

Structure, Governance and Management

Governing Document

The Institution is governed by the Scheme of Endowment. A Board of Governors is appointed by the Members of the Institution to govern and manage the Institution. Governors are appointed from within the membership of the Institution.

Appointment or election of Governors

Representative Governors are appointed to serve for a term of three years. Co-opted Governors, with a specialist interest in education are appointed to serve for a term of three years. Teacher Governors are elected from and by the body of permanent teaching staff in the organisation for a period of four years. Parent Governors are elected from and by the body of parents/guardians of pupils enrolled in the School, including the Preparatory Department, for a period of four years.

The Representative Governors at March 2025 are as follows:

Vacate 2025	{	1. C. Finnegan, B.A.
		2. B.J. Cheevers, B.A.
		3. M. Fitch, LL.B., F.C.A.
		4. R.M. Howard, B.Sc., F.C.A. (<i>Chairman</i>)
		5. C.J. Johnston, B.A., F.C.A.
		6. G. Parkes, M.B.A., Chartered Fellow C.I.P.D.
		7. J.E. Rutherford B.Sc., M.A.
		8. M W Shaw BEng. M.B.A. C.Eng. F.I.Struct.E. M.I.C.E. M.I.E.I.
Vacate 2026	{	9. A.I. Adair, LL.B., F.R.C.S.I.
		10. P.J. Dolaghan, P.G.C.E., (I.T.)
		11. S.T. Gowdy, LL.B.
		12. J.C. Kernohan, B.A.
		13. R.J.S. Price, F.C.A.
		14. W.M.W. McDowell, F.R.I.C.S.
		15. P. Shields, B.Sc., P.G.D.
		16. J.J. Wylie, M.A., F.C.A.
Vacate 2027	{	17. I.S. Corry, M.D., F.R.C.S. (Orth), Dip.Sports.Med. (<i>Deceased 29 April 2025</i>)
		18. D.S. Croft, M.Sc., B.A., M.I.B.
		19. A.G. Dick MB BCH MRCP
		20. C.D. Gowdy, LL.B., (<i>Vice Chairman</i>)
		21. W.J. Keith, O.B.E., M.Sc., B.Ed., Dip.G.&C.
		22. J.D. Stelfox, M.B.E., D.L., R.I.B.A., F.R.I.A.I.
		23. W.A. Wilson, F.R.I.C.S.
		24. W.R. Wilson, LL.B. (<i>Hon. Secretary</i>)

The Co-opted Educational Governors at March 2025 are as follows:

R.W. Magee BSc MA PGCE PQH(NI)	(vacate 2025)
F.C. Eakin, B.Sc., M.Sc., P.G.C.E.	(vacate 2026)
Sir D. Sterling KCB	(vacate 2027)

The Parent Representative Governors at March 2025 are as follows:

C. Holmes B.Sc., M.A., F.C.A.	(vacate 2025)
C. Moran B.A., M.A., M.Phil., Ph.D.	(vacate 2025)

The Teacher Representative Governors at March 2025 are as follows:

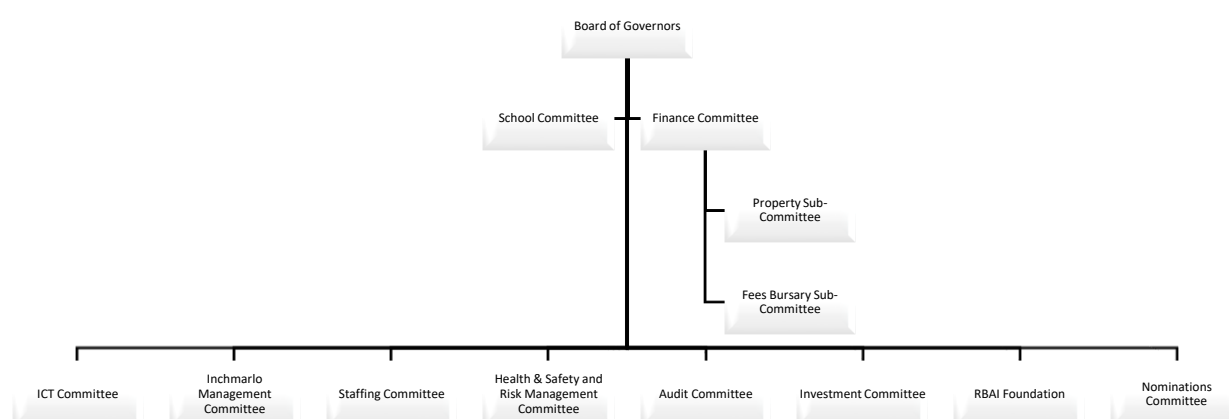
S. Archibald, M.Eng., P.G.C.E.	(vacate 2025)
J.B. Peak, B.A., P.G.C.E.	(vacate 2025)

Newly appointed Governors receive induction training from the Chairman of the Board of Governors, the Principal and the Bursar. All Governors receive annual safeguarding and child protection training. A suite of training programmes is provided by the Education Authority for all Governors.

