Governors' Annual Report to Parents 2024/2025

Dear Parents and Carers,

As we draw this academic year to a close, it is with great pride that we share our annual report with you. The 2024–2025 year has been one of stability, continued growth and achievement. We are particularly proud of the school's resilience, its forward-thinking leadership, and the unwavering dedication of our entire community to the children at the heart of it all.

This year marks the first full academic cycle with a complete and permanent new senior leadership team in place. Under the ambitious leadership of Maria Panayiotou-Agyrou, the school has gone from strength to strength. We are grateful for the tireless work of the entire leadership team and the wider staff body, all of whom ensure that Rhodes Avenue remains an exceptional place for children to learn, grow, and flourish.

We also recognise those who have moved on. We thank Nina Watson for her service and extend a warm welcome back to Aileen Cronin, who has re-joined the teaching team. It is with sadness that we also mark the loss of Kelly Hashemi, a former teacher at the school, who sadly passed away from cancer. Kelly is remembered with great fondness by all who knew her, and we continue to hold her family, friends, and former colleagues in our thoughts.

Our heartfelt thanks, as ever, go to all members of staff across the school—from teachers and TAs to the site team, admin staff, and cleaners—for their continued dedication and professionalism. And to our incredible pupils: thank you for your hard work, energy, kindness, and joy. You are what makes Rhodes Avenue truly special.

We wish you and your families a restful and joyful summer.

All best wishes,

Fiona Doyle

Chair of Governors on behalf of the Rhodes Avenue Primary School Governing Body

Key Functions of the Governing Body

School governors have a varied role helping the school run effectively. The governor role is strategic rather than operational; governors don't get involved with the day to day running of a school, instead supporting and challenging the school's leadership team to drive school improvement.

The governing body undertakes a wide range of monitoring activity, including:

- Holding the headteacher to account for the educational performance of the school and its pupils
- Overseeing the financial performance of the school and making sure its money is well spent
- Planning the strategic direction of the school including its values, aims and aspirations
- Inviting members of the senior leadership team and subject leads to governing body and committee meetings to report on key areas
- Monitoring visits within school to meet with subject leads and discuss aspects of the school development plan
- Pupil, staff and parent surveys

Overview of the Year

This year has seen Rhodes Avenue reaffirm its position as a school that not only achieves academic excellence but also champions inclusivity, wellbeing, and leadership in education.

Professional Collaboration

Our teaching staff have been actively involved in local learning networks, sharing best practice and reinforcing our commitment to innovation in curriculum design and delivery.

External Reviews

Our School Improvement Partner, Pamela Fearnley, visited twice this year. In Autumn 2024 the review focused on the quality of teaching and the impact on pupil learning. Pamela's review included the following comment:

“In all classrooms visited pupils are fully engaged in their learning and work respectfully with their peers. This is a testament to the strong climate for learning in classrooms which teachers have established.”

In June 2025, the focus was on behaviour and attitudes to learning. The report stated:

“The school’s provision to ensure pupils behave, attend school regularly and on time is extremely strong… policies and practices are implemented in the best interests of pupils and their families.”

In February 2025, Marva Rollins OBE conducted a Racial Equity review which concluded:

“This is a warm and welcoming school for visitors and families… Leaders, including governors, are highly committed to creating a school where all members of the community feel represented. Pupils spoke positively about inclusion, representation, and belonging: “We feel safe. Our cultures are represented in assemblies, celebrations, and lessons. The staff make us feel we belong.””

We are incredibly proud of the outcomes of our external reviews this year and thank the school staff for all of their hard work in achieving such high standards. We are delighted to know that the children in our school benefit so enormously from this hard work.

Academic Achievement

We are incredibly proud of our Year 6 cohort, who achieved some of the highest SATs results in the school’s history—including an astonishing 98% in maths. Congratulations to pupils and staff for this phenomenal achievement.

Governance Overview

Governing Body Changes

We thank Pawan Dhir, who concluded his term this year, for his dedicated leadership of the Resources Committee. We also welcomed two new members:

- Rachel Ormsby, elected as a Parent Governor
- Reene Deba, appointed as a Co-opted Governor

Both have already made valuable contributions to the board and we are excited to continue working with them.

