



# CANBURY SCHOOL

Embracing Difference –  
Harnessing Talent

## GOVERNORS RECRUITMENT PACK

January 2026



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## School Philosophy and Values

### **Our Mission: Embracing Difference – Harnessing Talent**

At Canbury, we believe every student possesses unique strengths and incredible potential. Our mission, "Embracing Difference – Harnessing Talent," reflects our commitment to recognising and nurturing these individual qualities in a supportive and enriching environment.

### **Our Vision: An Individual Approach to Success**

Canbury is truly a unique school, and we pride ourselves on our individual approach to success. We understand that success looks different for everyone, and we celebrate the diverse achievements of all our students. We're dedicated to helping each child discover their path, grow in confidence, and ultimately thrive.

### **Our Values: Supportive – Inclusive – Respectful – Achieving**

Our values are the foundation of our community, shaping how we interact and learn together every day. At Canbury School, we strive to be:

**Supportive:** We foster a caring environment where every student feels safe, understood, and encouraged.

**Inclusive:** We celebrate diversity and ensure everyone feels a sense of belonging.

**Respectful:** We promote high standards of mutual respect and tolerance within our school and the wider world.

**Achieving:** We inspire and challenge each student to reach their full academic and personal potential.

# Welcome - Rupert Marks, Chair of Governors

As Chair of Governors, I am immensely proud to support Canbury School, a place that truly lives its motto of Embracing Difference - Harnessing Talent. Canbury's distinctive approach lies in its deep understanding that young people learn in different ways and flourish when those differences are recognised and celebrated. With small class sizes, outstanding pastoral care and a strong sense of community, the school provides an environment in which students feel supported, respected and confident to be themselves, enabling them to achieve both academically and personally.

My own connection to Canbury is both professional and personal. I have been a governor since 2021 and currently sit on the finance committee, bringing experience from a career in global markets and, more recently, senior leadership roles within the charitable sector. My work in the non-for-profit world, including supporting organisations that champion inclusion and opportunity, aligns closely with Canbury's values. As a parent of a former Canbury student who enjoyed many happy and formative years at the school, I have seen first-hand the impact that a nurturing, individualised education can have on a young person's life. The close proximity to the open spaces of Richmond Park is also very welcome.

The Governing Body is committed to working in close partnership with the Head and staff to ensure that Canbury continues to thrive, while staying true to its ethos and vision. Our focus is always on placing students at the heart of decision-making, supporting and developing staff, and stewarding the school responsibly for the future. It is a privilege to chair such a dedicated and thoughtful board, and to contribute to a school that makes a genuine difference to the lives of its students and families.





## **Mr. Rupert Marks**

### **Chair; Finance & General**

Rupert Marks began his career trading in the global energy and commodity markets. In the past decade, he has focused on working in the non-for-profit sector and is now Chief Operating Officer for a medical charity, as well as being a trustee for other charitable organisations, including Blind in Business who help people who are blind or have partial sight, into work. He has been a governor at Canbury since September 2021 and also sits on the finance committee. His son Luca was a student at Canbury and enjoyed many happy years there. Rupert lives locally and says he feels a very special bond to the school & is delighted to support it in any way he can.

## **Mrs. Celia Patterson**

### **Heath & Safety**

Celia Patterson has been a governor since May 2022. Her career path started in television production and she currently runs her own holiday letting business in the South West. She was a joint founder of the charity Skybadger, supporting children with disabilities. Both Celia's sons, Oscar and Felix, were students at Canbury.

## **Dr. Elyse Waites**

### **Safeguarding and Pastoral**

Elyse Waites has more than 15 years experience of working in the pastoral side of education. She has a particular interest in building resilience and supporting the emotional development of young people alongside their academic studies. A current Deputy Head at a South East London independent school, she joined the governing body in 2022 and particularly enjoys meeting the Canbury students.

