



# ANNUAL REPORT

## JULY 2025



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# Message from the Chair of Governors

As governors of Furze Platt Senior School, we have several responsibilities. Our primary duty is to ensure the best possible outcome for the students of FPSS while also supporting the school staff and ensuring that parents and our local community are considered and consulted in the school's development.

We are also responsible for ensuring the school is financially responsible and we strive to support, and where necessary challenge, the school's senior leadership team in the many meetings and engagements we have with them during the school year.

We achieve this by clearly defining the school's mission, vision, values and ethos and subsequently creating a 3-year strategy plan for the school. Each year we select several specific, measurable and achievable targets for the school in the subsequent year that address our key priorities.

Following last year's strategic review, we identified our strategic priorities for the 24/25 term as narrowing the Pupil Premium attainment gap, improving outcomes for SEND students and raising the academic achievement in KS4 (GCSE) and KS5 (6th Form) in specific subject areas.

We wished to see greater engagement in enrichment activities, a greater sense of community, improved behaviour across all year groups and further development of skills that will properly equip our students for their life after FPSS. Finally, we wanted to ensure wellbeing across the whole school, students and staff, and promote a sustainability culture.

I am pleased to say that thanks to the dedication of the school senior leadership team and the hard work by teaching and support staff, we have made significant progress against all of our strategic objectives for 24/25 and details can be found in the published minutes of our regular meetings on the school website.

In addition, the governing body were very keen to support the school's new phone policy, which launched at the start of the summer term and we will monitor its impact on attainment and behaviour across the coming school year.

For the coming academic year, we will be focused on improving attendance and reducing negative behavioural consequences for pupil premium students and we will measure the impact of the new alternative curriculum for SEND students. We will expect an increase in the attainment for KS4 and KS5 students against last year's already impressive performance and will seek a reduction in low level disruption in key year groups.

We will continue to ensure our staff feel valued and monitor the impact of the new phone policy. Financially we will monitor our financial performance compared to similar sized schools, maximise our income from school assets such as the theatre and finally we will further develop our strategy to create or join a Multi Academy Trust, ensuring that needs of our students and staff are foremost.

As in previous years, we will use our regular committee, governing board, working group meetings and school visits across the school year to track the progress of these objectives. This requires a significant amount of time from the governors, all of whom are volunteers, but also

many, many hours of preparation from school support and teaching staff so once again I would like to thank the school staff, Senior Leadership Team and our Head, Dr Morrisson, who diligently join our evening meetings after an already long and often challenging school day, for which we are very grateful.

I also want to thank my Vice Chair, Katie Donnison for her significant efforts in ensuring staff wellbeing and our effectiveness as a governing board and to our committee chairs, vice chairs and all my fellow governors for their continued commitment, time and energy given to their role. We are especially grateful to our Governance Manager, Jenny Knight, who often achieves the impossible and keeps us scheduled and organised.

As governors, we strive to attend as many school events as possible from open days to career evenings, celebration evenings to graduations and from musical recitals and art exhibitions to the always excellent annual musical production. These events are always the highlight for the governing body, and it is always extremely rewarding to share these special moments with the students, staff and parents and see the best of the school on display.

At the celebration evening in September our guest speaker was the newly elected MP for Maidenhead, Joshua Reynolds. Josh is a former pupil of Furze Platt and we are delighted that he has since agreed to join our governing board. We also welcomed several other new governors this year and each one brings unique skills and experience to our team. As a result we now have a very strong bench of talent and have an ambitious program for the coming years.

My final thanks are to the students and parents who are the reason our school exists. It was a privilege to attend the Yr11 graduation and see the years of hard work recognised and we are delighted to see amazing young adults they have grown into and the obvious pride from those who care for them.

I would always encourage anyone who is curious about becoming a governor to contact our Governance Manager by emailing [jenny.knight@furzeplatt.net](mailto:jenny.knight@furzeplatt.net) as we are always looking for motivated individuals who wish to contribute to the ongoing success of FPSS and we are especially keen to ensure that the board of governors continues to reflect the community that it serves.



A handwritten signature in black ink, appearing to read 'M. Steed'.

