



## Update on the creation of an Interim Executive Board for St Richard Gwyn Catholic High School

As you will be aware, the 2016 Estyn inspection called for a review of the schools' current performance and the schools prospects for improvement including the leadership of the school. One of the consequences of looking at how the school is managed and governed has been a decision to stand down the current Governing Body and set up an Interim Executive Board (IEB) to be in place until August 2018. From this date the IEB will cease and a new Governing Body will be put back in place. Permission to form an IEB has now come from Welsh Government following an application from the Local Authority fully supported by the Diocese.

An Interim Executive Board (IEB) is a body appointed on a short-term basis to turn around a school that is judged to be in urgent need of improvement thus replacing the existing governing body.

The IEB has now been formed and has had its first meeting on 19<sup>th</sup> June and will meet monthly from then on. The monthly frequency will ensure the school is enabled to take swift actions to tackle the following areas of performance: -

- Continuing to raise the schools' standards and performance, including ongoing delivery of the Post Inspection Action Plan,
- Robust financial management of the school, and
- Ensuring that the school has the appropriate staffing structures and capabilities in place.

The members of the IEB are: Ray Wells, who is a National Advisor of Schools Governance and is Deputy Chair of the IEB; Canon Doyle, Heidi Roe, Josey Snowden, Margaret Hanson, Nicola Ellis and myself, John Callan, who will perform the role as Chair.

You will find more information about the members of the IEB on the school website and on the back of this letter.

The IEB is fully committed to the school, its pupils, staff, the Diocese and community. Our aim is to ensure all pupils achieve their potential academic achievement fully supported by the ethos and spirit of a faith based education. The school already has a great deal to celebrate, and through the new governance arrangements and leadership our ambition is to continue to build on the schools' successes and achieve the goal of moving the school out of its special measures status.

The IEB will support and, where appropriate, challenge the Headteacher, Mr Paul Heitzman, and his senior leadership team. It is they who will continue to have day-to-day responsibility for the operational running of the school and along with their outstanding driven teaching staff will continue to drive the schools improved performance.

Mr Heitzman will continue to establish links with parents, through which you have an opportunity to voice your views or concerns as well as provide positive feedback. The IEB is also available to hear your views and will attend the parent engagement meetings whenever possible.

On behalf of the IEB I would like to thank you for all your parental support the school. The IEB team is fully committed to maintain and supporting the schools improvement and the ultimate measure of removing the special measure status and having Saint Richard Gwyn recognised formally by Estyn as being the outstanding school it's potential deserves.

John Callan  
Chair, Interim Executive Board



## Interim Executive Board Profiles

	<p><b>John Callan – Chair of Interim Executive Board</b></p> <p>John was the former Deputy Chair of Governors at St Richard Gwyn Catholic High School and is currently Deputy Chair of Governors at Saint Anthony’s Primary School, Saltney. In addition John is Chair of the Friends of Saint Richard Gwyn and currently has a daughter Tamsin in Year 10.</p>
	<p><b>Ray Wells – Vice Chair of Interim Executive Board</b></p> <p>Ray has had a thirty-six year career in the steel industry in a variety of management roles in the United Kingdom and Europe. Ray is now employed by Governors Wales to work with local authorities in North Wales, West Wales and Powys to improve the effectiveness of school governance. He has been a governor of Elfed High School Buckley since 1998, where he is currently the chair of governors, and vice-chair of Coleg Cambria (previously Deeside College) since 1996. Ray is an active participant in conservation and preservation initiatives in Kenya with Save the Rhino and Chester Zoo and in his younger days played for Warrington Rugby League Club. He has played and coached rugby union at county and regional level.</p>
	<p><b>Canon Doyle – Interim Executive Board Member</b></p> <p>Francis had a former career in the Civil Service (Dept of Health) in London, over some 30 years. During that time he qualified in Systems Analysis &amp; Design and, among other things, had involvement in managing staff, liaison with NHS NW Region; Public /Environmental Health; Development of NHS Family Planning Services; NHS Computer &amp; IT policy; NHS Supplies &amp; Procurement policy; and Development of Performance Indicators for NHS Supplies /Procurement. After early retirement he spent some time in Italy following the Hermitic life, and eventually was ordained priest for the Diocese of Wrexham. He is currently parish priest in Buckley, is the Diocesan Treasurer &amp; a Diocesan Trustee. He also chairs the St Winefride’s Well Committee in Holywell.</p>
	<p><b>Heidi Roe – Interim Executive Board Member</b></p> <p>Heidi has 27 years teaching experience, 12 years of which have been as a member of the Senior Leadership Team. She is currently Assistant Headteacher at St. Joseph’s Catholic and Anglican High School in Wrexham where she has responsibility for the Mission and Ethos of the school as well as being Curriculum Leader of Learning for Religious Education. She is a former pupil and teacher at St. Richard Gwyn Catholic High School and her daughter, niece and nephew are all pupils at the school. She has served as a Teacher Governor in her current school over a period of 8 years, as a Foundation Governor in St David’s Catholic Primary School in Mold and has served on the former Governing Body of St Richard Gwyn Catholic High School for the last 3 years. Heidi is committed to Catholic education and appreciates fully, the benefits of belonging to a Catholic Christian community, brings to all its members. Heidi is keen to support Mr. Heitzman and the whole school community in securing the best possible outcomes for all pupils and establishing St Richard Gwyn Catholic High School as the best school once again.</p>



