

# Aylesbury High School Admissions Policy

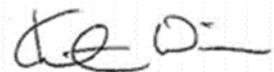
**1 September 2026 - 31 August 2027**

**This policy was determined by the Governing Body on  
6 January 2025.**

**Amended on 17 July 2025, 21 October 2025 and 17  
December 2025**



Mrs Helen Bush



Dr Kate Weir

**Co- Chairs of the Governing Body**

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Aylesbury High School (an Academy Trust school since 1 July 2011) is designated as a grammar school for girls. The Admissions Policy for the school follows The Coordinated Admissions Scheme\_for Secondary Schools in the Area of Buckinghamshire Council Local Authority (the County Scheme) unless stated. The County Scheme is available on the Buckinghamshire Council website - [www.buckinghamshire.gov.uk](http://www.buckinghamshire.gov.uk).

This policy covers admissions to the school between 1 September 2026 and 31 August 2027.

### **1. Definition of a 'Parent'**

In this policy, a 'parent' is defined as being a natural or adoptive parent of a child (regardless of whether the parent has care of, contact with or parental responsibility for the child), as well as a non-parent who has care of or parental responsibility for a child (as defined in the Education Act 1996).

### **2. Planned Admission Numbers**

The Published Admission Number (PAN) of students for Aylesbury High School are:

Year 7	189
Year 12	An additional 31 students - see below

For entry into Year 12, the total number of places available is 220. Current Year 11 students are not admitted under this policy, as they are already on roll and will simply transfer to Year 12 if they have fulfilled the entry requirements and confirmed that they want to. There will be places for a minimum of 30 external girls who have fulfilled the entry requirements. It may be possible to admit more than 30 external girls to Year 12 (i.e. over PAN) once the number of Year 11 students transferring to Year 12 is known.

### **3. Education, Health and Care Plans (EHCPs)**

Children with an Education Health and Care Plan (EHCP) are admitted under separate statutory procedures, and not under this policy.

In the normal admission round (i.e. entry to Year 7 or Year 12 in September), children who qualify and who have an EHCP that names Aylesbury High School, will be admitted prior to the allocation of places to other children, and the number of places available to other children within the PAN for Year 7 and Year 12 will be reduced.

### **4.. Year 7 Admissions**

Girls are eligible to be considered for admission to Aylesbury High School in Year 7 if they meet the required qualifying score of 121 in the Buckinghamshire Secondary Transfer Test (STT) or have been deemed qualified by a Selection Review Panel (or, in exceptional circumstances, an Admissions Appeal).

Children sit two test papers in the autumn of the year prior to proposed admission. Children sit both papers on the same day. Each test paper is approximately 60 minutes in length including an introduction and practice examples. The STT assesses verbal, non-verbal and mathematical skills. The child's scores in each of the three skills' areas are age-standardised to ensure children are placed on an equal footing regardless of when their birthday falls in the year. The three age-standardised scores are then added together to

give the child's Secondary Transfer Test Score (STTS). Children need an STTS of 121 or more in order to automatically qualify for a grammar school place. However, 6 places, within the existing PAN, will be made available to girls resident in the catchment area of the school as at and continuously from 1 September of the year preceding entry to Year 7 in September, who are in receipt of Pupil Premium or who are a Looked After Child<sup>1</sup>, Previously Looked After Child<sup>2</sup>, Internationally Adopted Child<sup>3</sup> or Internationally Adopted Previously Looked After Child at the time of application and who have achieved a standardised score of 115-120 in the admissions test and have not been deemed qualified following Selection Review or have not submitted a Selection Review. If more than 6 children qualify under this rule the oversubscription criteria detailed in Section 5 will apply.

Registration for testing is automatic for children who attend Buckinghamshire primary schools unless the parent expressly withdraws their child from testing. In all other cases, including where children attend independent schools in Buckinghamshire and non-Buckinghamshire primary schools, an application for testing should be made to Buckinghamshire Council, the Test Administrator for all the Buckinghamshire Grammar Schools by the deadline published via the link below. In addition, all applicants must notify their home Local Authority of their preference for the school prior to the closing date of 31 October 2025. Buckinghamshire Council will also consider later testing for children who move into the area served by a Buckinghamshire grammar school after the date published via the link below:

<https://www.buckinghamshire.gov.uk/schools-and-learning/schools-index/school-admissions/school-admissions-guides-policies-and-statistics/guide-to-grammar-schools-and-the-secondary-school-transfer-test-11-plus/test-dates-for-secondary-transfer-test/>

Parents of a girl who does not achieve the qualifying score of 121 may apply for a Selection Review if they believe that their child would have met the qualifying score but for particular circumstances regarding their participation in the selection testing process. The Selection Review will be carried out by a panel comprising serving secondary and primary Headteachers, supported by a Clerk.

The Panel will consider each written application received and, where appropriate, will obtain advice from an Educational Psychologist prior to making a decision. The Selection Review process will take place before places are allocated and children who are deemed qualified by the panel will be eligible for admission to any of the Buckinghamshire grammar schools.

