



Brighton Forward Governance and Organisational Management Overview

Brighton Forward is dedicated to supporting SEND and vulnerable young people aged 16-25 in a safe, nurturing, and empowering environment. Our governance and leadership structures ensure robust safeguarding, effective organisational management, and compliance with statutory requirements.

Senior Leadership and Safeguarding

Laura Vallone – Managing Director, Deputy Safeguarding Lead, Operations Manager, Health and Safety Manager

Laura oversees the strategic and operational leadership of Brighton Forward. She supports safeguarding as Deputy Safeguarding Lead, ensuring policies and procedures are implemented effectively. Laura manages daily financial operations including petty cash and bill payments, while external accountants handle broader company financial matters. She also leads health and safety compliance and day-to-day operational management.

Romolo Poggi – Director and Premises Manager

Romolo manages the maintenance, security, and safety of the college premises, ensuring a secure and accessible environment.

Aine McGeough – Programme Lead and Designated Safeguarding Lead (DSL)

Aine holds the statutory lead role for safeguarding and child protection. She provides expert advice and guidance on safeguarding matters, manages referrals to children and adult social care, liaises with safeguarding partners, and ensures compliance with *Keeping Children Safe in Education 2025* and *Working Together to Safeguard Children 2023*. Anna Hayes, Jessica Whittle, and Kat Taras report to Aine as Programme Lead.

Site Leadership and Teaching Leads

Anna Hayes – Lead of Shoreham Site

Anna manages the day-to-day running of the Shoreham site, including teaching, planning, progress monitoring, and evaluation. Anna also has pastoral responsibility for the students at the Shoreham site.

Emma Slydel – Part-Time Leads of Worthing Site

Emma manages the day-to-day running of the Worthing site, carrying out teaching and associated planning, progress tracking, and evaluation. Emma also has pastoral responsibilities for the students at the Worthing site.

Careers and Community Engagement

Amy Wayne – Careers Lead and Community Liaison Officer

Amy leads the college's careers programme and community partnerships, supporting students' transitions and opportunities.

External Professional Support

Brighton Forward utilises external specialist services to support operational and compliance functions:

- Human Resources (HR) – Provided externally to support recruitment, staff management, and employment law compliance.
- Health and Safety Support – External advisors assist with risk assessments and compliance.
- Legal Support – External legal professionals provide advice on governance, safeguarding, and employment matters.
- Accountants – External accountants manage company financial compliance, statutory reporting, and audits.

Governance Structure and Organisational Management

Brighton Forward's governing body provides strategic leadership, accountability, and oversight of safeguarding, finance, programme, and college improvement.

The governing body:

- Ensures statutory safeguarding duties and health and safety requirements are met.
- Oversees admissions, exclusions, and appeals policies in line with statutory guidance.
- Supports resource allocation, financial planning, and risk management.
- Receives safeguarding training and monitors safeguarding outcomes.
- Collaborates with leadership to review and improve policies and systems.

Safeguarding Responsibilities

In line with *Keeping Children Safe in Education 2025* Annexe C and *Working Together to Safeguard Children 2023*, Brighton Forward ensures:

- Appointment of a senior staff member (Aine McGeough) as Designated Safeguarding Lead with clear authority and resources.

- Deputy safeguarding lead (Laura Vallone) trained to the same standard supports safeguarding duties.
- DSL availability during college hours for staff consultation on safeguarding concerns.
- DSL manages referrals to children or adult social care, the Channel programme, Disclosure and Barring Service, and police as required.
- Confidential, secure management of child protection records, with timely transfer of files when students move college.
- Collaboration with safeguarding partners, staff, and families to promote the young person's welfare.
- Embedding safeguarding as the first priority for all staff, supported by training and clear policies.

Financial Management

- Daily financial operations, including petty cash management and bill payments, are overseen by Laura Vallone.
- External accountants handle company-level financial matters, statutory reporting, and audits.
- Financial planning aligns with strategic priorities and resource availability, ensuring sustainability.

This overview demonstrates Brighton Forward's commitment to safeguarding excellence, effective leadership, and sound organisational management to support the best outcomes for young people.

Approved by: Laura Vallone and Romolo Poggi
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