

Governance Policy

August 2025

Overview

Introduction

The purpose of this Governance Policy is to establish a clear framework for decision-making, accountability, and stakeholder involvement at Villa Nola.

This policy ensures that the school operates with transparency and integrity, while maintaining a streamlined and cost-effective governance structure appropriate to its size and ownership model.

Policy Details

Principles of Governance

The governance of Villa Nola is guided by the following principles:

- **Accountability:** The Owner holds ultimate responsibility for the school's operations, compliance, and outcomes.
- **Transparency:** Parents and stakeholders are kept informed of key decisions and developments.
- **Inclusivity:** Parents are represented within the governance framework and consulted on important matters.
- **Simplicity:** The governance structure is intentionally lean, reflecting the sole ownership model and minimising unnecessary costs or complexity.
- **Child-Centred Focus:** All governance decisions prioritise the welfare, wellbeing, and educational outcomes of students.

Ownership

Villa Nola is owned and managed by the Proprietor, who also serves as Principal. The Owner holds legal and financial responsibility for the school, including compliance with UAE laws, KHDA regulations, and internal policies. The Owner is responsible for the overall strategic direction, appointment of staff, financial management, and ensuring high standards of teaching, learning, and safeguarding.

Management Committee (Advisory)

To support accountability and provide stakeholder input, Villa Nola operates a small Management Committee. This committee functions in an advisory capacity and does not replace the authority of the Owner. Membership is limited to keep the structure lean and efficient.

Membership includes:

- Proprietor / Principal (Chairperson)
- Head of Teaching & Learning (senior staff member)
- Parent Representative(s), elected annually on a voluntary basis
- Finance / Operations Lead (may be an administrator or external consultant)

The committee meets once per term, with extraordinary meetings convened as necessary. Quorum requires the presence of the Owner and at least one Parent Representative. Minutes of meetings are recorded and shared with parents.

Terms of Reference

The Management Committee advises the Owner on the following matters:

- School improvement and development priorities
- Academic outcomes, inclusion, and student wellbeing
- Safeguarding and child protection
- Feedback from parents and the wider community
- Financial oversight and resourcing priorities (reviewed at a high level)

The committee's role is advisory only; final decision-making authority remains with the Owner.

Parent Involvement

Parents play an important role in the governance of Villa Nola through representation on the Management Committee. Parent Representatives are elected from the parent body on an annual basis and serve voluntarily. Their role is to provide feedback, raise issues of concern, and support a culture of transparency and trust between the school and its families. In addition, parents are consulted through surveys, forums, and regular communications to ensure their perspectives are taken into account in school decision-making

Monitoring and Review

This Governance Policy is reviewed annually by the Owner to ensure it continues to meet regulatory expectations and the needs of the school community. Feedback from staff, parents, and the Management Committee is considered during the review process. Amendments are made as required to maintain effective and transparent governance.