**Shenfield High School**

**Governing Body Ratification Meeting**

**Head Teacher Recruitment**

**Friday 18 March 2022**

**5.07pm – 5.34pm**

**The Boardroom**

**Present**

Jane Swettenham (JS) Chair

Carole Herman (CJH) Head Teacher

David Churchill (DC) Parent Governor

Karuna Shaunak Hobbs (KSH) Staff Governor

Lynn Smith (LS) Governor

Neil Purbrick (NP) Governor

Stuart Roberts (SR) Staff Governor

Jo Gray (JG) Parent Governor

Leanne Hedden (LH) Member

Katharine Boulton (KB) Governor / Scribe

**Apologies**

Julian Beard (JB) Governor

**Via Phone – partial attendance**

Vicki Noonan (VN) Parent Governor

Clare Hoddy (CH) Governor

**Welcome and introduction - JS**

JS opened the meeting by confirming the purpose was for the Full Governing Body to ratify the decision of the Head Teacher Selection Panel.

Confirmed that they had completed a rigorous and intense 2 day assessment. The unanimous decision of the Selection Panel was to appoint **CLARE COSTELLO** to the role of Shenfield High School Head Teacher with effect from 1 September 2022.

Clare was the current Head Teacher at Shoeburyness High School. She had been very impressive on the second day of assessment with her presentation and response to Governor questions. It was felt that she was a good fit for our school – which was very important. Clare recognised that SHS was in a good position and will take us further without tearing up the good work already achieved.

Asked the other Selection Panel members for their feedback.

LH – agreed CC was a good fit for SHS. She talks our language, had good personal presence and answered well. CC had a clear view of our school and all that CJH had achieved. She did not have a clear view of the future for the school – which was felt to be good. She needed to understand where the school was at and talk to all stakeholders. She was not going to come in and impose her view. At the heart of her educational philosophy is the child.

DC – felt SHS had been lucky to have such a strong field. 6 candidates were shortlisted and 3 were brought forward for the second day. All were strong in different ways.

In all areas questioned, CC was clear about us and how she would work with us to help us on our journey. With all candidates, things come up on day 1 that have to be explored on day 2 and CC did very well under that scrutiny.

KB – echoed the other feedback. One key message she had picked up from CC was that she recognized SHS’s achievements and wanted to protect the work done to date, whilst building on it.

JS asked for questions from the Governors.

NP – from the outside of the process, having seen what the candidates have gone through, feels that the right questions have been asked and if the Selection Panel were unanimous, this is the right move. Felt there were big boots to fill.

JS – confirmed all candidates were tested intently. A lot of evidence was gathered from answers to questions, presentations, written evidence, staff and student panels plus psychometric tests.

LS - Felt that with so many candidates to choose from, and then thorough testing and questioning, for the panel to be unanimous was an excellent outcome.

JS – confirmed it had been an evidence based decision.

KSH –Stated that interested in understanding why CC had applied for the HT role at SHS given that the profile of her current school is so similar to that of SHS.

JS – CC felt SHS was a good fit with her. She is looking for a new challenge, with her children getting older (16 / 21) she no longer needs to be local. Acknowledged she will be torn as is invested in Shoeburyness. However, she is looking to move on and challenge herself, she cares about her students and felt that SHS had the right vibe for her.

LS – confirmed that CC had said that to her at lunch.

DC – stated CC had felt more certain about this role as the process had gone on.

JS – confirmed that CC wants this job.

KSH – During the lunch session CC had said that she was only interested in the position at SHS. CC was not particularly looking at other HT roles at other schools. She would remain committed to Shoeburyness if unsuccessful here.

LH – CC has reached a stage in her career where she has recognized that she has been at the same school for a long time. She wants to test herself and be the best she can be – to do that she needs to move. She has had a professional coach to help her with this decision. CC has not applied for any other roles available locally.

KSH – asked how Trevor Lawn had performed.

JS – TL had been an extremely strong candidate. There had been a lot of discussion tonight and he could have been appointed. However, there were two issues.

1 – he had no 6th form SLT experience. Not a big issue as he made it to day 2 of interview. However, he did not have a well -developed response to our questions about this. These would not have been unexpected questions, so surprised us that he wasn’t more detailed here. He just talked about the financial challenges of 16-19 funding.

2 – during day 2 he mentioned flightpaths 4 or 5 times. He was very data driven, which we felt was a retrograde step. This was a concern that Jane Martin had mentioned `after her group’s meeting with him. We tested that concern which shows the importance of staff feedback.

He was tested on Attitude to Learning and high ability students coasting, but he didn’t fully answer that question.

DC – felt TL was too much of a risk, going backwards for SHS.

JS – staff input prompted that nature of questions and we tested him.

DC – CC went further about that breadth of assessment. TL knew SHS but CC went further.

LS – summarized that she was hearing that CC was the right person to take the SHS ethos forward.

CJH – asked if TL would be met with to discuss further?

KB – confirmed Navigate would offer feedback to all.

LH – candidates also undertook psychometric testing and full feedback from that would also help candidates.

DC – stated that the panel had valued him and his input and we wanted the feedback to reflect that.

NP – asked about Jonathan Sands application and had there been a question mark about it being the right time for him?

LH – felt that this had been a good developmental opportunity for him.

NP – CC is currently employed – do they know she has applied?

CJH – yes, she would have given her employer as a referee.

KSH – said TL had told her that his staff didn’t know, just those who had to.

JS – important point – clarified that the decision was to be confidential at this point. CC needs to go back to her school and tell her leadership team and staff. JS will agree with her the timescale to make it public. She is hoping to talk to her school on Monday.

CJH – SHS staff want to know the outcome.

JS – confirmed there was a balance between CC’s staff needing to hear the news from her and our staff needing to know too.

DC – confirmed JS will communicate with her.

JS – confirmed she would email CC tonight confirming the offer and asking to talk to her over the weekend regarding timing of the announcement. Would like this to be sooner rather than later and will ask CC if news can be released on Monday.

KSH – SLT will work directly with CC so will need to know.

LH – acknowledged team, particularly Jane Martin, were keen to know so questioned if CC would allow us to tell SLT on Monday?

JS – confirmed verbal offer had been made subject to FGB ratification and pre-employment checks.

LH – CC was leaving a long-term role and SHS needed to be sensitive to that.

JS – agreed to speak with CC over the weekend and say that she wanted to talk with staff on Monday if possible to advise them of the appointment.

KB – clarified the decision was to remain confidential until JS advised otherwise.

**FORMAL VOTE**

**JS asked the FGB members if there were content to vote to appoint CLARE COSTELLO as Head Teacher of Shenfield High School with effect from 1 September 2022.**

**Unanimous vote in favour in the Room.**

Clare Hoddy – confirmed in favour via phone

Vicki Noonan – could not hear the discussion. JS clarified the Selection Panel had undertaken 2 days of assessment and unanimous decision was to appoint Clare Costello. VN asked if there was paperwork to see? Could not get into the meeting and hear the decision so felt uncomfortable voting. Call stopped.

LS – confirmed she would speak with both CH and VN and ensure they understood the confidentiality of the decision.

5.34pm Meeting closed.