**Mr Hugh Steed**  
Chair of Governors



## Message from the Headteacher

Our governing body is central to the success of our school. They are key to setting our strategic goals and helping ensure our inclusive and comprehensive school best serves our community. As Headteacher, I value the vision and support offered by governors in helping us to ACHIEVE excellence. This year governors have further refined their strategic vision for the school to ensure that there is a sharp focus on key areas. Staff feel supported yet challenged to improve our school further.

This year our governing body has focused on numerous areas. At a time of budgetary constraint, these have included supporting colleagues reduce a deficit budget to one which breaks even. Alongside supporting to balance the revenue budget, governors have also recognised the need to invest in FPSS in order to provide the best possible learning environment for our students. This has seen governors financially and strategically support our move to a smartphone free school as well as invest in a Sixth Form refurbishment so that our Key Stage 5 students have the best space to study.

Additionally, our governors have focused upon staff wellbeing, stakeholder voice, cyber security and considering alternatives to permanent exclusion. They are particularly driven to improve provision, outcomes and facilities for SEND and Pupil Premium students. Consequently, governors' actions have led to tangible changes within FPSS.

Moreover, our governors seek to be part of our school via visits during the school day or through attending our various events. Colleagues and I appreciate when it when governors share their thanks for the efforts and talents of FPSS staff.

Our governors work voluntarily and tirelessly for our school, and I would like to thank them for all their work in 2024/25 on behalf of FPSS.



A handwritten signature in black ink, which appears to read 'A Morrison'.

**Dr Andrew Morrison**  
Headteacher

## Full Governing Board

- Governance Manager – Jenny Knight
- Headteacher – Dr Andrew Morrison
- Chair – Hugh Steed (Jul 2022 – Jul 2026)
- Vice Chair – Katie Donnison (Sep 2021 – Sep 2025)
- Nabeela Akhtar (Dec 2021 – Dec 2025)
- Georgina Bramall (Oct 2024 – Oct 2028)
- Angie Faires (Nov 2024 – Nov 2028)
- Diane Flood (Sep 2021 – Sep 2025)
- Rob Olliff (Jul 2024 – Jul 2028)
- Joshua Reynolds (Jul 2024 – Jul 2028)
- Chris Rodgers (Jul 2024 – Jul 2028)
- Daniel Siskin (Dec 2024 – Dec 2028)
- Jo Smith (Jan 2024 – Jan 2028)
- Abi Stead (Mar 2025 – Mar 2029)
- Mari Ueckermann (Oct 2024 – Oct 2028)
- Kate Winrow-Davies (Jan 2024 – Jan 2028)
- Shane Woodhatch (Sep 2021 – Sep 2025)

This year we thanked departing governor Josie Fray for her contribution to the Governing Board. We then welcomed in no fewer than nine new Governors, with a wealth of professional skills and expertise between them. If you are also interested in serving your local school community on the Governing Board, please send an expression of interest to our Governance Manager by email: [jenny.knight@furzeplatt.net](mailto:jenny.knight@furzeplatt.net).

As an employer, supporting our staff is paramount and governors are involved with several staff related activities such as interviews, performance management moderation, approving policies, and understanding staff wellbeing and workplace priorities. Governors also spend time in school during the day and provide reports to the board on a variety of aspects such as health & safety, 6th Form, SEND provision, safeguarding, careers provision, subject department reviews, cyber security, pupil premium funding allocation, and behaviour monitoring which feature amongst the many visits we undertake as part of our monitoring and evaluation activity.

Each year we self-review how we are governing according to the NGA (National Governance Association) self-evaluation questions. This year, the Governing Board undertook external evaluation in the Autumn term. We are using the feedback provided to enhance our practice and continue to develop strong governance at FPSS.

As there are several statutory requirements as well as the ongoing monitoring and evaluation of various aspects of our provision for young people, a lot of our work is done in our committees.



