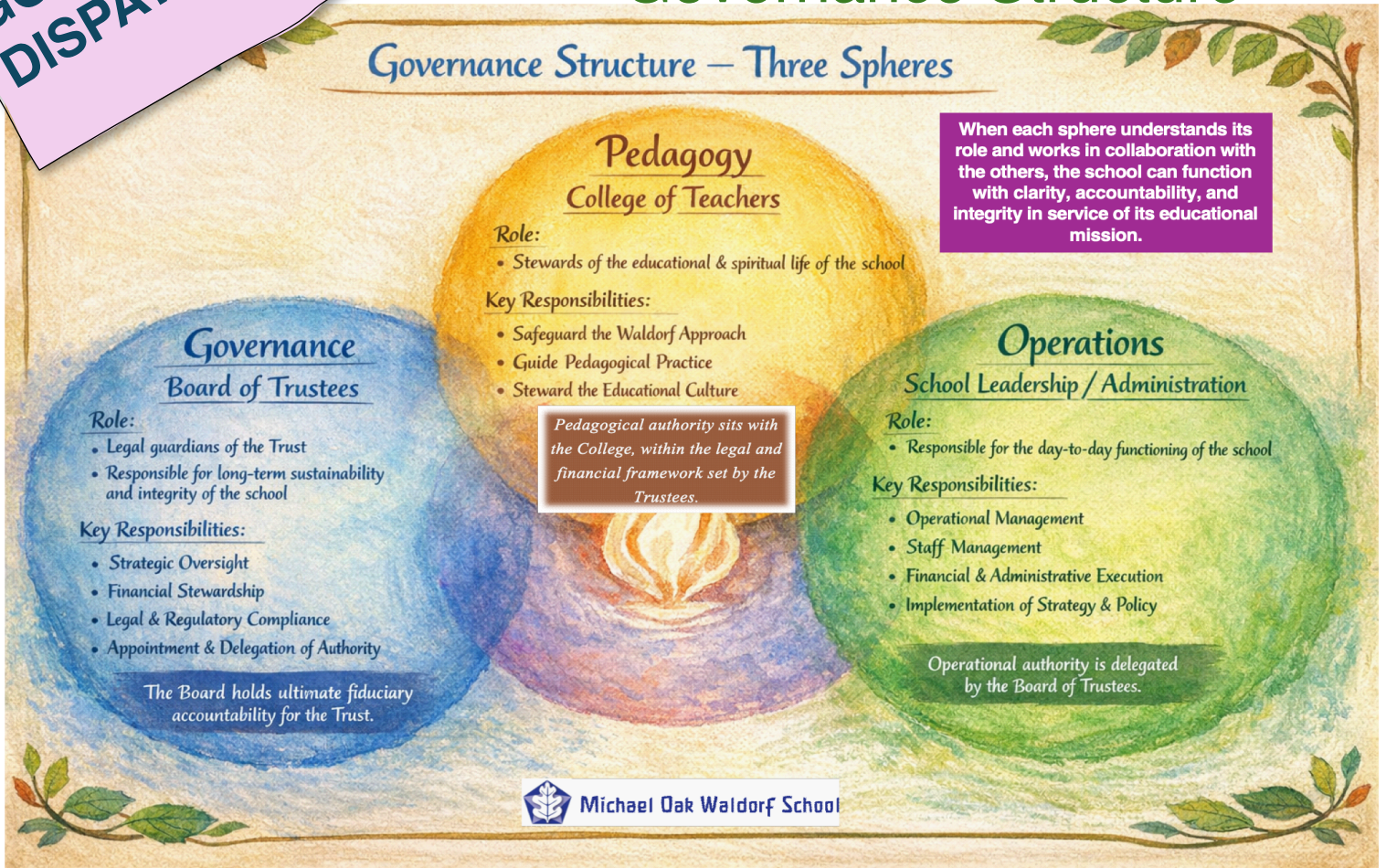


Understanding the School's Governance Structure

Governance Structure – Three Spheres



*As our school moves through the Renewal process, many important questions are emerging around **leadership, accountability, participation, authority, and decision-making**. These are healthy questions for a living community to ask.*

At the foundation of the school's governance is the **Trust Deed**. The Trust Deed is the school's founding governance document – setting out the purpose of the school, establishing key governance structures, and defining where formal responsibilities and authority sit. At a broad level, governance within the school can be understood through four interconnected areas:

Trustees

Trustees carry the legal and fiduciary responsibility for the school. Their role is one of stewardship, ensuring the long-term wellbeing, sustainability, and integrity of the institution.

This includes responsibilities such as:

- governance oversight, financial sustainability, risk and compliance, strategic direction, and ensuring that the school remains aligned with its purpose and founding principles.

While the Trust Deed provides the framework, the day-to-day life of the school depends on the relationships between the different parts of the organisation working together effectively.

Trustees do not manage the day-to-day operations of the school, but they remain accountable for ensuring that appropriate structures, leadership, and systems are in place.

school. This includes safeguarding the educational philosophy and ensuring coherence in the educational journey across the different phases of the school. As the school evolves, important conversations continue around how pedagogical responsibility is exercised across the College, faculties, and leadership structures.

*administrative.
It exists to hold and guide the educational integrity of the school as a whole.*

Faculties and Operational Leadership

The faculties and operational leadership structures are responsible for the execution of the day-to-day functioning of the school.

This includes areas such as:

- educational delivery within phases,
- staff leadership,
- operational management, administration,
- communication, and implementation of strategy and policy.

While many day-to-day decisions are intended to happen within faculties and operational leadership structures, broader accountability remains connected to Trustees for governance and fiduciary matters, and to the College of Teachers for whole-school pedagogical integrity.

At times, tensions naturally emerge between participation and efficiency, autonomy and coordination, or differing perspectives within the community.

Much of the daily life of the school happens at this level. Effective school functioning relies on appropriate delegation and clarity around decision-making responsibilities.

Community Participation

As a community school, participation from parents, staff, and the broader community remains an important part of school life.

This participation may happen through:

- class representatives, community forums, volunteering,
- committees and working groups, AGMs,
- surveys and consultations, and direct engagement processes.

Community participation is valuable because it strengthens connection, accountability, and shared ownership. At the same time, participation works best when it happens through clear and constructive channels that support effective decision-making. The Renewal process has highlighted the importance of reviewing not only structures themselves, but also how these structures relate to one another in practice. As the school continues to evolve, maintaining clarity around roles, authority, accountability, and participation will remain essential.

No single structure exists in isolation. Healthy governance depends on cooperation, trust, communication, and clarity between all parts of the system.

In the next article, we will explore how decisions are made within the school, including the difference between governance, pedagogy, operational management, and consultation.