Key Priorities for 2024–2025

- **Staff Wellbeing**

Exit interviews conducted in 2024 by the Chair of Governors and ongoing staff feedback shaped new initiatives this year, including:

- The launch of a Home–School Communications Policy (September 2024)
- A review of the Home–School Agreement (Summer 2025)

We ask all parents to remain mindful of the increasing pressure placed on teachers' time. While most parent communications are respectful and constructive, we've seen a growing number of inappropriate or unreasonable demands. Please consider whether your requests are reasonable and aligned with the school's role.

- **Financial Sustainability**

This year has seen a significant reduction in the school's deficit, with projections showing the budget may return to balance by the end of the 2025–2026 financial year. This progress is the result of:

- Careful spending
- Strategic resourcing
- Securing grants and external funding

We are immensely grateful to staff for maintaining the quality of provision despite financial constraints.

- **Supporting the Leadership Team**

With a full senior leadership team in place, this year has been about consolidating and strengthening leadership across the school. The team has flourished, and the school continues to thrive under their strategic and compassionate guidance. With new challenges on the horizon including proposed government changes to SEND provision and the launch of a new Ofsted Inspection Framework in November 2025, we are mindful that the school will face new pressures and our role as governors will be to support and challenge leaders as they navigate the upcoming changes.

Governing Body Membership

Chair of Governors:	Fiona Doyle chair@rhodesavenue.org.uk
Vice Chair	Lucy Freestone
Clerk to Governors:	Jasbir Aujla Jaujla1.309@lgflmail.org

Parent Governors	Lucy Freestone, Alex Morgan, Christy White, Rachel Ormsby
Co-opted Governors	Fiona Doyle, Stephen Wan, Shanuk Mediwaka, Kevin Lukau, Reene Deba
LA Governor	Simon Green
Staff Governors	Jette Rayner, Lou Colley
Headteacher	Maria Panayiotou-Agyrou
Associate Members	Cigdem Murat, Jo Tillson, Andrew Satwick, Emel Ali

Governor Body Vacancies

The governing board currently has the following vacancies (as of July 2025):

- Co-opted Governor

Governor Attendance at Meetings

Governors have maintained all our statutory requirements for meetings of the governing body during this academic year (view Governor attendance). All minutes are available on the Governor's page of the Rhodes Avenue website.

Governor Monitoring Activity

All governor visits are recorded on Governor Hub. This allows all governors to read about which visits have taken place and what has been monitored or discussed. It is always a pleasure to visit the school and see all the wonderful learning opportunities the children have.

Governing Body Priorities for the Coming Year 2025-2026

- Supporting the school with SEND challenges
- Financial growth
- Preparing for Ofsted

Governing Body Development

The governing body's priority is to ensure governors fulfil their strategic role to support and challenge the school's leadership team. At the beginning of this academic year, we held a review of all of our committees and changed membership and committee chair roles to ensure our governors continue to develop their skills and bring fresh perspectives to different committees they may not have sat on previously.

Our curriculum committee holds strategic oversight of the learning taking place in the school and the resources committee scrutinises school spending, seeking to find ways in which we can make savings and remain financially viable as an institution. Our EDI committee scrutinises school practice through the lens of equity and inclusion to ensure we are fulfilling our aims as a fully inclusive community. Our premises and health and safety committee is responsible for the strategic oversight of the building's maintenance and ensuring it is a safe workplace for staff and children. This year we also formed a communications working party to examine and revise the communications between school and home, with a focus on the wellbeing of the school's staff, their workload and work/life balance.

School Vision and Values

At Rhodes Avenue, we want our children to:

Know who they are

Respect others for who they are

Never stop learning

School Values:

*We will act with **cooperation** because we are a **community**.*

*We will use **creativity** to learn and grow.*

*We will show **consideration** as everyone is of equal value and importance.*

We continue to believe that these values are inherent in the fabric of Rhodes Avenue. They are a part of the school's everyday language and we are delighted that our external reviews this year have shown that they are truly embedded as part of the Rhodes Avenue culture.