## Quality of Education – Chris Rodgers, Committee Chair

Overall, we were very pleased with the school's 2024 academic results, having achieved a school record student progress score (progress score measures students actual results versus their expected grades based on their prior ability) for Key Stage 4, and progress for KS5 has returned to pre-covid pandemic norms, benchmarking well to local peers. The school also achieved notable improvements in academic progress for Pupil Premium and Special Educational Needs student groups.

Our committee's strategic focus for 2024/25 has been further improving academic progress of Pupil Premium students and the development, roll-out and impact of an Alternative Curriculum for those Key Stage 3 students in most need of a different curriculum pathway. We are keen to maintain positive momentum from the 2024 results and are committed to achieving strong results consistently and for all student groups. We are pleased with the progress students have been making over the course of this academic year and we are hopeful this is reflected in the results come August. This year an Alternative Curriculum, named Connect, has been rolled out for Years 8 and 9 with plans to include the new Year 7 cohort when they join next year. The early impact of this is promising and we will continue to monitor this into next year and beyond.

At the start of the academic year, two new colleagues were appointed into the newly formed role of Lead Practitioner. Their role is to highlight and celebrate excellence, improve consistency and support and coach colleagues. We are pleased with their impact so far. We have reviewed new Literacy and Numeracy strategies, which are designed to improve these skills and drive consistencies across the whole school curriculum. The school's More Able strategy has been refreshed to provide extracurricular and stretch opportunities for our students with the highest performance in difference subject areas.

Following the extension of the Laptops for Learning scheme across all years between Year 7 and 11, staff and students have provided feedback on what works well and development areas. The school is in the process and implementing technology advancements to improve the student experience, as well as, increasing laptop use across departments.

This academic year has been my first as Chair of the committee and I'd like to thank all the staff and governors for their support.





## Pupils & Parents – Diane Flood, Committee Chair

In terms of strategic priorities, the committee has once again focused on behaviour within the school, from low level classroom disruption to more serious concerns. To enable governors to look in more depth into behavioural trends, we selected Year 9 as a particular area of focus for Pupils and Parents this year. The committee has also closely monitored outcomes for our Pupil Premium students by looking at measures such as attendance and wider participation, including their uptake of the wide range of enrichment activities offered at Furze Platt.

As reflected in the name of this committee, the voice of pupils and parents is key to our planning and evaluation. We regularly scrutinise the results of student and parent surveys, as well as inviting representatives from the 6th Form student leadership team to attend meetings to give feedback directly to governors. The recent move to review the use of mobile phones within school was first discussed at Pupils and Parents, these initial discussions together with a subsequent survey to determine the views of pupils and parents, informed the revised policy on smartphone use. We look forward to following up on the impact of this initiative in the next academic year.

Monitoring safeguarding across all aspects of school life remains one of the statutory functions of this committee. Areas of scrutiny include all aspects of safeguarding from governor checks on recruitment processes and ensuring staff receive the requisite training, to checking that the necessary systems are in place to ensure the safeguarding of all students, including the early referral of any students who may be in need of additional support.

We are grateful to the members of the school leadership team who attend Pupils and Parents meetings and who continue to demonstrate their commitment to providing the best education possible for all students. There have been many positives this year, school attendance remains above the average for RBWM and nationally and we have begun to see signs of improvement in behaviour, both in terms of a decline in incidents amongst Year 9 students and in the improvement in Terms 3 and 4 in the behaviour measures for Year 8. The monitoring of these trends will remain a focus into the next academic year.





## Resources – Rob Olliff, Committee Vice Chair

The role of the Resources Committee is to develop and maintain policies related to finance and site matters including audit, risk, staffing, health and safety, IT systems, and to manage the financial aspects of the School Development Plan. The Committee provides oversight of the school's budget, including the management of reserve levels based on latest known risks, and manage the financial implications of associated with staffing matters (including staff pay, recruitment and retention) in conjunction with the Quality of Education Committee.

We are pleased to see the discipline and control the Finance Manager has over the school budget and can report that the school is in a healthy financial position at the end of this school year.

The Governing Body approved the budget for next year in addition to the forward looking three-year financial plan. There continues to be pressure on school staffing costs nationwide and the story for Furze Platt is no different. Whilst we project operating budgets to be broadly balanced over the period, further investments in school buildings, IT infrastructure etc. would need to be found from efficiencies in other parts of the budget, or reserves.