## **Ms. Louise Clancy**

### **Co-Chair and SEND**

Louise has worked in education for over 30 years. The last 11 years specifically in Special Educational Needs and Disability. Now retired, Louise continues to support schools, families and young people by volunteering with SEND charities alongside working as a Magistrate. Louise has been involved with Canbury since 2014 and is delighted to be able to continue supporting this very special school.

## **Mrs. Rosie O'Malley**

### **Marketing**

Rosie spent the bulk of her career at Unilever, where she focused on marketing and strategy roles, driven to solve real people's real problems with innovative product solutions. In 2017, she left the corporate world behind to focus on caring for her daughter, Alannah, who has a chromosome condition, and to be a bit more present as she joined and settled into Canbury school. As Alannah found her feet at school and began to thrive, Rosie went back to some freelance marketing work, alongside a Trustee role on the charity CLEFT. Rosie is also a qualified yoga teacher and is currently studying to qualify as a Counsellor. Rosie is delighted to have the opportunity to continue to support this school, which gave so much to her daughter.

# Welcome - Mrs. Philippa Rich Head

Thank you for your interest in becoming a Governor at Canbury School. Whether you are an experienced board member or looking to take your first step into governance, we are seeking someone who shares our fundamental belief: that “Embracing Difference – Harnessing Talent” is at the heart of a truly great education.

Canbury is more than just a school; it is a thriving, bustling, and deeply special place of learning. With a maximum of 76 students, we offer a "human-scale" education that ensures no child is ever anonymous. We recognise that every student learns, understands, and builds friendships differently. At Canbury, we don't just accept those differences, we actively champion them.

My own journey with the Canbury family began in 2011. Since my early days as a teacher of Art and PSHE, I have been driven by the harmonious link between wellbeing and academic achievement. This is an ethos I have carried through my time as Deputy Head Pastoral and now into my leadership as Head of School.

We understand that for many of our students, simply walking through the school gates each morning can be a triumph. When you add neurodiversity into the mix, the traditional educational world can feel overwhelming. At Canbury, we provide the time and space for students to "be" at their own pace. The result is transformative: we see students who joined us feeling shy or "invisible" leave as confident, self-assured young adults ready to make their mark on the wider world.

As we continue to evolve, the role of the Governing Body is more vital than ever. We are looking for a Governor who:

- **Values the Individual:** Understands that "success" is personal to every student and is committed to our non-selective, nurturing mission
- **Provides Strategic Challenge:** Helps us maintain high expectations, ensuring every student strives to be the best version of themselves
- **Believes in Holistic Education:** Supports our integration of specialist therapies alongside a robust academic curriculum

I invite you to read through this pack, but as I always say to prospective parents: don't just take my word for it. I would be delighted to welcome you to see the "Canbury Way" in action for yourself.

Mrs Philippa Rich - Head

# The Role of a Governor at Canbury School



At an exciting time in the School's history, Canbury School is looking to recruit new Governors to strengthen its experienced and diverse Board to place the School in the strongest possible position to meet the challenges of the future.

The Governors of Canbury School work collectively as a team. Together they are responsible for ensuring the delivery of the outstanding educational, pastoral and support service our students and parents expect. Governors are accountable for ensuring that the overall structure is fit for purpose and consistent with the School's charitable objectives. The Governors delegate the management of the school to the Head and Bursar, who, in turn, are supported by members of the Senior Leadership Team (SLT).

Canbury School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Through becoming part of the Governing Body, you will:

- Have an opportunity to work with a committed, dynamic and supportive team of Governors and staff
- Play a key part in the support of the School as it moves into its exciting new chapter
- Have the chance to test and show the flexibility of your skills in a different context, whilst learning new skills that are unique to educational settings
- Be welcomed to, and feel a valued part of, our school community, joining in our happiness, confidence and success!