Organisational Structure

The Board of Governors is supported in carrying out its Governance role by Committees and Sub-Committees.

Governance Structure



School Committee

The School Committee has responsibility with regard to the educational and pastoral aspects of the School. In doing so the Committee reviews the process for the intake to Year 8; oversees teaching appointments; considers the on-going review and implementation of the School's Development Plan, reviews the provision of Pastoral Care, including Child

Protection and Special Educational Needs (S.E.N.), and considers various educational initiatives, internal reviews and policies.

Finance & General Purposes Committee

The Finance & General Purposes Committee keeps under review all aspects of the School's finances through annual budgets and financial reports.

Property Sub-Committee

The Property Sub-Committee manages a wide range of capital development and maintenance matters pertaining to the School's estate.

Fees Bursary Sub-Committee

The Fees Bursary Sub-Committee administers the School's Fees Bursary Scheme. The Governors believe that no boy should be denied an education in the Secondary Department because of the financial circumstances of his parents or guardians. The Fees Bursary Scheme supports parents/guardians to meet the fees which the School charges.

Audit Committee

The Audit Committee considers the School's Annual Report and Financial Statements; receives the reports and recommendations of the internal and external auditors; and thereby reviews the effectiveness and efficiency of the School's systems of internal control and financial management.

The internal auditor, Sumer NI, reported that the Institution had a sound framework of control, which provided satisfactory assurance regarding the system of internal financial control.

Staffing Committee

The Staffing Committee considers a range of matters relating to the terms and conditions of employment of individuals within the teaching and non-teaching staff, including internal and external appointments. It also determines salaries.

Investment Committee

The Investment Committee monitors the performance of the School's fund managers against their set objectives of providing both revenue income - to make good the shortfall in Government funding - and capital growth – to ensure the School's financial stability into the future.

I.C.T. Committee

The I.C.T. Committee manages the rolling I.C.T. hardware and infrastructure requirements of Inchmarlo and the Main School. The Committee also oversees the formation of policies and distribution of resources to support learning.

Health, Safety & Risk Management Committee

The Health, Safety & Risk Management Committee provides an oversight of matters relating to the School's on-going risk management process and procedures across a range of aspects.

RBAI Foundation Committee

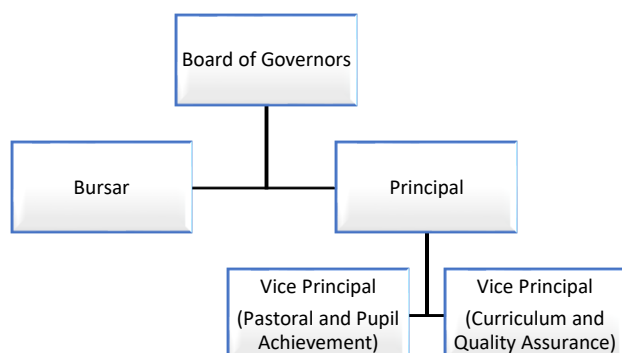
The RBAI Foundation Committee oversees fundraising and works closely with the Belfast Old Instonians Association and serves as the hub for communications with alumni and friends of the School around the world.

Inchmarlo Management Committee

The Inchmarlo Management Committee considers a diverse range of issues including: the educational provision and performance of the pupils, the School's Development Plan; pupil intake and enrolment numbers; administration of pastoral matters; finance and budgetary administration; and the maintenance of the Inchmarlo estate.

Senior Leadership Team

The Senior Leadership Team, comprising the Principal, the Vice-Principal (Curriculum and Quality Assessment), the Vice Principal (Pastoral and Pupil Achievement) and the Bursar, has responsibility for implementing and managing the strategies approved by the Board of Governors.



Decision making

The Board of Governors determine the strategic direction and policies for the School. Responsibility is delegated to the Senior Leadership Team to implement the strategies and policies and ensure the School achieves its aims and objectives. The School Development Plan and associated budgets provide a framework for the implementation of the strategies.

Representatives of the Senior Leadership Team attend all meetings of the Board of Governors and provide written and verbal information regarding the progress of the implementation of the School Development Plan, budgetary updates, variances arising and any remedial action taken.