

## LONDON BOROUGH OF NEWHAM

### Minutes of the Ratification Panel of Southern Road Primary School

Meeting held on Monday 27th March 2017 at 6:00pm

**Present:** Mrs Bronwen Stuckey (Chair)  
Ms Sonia Flores  
Ms Stephanie Lachowycz (Headteacher)  
Mr Shakil Rahman  
Mr Amirul Haque  
Mrs Karina Karamfilova  
Miss Bethany Watson  
Ms Helen Yearnshire (DHT)

**In Attendance:** Ms Kristin Luke (NPW Clerk)

**\*CONFIDENTIAL\*** - The minutes of this meeting are confidential until the Chair decides it appropriate to disclose the information herein.

*The meeting commenced at 6:10pm.*

#### **01 Apologies:**

Apologies had been received from Ms Sarah Tomlinson. The Panel **condoned** this absence.

#### **02 Declarations of Interest:**

The HT, Ms Watson, and Ms Yearnshire declared interest as they were members of staff at the School.

#### **03 Appointment of Headteacher:**

The Chair outlined the selection and interview process for the new headteacher, which had been completed just prior to the meeting. Ms Flores, Mr Haque, and the Chair had arranged advertising for the vacancy using a model job description from NPW. There had been a large field of applicants to choose from, with a record 11 candidates. With input from the SIP, four had been shortlisted; they had attended a tour of the School, as well as interviews with the current HT, the Staff Council, and School Council. This was followed by the candidates delivering individual presentations and engaging in a Q&A at NPW. One of the main focusses of the interview process had been to ascertain that the candidates' ethos matched those of the School, namely that the children were the absolute priority above all else. After a robust discussion and decision making process, the candidate recommended to be appointed by Governors was Mr Gavin MacGregor. It was added that this had been a unanimous decision from all involved, including Staff and Student councils.

**Q:** Can you provide a description of Mr MacGregor?

**A:** He is currently a DHT at a local school. He is very positive and it is clear that he matches the School's ethos by putting students first.

**Q:** Had any of the candidates been headteachers previously?

**A:** Some were heads of schools within MATs, so would have had an executive HT in a position above them. Mr MacGregor is familiar with running a multiple form entry school.

**Q:** Can you outline the nature of the presentation and Q&A with Mr MacGregor?

**A:** He came across as very sensible, passionate, and full of energy, with a wealth of experience. He included practical examples in his answers to our questions. He presented on four leadership types - democratic, affiliative, authoritative, and collaborative, identifying his own style of leadership as being democratic.

Governors **ratified** the appointment of Mr Gavin MacGregor as Headteacher, commencing September 2017. He would be invited to the next GB meeting. The HT would inform staff of the decision by the end of the day, and parents and students would receive a letter by the end of the week.

#### **04 Dates of Next Meetings:**

##### **GB meetings:**

- 16th May 2017
- 14th July

*The meeting closed at 6:34pm.*