



OLD WELLINGTONIANS' ASSOCIATION
2022 Annual General Meeting
Great Hall, Saturday 12th November at Noon

1. **President's welcome:** Stephen Page (Old Master '11) opened the meeting and welcomed all attendees. He gave an overview of the events he has attended on behalf of the OWA since taking over as President in 2021.

2. **Chair's report:**

As we kick our wounds and heal from a traumatic experience we are delighted that many of our events are back up and running and thrilled to be able to support the recent London lunch and of course this reunion weekend, focusing on Avenue House. The highlight for me was the wonderful Gala dinner organised by the school to mark the anniversary of having girls in the Wellington School family for 50 years, a wonderful celebration.

The transfer of ownership of the chapel is on going, and we are hoping to finalise the appotin of expanding our Old Wellingtonians family

I would like to thank all the Committee members for their commitment this year and look forward to working with them and our new members this coming year. I would particularly like to thanks Hugh Martin for his time as Vice-Chair and for his suggestion of an Avenue themed reunion weekend. We look forward to suggestions for 'hooks' of other events going forward.

Some of the wonderful achievements of the OWA include, Buzz Kemp (Willows '21) who has been chosen by Leicestershire County Cricket Club to join their elite Academy. Jade Clarke (Gillards '15) on her appointment to the British Fencing Board. Rachel Skinner received a CBE in the New Year's Honours List 2022 for services to infrastructure.

3. **Apologies:** Michael Light, David Mitchell, Ken Trump, Eliza Brodie, John Howden-Richards, Brian Godden, Malcolm God, Colin Walker
4. **Deaths** - Jeremy Bachelor '72

5. **Approval of Minutes:** proposed by Lissie Fuller, seconded by Mike Rogers
6. **Matters Arising not otherwise on the Agenda:** Jeremy McGill-Patrick announced that he has changed his will to leave the residue to Wellington School.
7. **Treasurer's Report:** Mike Rogers gave an overview of the accounts, attached to these minutes. To be noted that there is a significant increase in the amount of money we now receive from the School due to a change in the way in which the OWA is funded. We have a large surplus available for use and the committee will be happy to consider reasonable requests for it's use.
8. **Chapel Trustees' Report:** The chapel transfer unanimously agreed upon between the OWA to the school at the 2021 AGM, is still progressing. There have been two delays. One down the resignation of one of the trustees prior to the transfer requiring their removal before the transfer can take place. The other is the identification of the correct paperwork to complete the transfer. Both these issues are being resolved to enable the transfer to be completed. Graham Nye gave details of the organ, the boiler and the lightening conductor, the wall at the west end of the altar has been painted and a new rug has been installed at the entrance. Considering upgrading to the brickwork and the roof to the chapel is also a concern. Jo Tallin has had a survey done of the Chapel roof and this will continue to be monitored. Graham proposed that once the Chapel has been transferred to the Foundation, that the OWA Foundation representative gives an annual report to the OWA.
9. **Headmaster's Report:** Thank you to Rachel, Dan and Juliet for putting together this OWA Reunion Weekend. Thank you to the OWA for their support of the School for the past year. Day-to-day life of the School - Academic year has started very well, with very good academic results in August from the first 'normal' exam period since before COVID-19. A Level leavers have gone on to Universities of their choice, high 90% of leavers entering 1st or 2nd choice Universities. Recruitment for teaching staff is strong but it is proving more difficult to recruit support staff. The pastoral changes (vertical Houses, from Year 7-13) are going well. Pupils now see their tutors on a daily basis and Houses are now co-educational. Challenges of the last 3 years continue to leave their mark. There was a huge amount of strain and uncertainty placed upon youngsters and the support now needed is very resource heavy and this is not unlike the National scene. Co-curricular life is as busy if not busier than it has ever been. Staff are working incredibly hard, pupils are busy and parents are busy. Nigel Renyard, as Deputy Head Co-Curricular is reviewing if something needs to give here. The Pastoral staff are working very well to support pupils during this time and it is going well. Boarding is as full as it has ever been, and the School is in very rude health. Laura Tabb is Head of Boarding. Rachel, Dan and Eugene are traveling around the world to recruit pupils. The Chinese market has all but closed but as this happened other markets have opened up so this isn't causing concern. Vics Richardson is running a very successful Prep School. The Headmaster works closely with the Board of Governors to establish the size of the

School to ensure that the quality of provision and service is not damaged by being over-full. The Headmaster now aims to 'cap and polish'. 175 boarders and 900 pupils from 3-18.

Direction of Travel - In January of 2022, he initiated a development review to establish a direction of travel for the School as they come out of COVID-19. Having engaged with a full range of stakeholders, including the OWA, a mission statement has been created (viewable on the School website). Aims are to provide an outstanding, relevant education for the workplace that Wellingtonians are going to be entering. There are certain areas of education that are in-house controllable, including in-house qualifications, curriculum structure and co-curricular provision. How can the School facilitate the development of leadership skills, creative thinkers, and collaborative working? How can we help children to feel that they have control of their lives and take responsibility for their lives and future? What are we doing to enhance sustainability and support a greener working environment? Wellbeing of Staff and pupils are both important and is the current top priority.

