executive Headteacher School Business Manager	Once per term
Curriculum, Inclusion and Standards Committee (CIS)	Michael Osiyale (Chair) Sarah Drew Ann Duffy Kat De'Weerd Marica Fenton Theresa Kelly Executive Headteacher Heads of School	Once per term
Pay (included in Resources Committee)	Theresa Kelly Sarah Drew Executive Headteacher	As required
Salary Appeals	Three Governors chosen from a pool of Governors (excluding staff) 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 (CIS)	21.11.23 (R)	12.12.23 (FGB)	30.01.24 (CIS)	27.02.24 (R)	26.03.24 (FGB)	30.04.24 (CIS)	24.05.24 (R)	09.07.24 (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 Ogunsola	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 (CIS)	22.11.22 (R)	06.12.22 (FGB)	24.01.23 (CIS)	07.03.23 (R)	28.03.23 FGB	25.04.23 (CIS)	16.05.23 (R)	12.07.22 (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 (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

(CIS) – Curriculum, Standards & Inclusion

Register of Attendance at Governing Body Meetings:

September 2021 – July 2022

Governor	Role	Attendance at Meetings: September 2021/ July 2022								
		28.09.21 (CIS)	25.11.21 (R)	07.12.21 (FGB)	18.01.22 (CIS)	01.03.22 (R)	29.03.22 FGB	26.04.22 (CIS)	24.05.22 (R)	12.07.22 (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		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 (CIS)	30.10.19 (R)	04.12.19 (FGB)	15.01.20 (CIS)	26.02.20 (R)	24.04.20 (FBG)	22.04.20 (CIS)	06.05.20 (R)	15.07.20 (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 Menten	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 (CIS)	30.10.19 (R)	04.12.19 (FGB)	15.01.20 (CIS)	26.02.20 (R)	24.04.20 (FBG)	22.04.20 (CIS)	06.05.20 (R)	15.07.20 (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 (CIS)	31.10.18 (R)	21.11.18 (FGB)	12.12.18 (FGB)	16.01.19 (CIS)	27.02.19 (R)	13.03.19 (FBG)	23.04.19 (CIS)	23.05.19 (R)	27.06.19 (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 (FGB)	18.10.17 (R)	15.11.17 (CIS)	06.12.17 (FGB)	17.01.18 (R)	21.02.18 (CIS)	14.03.18 (FGB)	18.04.18 (R)	23.05.17 (CIS)	27.06.18 (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	