Charville Academy

Annual governance statement including a Register of Interests

School name	Charville Academy
School address	Bury Avenue, Hayes, Middx UB4 8LF
Telephone number	020 8845 1707/3473
Contact email address	office@charvilleacademy.org
Website	https://www.charvilleacademy.org/

The governing body should be contacted via the school details above, which is the business address for the whole governing body

Category of school	Academy converter
Legal entity	Company limited by guarantee Exempt charity
Company number	8451827 (England & Wales)
Company registered office	c/o Azets, Ashcombe Court, Woolsack Way. GU7 1LQ
DfE number	312/5206 (URN139609)
Ofsted grading and date of last inspection	Good (May 2023)

Headteacher	Mrs. Nicola Kelly

Date of governance statement	September 2026

Structure of the Academy

Members

Academy trusts are founded by members who have a general duty to exercise their powers to further the academy trust's charitable purpose

Member	Term of Office	
Patricia McGee	Appointed 21st June 2021	
Veronica Shepherd	Appointed 19th March 2021	
Ahmad Fazel	Appointed July 2024	
Karen Hewitt	Appointed July 2024	
Rabbiya Chowdhry	Appointed March 2025	

Governors of the academy trust (Full Governing Board)

The trust board, led by a Chair, is the decision-making body of the academy trust. Governors (with the exception of the Headteacher and the staff governor) are unpaid volunteers

Headteacher

The role of the Headteacher is to implement the strategic framework established by the trust board, which they will help develop either as an Academy Trustee or in supporting the trust board with the necessary information. It is the Headteacher who is responsible for the operational and day-to-day running of the academy trust. At Charville Academy we refer to Trustees as Governors.

Responsibilities and Principles for the governing body

The trust board is responsible for:

- strategic leadership
- accountability and assurance
- strategic engagement

The board has collective accountability and strategic responsibility for the trust. It has a focus on ensuring the trust delivers an excellent education to pupils while maintaining effective financial management and must ensure compliance with:

- the trust's charitable objects
- regulatory, contractual and statutory requirements
- its funding agreement

The board also has strategic and statutory responsibility for:

- safeguarding and special educational needs and disabilities (SEND) arrangements within (and across) the academy trust
- promotion of pupil welfare
- keeping the trust's estates safe and well-maintained
- making sure that it delivers its commitment to other schools and academies

In delivering these responsibilities the trust board body is expected to adhere to the seven fundamental principles of public life, commonly known as the Nolan Principles

- Selflessness
- Integrity
- Objectivity
- Accountability
- Openness
- Honesty
- Leadership

These principles are underpinned by seven more focused principles defined in the [Academy Trust Governance Code]

The structure of the governing body

Category of governor	Appointed or elected to the governing body
Headteacher (Headteacher)	1 - ex-officio
Staff governor	1 – elected – non-voting
Parent governor (minimum of 2)	3 - elected
Community governor	5 – appointed (max 11)
Co-opted governor	No minimum - appointed

Who are our governors?

The chair of governors is	Ms. Hayley O'Brien
The vice chair of governors	Mrs. Sam Gemmill
The clerk to the governors is	Judicium Education (Julie Gledhill)

Category of governor	Full Name	Appointed by	Appointed date and term of office
Headteacher	Nicola Kelly	Ex-officio	1st Sept 2014
Staff	Lucy Day	elected	17th Jun 2026 – 16th June 2030
Parent	Vacant		
Parent	Marie Calvert	elected	28th Jan 2026 – 27th Jan 2030
Parent	Kam Sidhu	elected	19th Nov 2025 – 18th Nov 2029
Community	Ros Wilkinson	Board	4th March 2026 – 3rd March 2030
Community	Sam Gemmill	Board	14th Sept 2026 – 13th Sept 2030
Community	Suzy Ford	Board	14th Sept 2026 – 13th Sept 2030
Community	Hayley O'Brien	Board	20th Dec 2023 – 19th Dec 2027
Community	Lorraine Lawrence	Board	20th May 2026 – 19th May 2030
Community	Rachel Rodipe	Board	1st Jan 2026 – 30th Dec 2029
Recent Governors			
Staff	Rachel Rodipe	board	Resigned December 2025
Community	Jamie Montero	board	Resigned January 2026
Parent	Preet Adhikari	elected	Resigned Sept 2025
Parent	Helen Polyanska	elected	Resigned Sept 2025