That said, we were pleased to be able to announce new investment into the refurbishment of our Sixth Form block. It is imperative that students have a spacious and modern environment in which to carry out their studies, and it is hoped that the new works will provide that – along with additional capacity – in time for the start of the new academic year.

Governors conducted a formal health and safety assessment on a visit to the school in January. No serious matters were identified, and minor issues were promptly addressed by the school. In addition, an audit of the school's website was conducted in March which resulted in no concerns being reported.

On behalf of the Governing Board, I'd like to thank the Finance Manager and the members of the Senior Leadership Team who attend Resources Committee meetings for their ongoing commitment and diligence in ensuring financial policies are adhered to, enabling the school to be able to look forward to the coming years on a sound financial footing.



# Governing Board Priorities

The Governing Board is responsible for setting and reviewing the school's strategic aims. We are currently in the first year of our 3-year strategic plan (2024-27) and have spent the year monitoring progress against our year 1 strategic priorities, as well as defining priority objectives for 2025-26.

**Vision:** An inclusive school empowering every student to ACHIEVE excellence

**Mission:** The FPSS vision will be achieved through three areas of focus:

**Attainment** - providing an excellent, challenging, and broad curriculum

**Character** - developing the personal skills required to succeed ensuring everyone feels an equal and valued part of the school community

**Our School** - providing a sustainable environment where everyone can thrive

**Values:** ACHIEVE (Ambitious, Collaborative, Happy, Integrity, Endurance, Versatility, Excellence)

## **Focus Areas:**

**Attainment** (Quality of Education): To ensure that all students can engage with the curriculum and to achieve to the best or better than their ability

**Character** (Personal Development): To cultivate individuals who are well-rounded and possess a deep understanding of how to contribute meaningfully to their community

**Our School** (Whole School) To create a culture of sustainable thinking in every aspect of school life and widening to the local community

Full details of the specific aspects of each focus areas can be found here: [Furze Platt Senior School Strategic Plan 2024-2027 with 2025-26 priorities](#)

## Priorities for 2025/26

To achieve the objectives in our 3-year strategy plan, we have prioritised the following for 2025/26:

- Increase attendance for disadvantaged students
- Reduce the percentage of disadvantaged students receiving at least one suspension and at least one isolation
- Monitor the impact of the Connect alternative curriculum supporting SEND students
- Maintain high standards in KS4 and KS5 results with progress measured at KS5: L3VA +0.2 and KS4: Internal P8 score +0.3
- Reduce low level disruption in classrooms, measured by a reduction of C2 sanctions awarded
- Reduce staff turnover by 10% (already very low this year at 12.7%)
- Monitor the impact of steps taken to enhance our phone free school policy

- Financial sustainability, including exercise to compare and understand financial data/spend with other similar schools
- Maximise income through lettings of FPSS facilities
- Investigate and consider options whether or not to join or form a MAT (Multi Academy Trust) and agree the school's position based on best outcomes for students and staff.

As we reach the end of another busy and rewarding school year, we would like to take a moment to express our sincere thanks to parents and carers for their continued support. It was especially heartening to see so many 'Thank a Teacher' messages shared recently. These gestures of appreciation mean a great deal to our staff, and we are grateful to all the parents, carers, and students who took the time to send them in.

Behind the scenes, a great deal of effort goes into ensuring the smooth day-to-day running of the school. Every member of staff, teaching and support staff alike, plays a vital role in creating a positive and enriching environment for our students. We are incredibly proud of what has been achieved this year and thankful to our dedicated team for their hard work and commitment.

Looking ahead, we are excited to celebrate the accomplishments of our Year 11 and Year 13 students when they receive their examination results in August. We also look forward to welcoming new students and families to the FPSS community in September, as well as continuing to see many of our students' achievements in the weekly newsletter.

We wish everyone in the FPSS community a restful and enjoyable summer break.

**Hugh Steed, Chair**  
**Katie Donnison, Vice Chair**  
**On behalf of the Governing Board**