### **Josey Snowden – Interim Executive Board Member**

Josey has recently taken early retirement from the Shell Oil Company where she worked as a Global Environmental Specialist and previously as a HSSE specialist. Josey has been a governor since her eldest son attended the school. Josey's ambition for the school is that the pupils and teachers achieve their life goals just as both her sons have. She is committed to ensuring that as part of the Interim Executive Board (IEB) the school returns to the highest ESTYN rating possible, whilst continuing to keep the unique Catholic nature and that excellence in teaching and learning is accessible to both pupils and teachers.



### **Margaret Hanson – Interim Executive Board Member**

Margaret lives in Flint with her family. Her four children have all attended St. Richard Gwyn Catholic High School, starting in 1998. Her youngest is in year 9 at present. Margaret has been on the former Governing Body of the school over the past 2 years as a Parent Governor. Margaret has had over thirty years' experience in the public, private and third sector. Margaret studies part-time at the University of Chester, where she enrolled in 2015, joining the School of Medicine, Dentistry and Clinical Sciences. She is undertaking a research Ph.D. Margaret returned to higher education as a mature student, whilst she was working full-time, studying at Wrexham Glyndwr University, where she was awarded a Master in Public Health degree in 2014. It was this experience that led her to apply for the role of Vice-Chairman of the Betsi Cadwaldr University Health Board that same year. She holds the strategic lead for community, primary care and mental health services on the Board, which serves the population of North Wales. The health board is integrated, holding responsibility for health from an individual to a population level, with a £1.3 billion budget.

Margaret said: 'I will bring all my experience to support the work of the IEB over the coming months. It is essential that St Richard Gwyn High School becomes an excellent school again, so that all our young people get access to the best opportunities to fulfill their potential. I know the difference that attending St Richard Gwyn made to my eldest children's education. I am proud that my youngest son is a pupil here. I am confident that under the leadership of our new Headteacher, Mr Heitzman, this school will soon be back on track.'



### **Nicola Ellis – Interim Executive Board Member**

Nicola has taught in a range of secondary schools for 30 years, half of that time has been as a Senior Leader. She currently sits on the Senior Leadership team of St. Joseph's Catholic and Anglican High School in Wrexham where she has responsibility for Safeguarding and Student Support. She qualified from Victoria University of Manchester with a degree in Biology and Education and teaches science at her current school. She served on the former Governing Body for 6 years as a Foundation Governor; and as a former pupil, teacher and now parent at St Richard Gwyn, is hugely committed to the future improvement of the school.

"Pupils deserve to attain as well as they possibly can and it is important that we ensure that all pupils in the school, irrespective of ability or need, reach and exceed their and our expectations. It is also important to remember that St Richard Gwyn is a special school. Pupils are given many opportunities to flourish as human beings and are cared for in a fully Catholic and Christian Community. I want to see St Richard Gwyn become an excellent school again and I will work hard to do whatever I can to help us all achieve that."