Committees and delegations

The governing body delegates some of its functions to two committees,

- Resources, audit, risk and finance
- Curriculum

The committee membership for 2026-27 is

	Resources, audit, risk and finance	**Curriculum**
Chair	Sam Gemmill	Ros Wilkinson
Vice Chair	Ros Wilkinson	Rachel Rodipe
Membership	Nicola Kelly Hayley O'Brien Lorraine Lawrence Lucy Day Suzy Ford	All governors

The governing body delegates the lead in some areas to individual governors covering specific areas of school life. These governors are known as link governors and the following link governors are appointed for the academic year 2026-27

Delegated area of activity	Named governor
Safeguarding	Ros Wilkinson
Attendance	Sam Gemmill
Headteacher performance management	Hayley O'Brien & Ros Wilkinson
EYFS	Lorraine Lawrence
Disadvantaged	Suzy Ford & Kam Sidhu
Raising Standards, Reading and Phonics	Lorraine Lawrence
Sports Premium	Rachel Rodipe
Health & Safety	Lucy Day
Wellbeing	Hayley O'Brien

In addition, specific panels of the governing body are convened as required.

Governing body and committee meeting attendance for the academic year 2025- 26

Governor	Full Governing Board (Number attended/number of meetings held)	Resources, audit, risk and finance	Curriculum & Achievement
Nicola Kelly	4/4	4/4	3/3
Lucy Day	1/1	1/1	
Suzy Ford	3/4	4/4	3/3
Kam Sidhu	1/3	2/3	3/3
Ros Wilkinson	4/4	4/4	3/3
Sam Gemmill	4/4	4/4	3/3
Hayley O'Brien	3/4	4/4	1/3
Marie Calvert	2/2	2/2	2/2
Jamie Montero	1/2	2/2	0/2
Rachel Rodipe	2/4	4/4	3/3
Lorraine Lawrence	1/1	1/1	0/1

Dated:	23rd September 2026
Author:	Matthew Wilkinson
	Strategy Development Manager
Review date:	September 2027 or earlier if required

Register of business and pecuniary interests, including governance roles in other educational establishments.

The Academy Trust Handbook 2023 states (5.45 – 5.48)

- *The academy trust's register of interests must capture relevant business and financial interests of members, trustees, local governors and senior employees, including:*

• directorships, partnerships and employments with businesses
• trusteeships and governorships at other educational institutions and charities
• for each interest: the name and nature of the business, the nature of the interest and the date the interest began.

- *The register must identify relevant interests from close family relationships between the academy trust's members, trustees or local governors. It must also identify relevant interests arising from close family relationships between those individuals and employees. A relative is defined as a close member of the family, or member of the same household, who may be expected to influence, or be influenced by, the person. This includes, but is not limited to, a child, parent, spouse or civil partner*

- *Trusts should consider whether other interests should be registered, and if in doubt should do so. Boards of trustees must keep their register of interests up-to-date at all times.*

- *Trusts must publish on their websites relevant business and financial interests of members, trustees, local governors and accounting officers. Trusts have discretion over the publication of interests of other individuals named on the register. The Charity Commission offers guidance in – "Manage a conflict of interest in your charity and CC29: Conflicts of interest: a guide for charity trustees"*

Full name	Role	Declarations of interest
Rabbiya Choudhry	Member	None declared
Patricia McGee	Member	None declared
Veronica Shepherd	Member	None declared
Ahmad Fazel	Member	None declared
Karen Hewitt	Member	None declared
Full name	Role	Declarations of interest
Nicola Kelly	Governor & Headteacher	None declared
Rachel Rodipe	Governor	None declared
Suzy Ford	Governor	None declared
Marie Calvert	Governor	None declared
Kam Sidhu	Governor	None declared
Ros Wilkinson	Governor	Chair of governors at Oak Wood secondary school. Spouse is employee
Sam Gemmill	Governor	None declared
Lucy Day	Governor	None declared
Lorraine Lawrence	Governor	Work as a supply teacher so may be contracted to work at Charville Academy
Hayley O'Brien	Governor	None declared

Full name	Role	Declarations of interest
Louise Innes	Senior leader	None declared
Julietta Dunmall	Senior leader	None declared
Lorraine Newbey	Senior leader	None declared
Abbie Booth	SLT attendee	None declared
Matthew Wilkinson	Strategy Development Manager (SDM)	Spouse is a governor*
Kuljeet Sandhu	Finance Manager (CFO)	None declared
Attiya Jameel	Finance Officer	None declared

*Note: the SDM does not sit on governors nor on the School's Senior Leadership Team (Sept 2026 onwards) so there is no perceived conflict of interest.