The Wider Landscape - There are opportunities and challenges. The challenges are that there is a cost of living crisis, energy prices are increasing and inflation is also going up. There is an awareness that this causes uncertainty for parents so the School is focusing on making sure that parents feel that this education is an investment worth making and that they don't see the school as being extravagant. There is also a certain hostility in the press towards independent schools. In some areas this is getting louder, and this is likely to be tougher if a Labour Government is elected and carries out their manifesto commitments. The Executive Committee are working through mitigations for these issues (e.g. VAT being applied to school fees).

However, we have the opportunity to ensure that what we offer is as good as what we've offered before, if not better. The Development Team have done a fantastic job in creating new partnerships and new links. The Headmaster has aspirations to going further than what we already do. For example, he would like to create OWA Chapters in places like Hong Kong, New York, Sydney. He would like to harness the goodwill of the OWs for the success of the School by building their connection to the School and their feeling of support in both directions.

Jeremy McGill-Patrick commented that the School used to have a good link with Toronto and Ottawa but that this has dropped off recently and he would like to see this renewed. The Headmaster replied that he would be pleased to see this happen and that he sees this year as the great reset including reaching out to OWs in far flung places in the world and re-establishing old connections.

10. Proposals to membership: None raised.

11. Election of Officers: Kate Evans, Stephen Page, Mike Rogers to remain in post. Mike Rogers proposed and seconded by Stephen Page. Eliza Brodie as Hon. Secretary proposed by Mike Rogers and seconded by Stephen Page. Lissie Fuller as Vice Chair proposed by Mike Rogers and seconded by Stephen Page. Representatives and Chapel Trustees proposed by Lissie Fuller and seconded by Mike Rogers.

12. Election of Hon. Members

Proposed wording for Hon. OWA membership

It has been proposed that the current requirement for staff to have been employed at the School for at least 10 years before they can be considered for Hon. OWA membership is no longer appropriate given the changes in career shapes in education. This is a draft document to allow members of the OWA Committee to contribute thoughts and ideas to the proposed changes to the wording of who can become an Honorary member of the OWA from the staff.

Proposed wording:

ADD TEACHING AND SUPPORT STAFF EARLY ON IN THE PROPOSAL

All staff shall become eligible for Honorary OWA membership after serving for 3 years at the School. However, membership is not automatic, candidates will be considered who have gone above and beyond the requirements of their teaching commitments. This could include areas such as boarding, co-curricular or providing outstanding support to an individual or group of students, without which the student(s) would have struggled to continue or excel in their education (e.g. pastoral support).

Every year a request will be issued from the OWA Committee to the Staff Common Room and sixth form Common Room for nominations to be sent to the Headmaster from all colleagues. We are particularly keen that both Academic and Support staff are considered and suggest that this is something that is considered for all eligible staff by line managers upon receipt of the request, but nominations can come from anyone. The Headmaster will then provide his sign off and submit the list to the OWA Committee. We would like to have a short ceremony (perhaps as part of Speeches and Prize Giving?) to award new Hon. OWA membership, in doing so we promote the OWA to new members and parents from the School community and celebrate the achievements of the new Hon. OWs with everyone.

GRAHAM NYE SUGGESTED TO KEEP IT AS SIMPLE AS POSSIBLE TO ELECT
CONCERN RAISED OVER COST OF THIS BECAUSE HON OWs WON'T HAVE PAID
MEMBERSHIP FEES AS OWs HAVE.

RACHEL DEBENHAM COMMENTED THAT SEVERAL OTHER SCHOOLS ARE DOING THIS.
ALSO THAT THIS WILL SUPPORT THE STRONG WORK THAT IS GOING INTO WIDENING
THE OW COMMUNITY AND ENCOURAGING PEOPLE TO RETURN.

STEPHEN PAGE COMMENTED THAT OTHER SCHOOLS ARE DOING VERY SIMILAR TO
THIS AND ARE AHEAD OF US AND MAY HAVE USEFUL SUGGESTIONS FOR US.

NIGEL CALDER SUGGESTED THAT WHAT OTHER SCHOOLS SHOULD HAVE ANY BEARING ON WHAT WE DO AS AN OWA AND THAT THE STAFF SHOULD PERHAPS CONSIDER STARTING THEIR OWN ASSOCIATION.

THE HEADMASTER COMMENTED THAT THE FOWS IS MORE OF A PARENTS ASSOCIATION RATHER THAN SOMETHING FOR STAFF TO JOIN. RETAINING THE GOODWILL OF STAFF WHO HAVE GONE ABOVE AND BEYOND IS AN IMPORTANT THREAD IN THE TAPESTRY OF

HUGH MARTIN COMMENTED THAT CHANGING THE MAKE UP OF THE OWA MIGHT DILUTE HIS FEELING OF MEMBERSHIP OF THE OLD WELLINGTONIANS.

JEREMY MCGILL-PATRICK SUGGESTED THAT PEOPLE SHOULD SEE IT AS A PRIVILEGE TO BE A MEMBER OF THE OWA.

JULIET REMINDS US THAT WE ARE JUST REINSTIGATING WHAT WE HAVE DONE IN THE PAST. THERE WON'T BE A CHANGE IN VOTING RIGHTS AND WILL JUST BE A RECOGNITION OF STAFF.

The motion was passed.

- 1. AOB - Launch of OWA Flickr account. Do contact Dan Millington for further details d.millington@wellington-school.org.uk**