

LONDON BOROUGH OF ENFIELD

GOVERNING BODY OF HIGHLANDS SCHOOL

September 2025

MEMBERS:

<b>Position</b>	<b>Name</b>	<b>Date of Appointment</b>	<b>End of Term of Office</b>
LA Governor	Alastair Henderson	12.11.2024	11.11.2028
Parent Governors	Felicia Pinto	11/12/2025	10.12.2029
	Samir Afhim	11/12/2025	10.12.2029
	Tracy Murray	11/12/2025	10.12.2029
Staff Governor	Rachel Butcher	07.07.2023	06.07.2027
Co-opted Governors	Matt Miller (Chair)	28.03.2023	27.03.2027
	Keith Carrano (Vice-Chair)	28.03.2023	27.03.2027
	Sue Cross	28.03.2023	27.03.2027
	Ian Lebeau	25.03.2021	20.01.2026
	Androulla Michael	11.11.2024	11.11.2028
	Stephen Way	13.02.2021	09.07.2029
	Elena Pieretti	11.11.2025	10.11.2029
	Ozan Suleyman	20.04.2023	19.04.2027
	Thiaethri Kunaratnam	11/12/2025	10.12.2029
	Rebecca Lawrence	11/12/2025	10.12.2029
	John Budde	11/12/2025	10.12.2029
Headteacher	Vincent McInerney		

\* Denotes absence

Also Attending:

Mia Lloyd (Deputy Headteacher)

Tom Hurst (Deputy Headteacher)

Mairead Kearney (Minute and Advisory Clerk)

(a) School Standards and Performance

Stephen Way (Chair)

Androulla Michael (Vice Chair)

Elena Pieretti

Ozan Suleyman

John Budde

Rebecca Drysdale

Susan Cross

Alastair Henderson

Rachel Butcher

Tracy Murray

Felicia Pinto

Other Attendees

Vincent McInerney

Tom Hurst

Mia Lloyd

SLT Link: Mia Lloyd (Deputy Headteacher)

(i) Appointment of Staff

(A) Headteacher and Deputy Headteacher – process agreed by the Governing Body

(B) Senior Staff – three Governors

(C) All Other Staff – appointment delegated to the Headteacher.

(ii) Staff Dismissal/Capability and Staff Grievance

Appeal Panel

Androulla Michael

(iii) Redundancy and Redeployment of Teaching and Non-Teaching Staff

Initial Panel

Vice-Chair

Two Governors

Appeals Panel

Chair

Two other Governors

(iv) Staff Grievance Panel

Initial Panel

Vice-Chair

Two Governors

Appeals Panel

Chair

Two other Governors

- (v) Pay Panel  
To conduct the Headteacher's Performance Management  
To Conduct the Review                      To Be Review Officer  
 Chair    One Governor  
 Vice-Chair  
 Chair of Finance and Resources

- Pay Progression  
 Chair  
 Vice-Chair  
 Chair of Finance and Resources

- (b) Finance and Resources  
 Keith Carrano (Chair)  
 Stephen Way (Vice Chair)  
 Thia Kunaratnam  
 Matt Miller  
 Samir Afhim

- Other Attendees  
 Vincent McInerney  
 Sue Czapich  
 Oto Otuokon  
 SLT Link: Headteacher/Sue Czapich (School Manager)

- (d) Chairs Committee  
 Matt Miller  
 Keith Carrano  
 Stephen Way  
 Androulla Michael

- (e) Pay Appeal Panel  
 Stephen Way/Androulla Michael/Ian Lebeau

- (f) (Pupil) Discipline  
 A panel of three Governors will be formed when required and all Governors be eligible to sit on the Panel.

- (g) Complaints Against the School or Curriculum  
 To meet as and when required.  
 Keith Carrano, Stephen Way and **vacancy**.

- (h) Governor Recruitment Panel  
 Three governors as appropriate

- (i) Safeguarding Governor  
Matt Miller
- (j) Training and Development Governor  
Matt Miller
- (k) Health and Safety Governor  
Androulla Michael
- (l) SEN Governor  
Sue Cross
- (m) Looked After Children Governor  
Sue Cross
- (n) Pupil Premium Governor  
Stephen Way
- (o) Data Protection Governor  
Stephen Way
- (p) Wellbeing Governor