# ROLES & RESPONSIBILITIES



## 1. Development

- Strategy and Development planning
- Establishing the framework & objectives for the future
- Review of performance in the light of development plan objectives

## 2. Financial Management

- Management, safeguarding and use of the School's resources and assets to their maximum potential, including approval of and monitoring against an annual budget
- Ensuring appropriate and effective internal financial controls are in place
- Reviewing long-term financial projections
- Review and approval of the School's Risk Register, and management of risks identified therein
- Compliance with financial, company and charity regulations and best practice

## 3. Pastoral Oversight – Safeguarding (Child Protection)

- All Governors need in-depth knowledge and understanding of:
  - Arrangements for safeguarding and promoting the welfare of children
  - Safeguarding policies, procedures & training
  - Complaints procedures
  - Anti-bullying policies

## 4. Curriculum and compliance oversight

- Including monitoring compliance with ISI, EYFS and other educational regulatory standards

## 5. Executive Staff

- Appointment and appraisal of the Head & Bursar
- Overview of senior staff appointment process

## 6. Interface with Parents

- Governors are expected to undertake a relationship management and ambassadorial role within the School community

## 7. Health and Safety Procedures and Policies

- The Governors are ultimately responsible for the Health and Safety (H&S) of those using the School site and must approve the H&S Policies and procedures on a regular basis

## 8. Public Benefit

- Complying with charity law and meeting the public benefit requirement

## 9. Constitutional Responsibilities

- In accordance with statutory and regulatory provisions and fulfilling all the obligations of the School's governing instrument, the Articles of Association

# PERSONAL SPECIFICATION



## All Governors are expected to:

- Show commitment to and be supportive of the objects, ethos and values of the School
- Show commitment to the principles and requirements of the School's role in safeguarding and promoting the welfare of children and young people
- Understand and discharge legal and regulatory duties and obligations
- Understand and respect boundaries, particularly that between the executive management and the governance functions
- Have time to fulfil the duties of the role – prepared to prioritise his or her contribution and to take a fair share of the workload
- Understand the purpose and importance of meetings and be committed to timely attendance, effective preparation, and participation, whilst maintaining strict confidentiality when appropriate
- Show a commitment to undertaking induction and all mandatory training as well as keeping up to date generally with the duties of the role and own development
- Show a commitment to attend and participate in key school events
- Confirm eligibility to serve as a Trustee of a Registered Charity and as a Governor of a School

## A successful applicant will be one who:

- Can bring relevant skills and experience to complement those of the current Board, preferably with Board-level governance experience
- Works well in a team, whether in a lead or supporting role, always showing respect and consideration for the viewpoint or position of others
- Challenges constructively when appropriate, but is prepared to stand by collective decisions once taken
- Shows energy, drive, courage and resilience

## We want to hear from you if you:

- Are enthusiastic about education and the welfare of children and young people
- Are excited to help shape the strategic direction and ongoing development of an ever-improving school with strong values and ethos
- Can demonstrate commitment to a high level of engagement, equality, diversity and teamwork as well as to being effective in an ambassadorial role



## HOW TO APPLY

Serving as a school governor is a rewarding opportunity to support school leadership, contribute your expertise, and make a real difference in the life of a school community.

For a conversation about the role, to arrange a visit or for an application form, please contact the Bursar, Lusia Anindita-Beckman on:

- **Telephone:** 0208 549 8622
- **Email:** [bursar@canburyschool.co.uk](mailto:bursar@canburyschool.co.uk)

*The appointment is subject to satisfactory pre-employment checks in accordance with DfE guidance, to include satisfactory clearance from the DBS, proof of identity, right to work and prohibition from leadership/management checks.*

*Canbury School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.*

*All successful applicants will be required to undergo child protection screening, including checks with current and previous employers and the Disclosure & Barring Service. The role will include regulated activity and is exempt from the Rehabilitation of Offenders Act 1974.*

*Canbury School will conduct online searches for shortlisted candidates. This check will be undertaken based on the requirements set out in Keeping Children Safe in Education 2025. The check will help us to ensure safe and robust checks on the suitability of individuals to work with our School.*