After places have been allocated, parents have a statutory right to appeal to an Independent Appeal Panel if their child has been refused admission because the school is full. Aylesbury High School has contracted Buckinghamshire Council to manage appeals on the school's behalf. An Independent Appeal Panel hearing will not ordinarily carry out a full review of a pupil's capacity to qualify in the Secondary Transfer Test, as that process should have taken place at the Selection Review.

The link to the Buckinghamshire Council web page which explains the Selection Review Process in further detail is below:-

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<sup>1</sup> A 'looked after child' is a child who is (a) in the care of a local authority, or (b) being provided with accommodation by a local authority in the exercise of their social services functions (see the definition in Section 22.1 of the Children Act 1989).

<sup>2</sup> A 'previously looked after child' is a child who was previously looked after and immediately after being looked after became the subject of an adoption, child arrangements order or special guardianship order as set out below.

<sup>3</sup> A looked after child or a child that was previously looked after but immediately after being looked after became subject to an adoption, child arrangements, or special guardianship order including those who appear [to the admissions authority] to have been in state care outside of England and ceased to be in state care as result of being adopted.

<https://www.buckinghamshire.gov.uk/schools-and-learning/schools-index/school-admissions/school-admissions-guides-policies-and-statistics/guide-to-grammar-schools-and-the-secondary-school-transfer-test-11-plus/selection-review/>

The Testing Administrator is Buckinghamshire Council. Grammar Schools, including Aylesbury High School, work in partnership with Buckinghamshire Council who administer the test on our behalf.

## 5. Over-subscription for Years 7 to 11

Where qualifying applications for admission (i.e. for a child with a standardised score of 121 or above or deemed qualified following a selection review) exceed the number of places available in Years 7 to 11, the following criteria will be applied in the order set out below to decide which girls to admit:

- a. Looked After Child<sup>4</sup>, Previously Looked After Child<sup>5</sup>, Internationally Adopted Child<sup>6</sup> or Internationally Adopted Previously Looked After Child<sup>7</sup> at the time of application and who are living in the catchment area of the school as at and continuously from 1 September of the year preceding entry to Year 7 in September.
- b. Girls who qualify for Pupil Premium<sup>8</sup> and who are living in the catchment area of the school as at and continuously from 1 September of the year preceding entry to Year 7 in September.
- c. In receipt of Pupil Premium or are a Looked After Child<sup>4</sup>, Previously Looked After Child<sup>5</sup>, Internationally Adopted Child<sup>6</sup> or Internationally Adopted Previously Looked After Child<sup>7</sup> at the time of application and have achieved a standardised score of 115-120 in the admissions test. Maximum of 6 places and have not been deemed qualified following Selection Review or have not submitted a Selection Review. If more than 6 girls qualify under this rule, the remaining oversubscription criteria will be applied. This rule only applies to girls who are living in the catchment area of the school as at and continuously from 1 September of the year preceding entry to Year 7 in September.
- d. Sisters of students who will be on the roll of Aylesbury High School or sisters of boys who will be on the roll of Aylesbury Grammar School at the date of the applicant girl's entry to Year 7 in September.
- e. Children<sup>6</sup> of Aylesbury High School staff, who have been employed on a permanent contract by the school for two or more years at the time the application for admission to the school is made, and/or the member of staff is recruited to fill a vacant post for which there is a demonstrable skill shortage, as per national shortage occupation lists for teaching staff or as evidenced by fewer than 3 candidates applying for said role when advertised for non-teaching staff.

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<sup>4</sup> A 'looked after child' is a child who is (a) in the care of a local authority, or (b) being provided with accommodation by a local authority in the exercise of their social services functions (see the definition in Section 22.1 of the Children Act 1989).

<sup>5</sup> A 'previously looked after child' is a child who was previously looked after and immediately after being looked after became the subject of an adoption, child arrangements order or special guardianship order as set out below.

<sup>6</sup> A looked after child or a child that was previously looked after but immediately after being looked after became subject to an adoption, child arrangements, or special guardianship order including those who appear [to the admissions authority] to have been in state care outside of England and ceased to be in state care as result of being adopted.

<sup>7</sup> A 'previously looked after child' is a child who was previously looked after and immediately after being looked after became the subject of an adoption, child arrangements order or special guardianship order as set out below.

<sup>8</sup> Pupil Premium (including Service Children in Education) entitlement would need to be shown to be current on 31 October in the offer year (the academic year in which offers for places are made).

- f. Girls living in the catchment area of the school as at and continuously from 1 September of the year preceding entry to Year 7 in September.
- g. All other girls.

## **6. Tie breaker**

Where the number of eligible applicants within each over-subscription category above exceeds the number of places available, places will be allocated by reference to the distance between the applicant girl's home address (as defined by this policy) and the middle of the school's main entrance gate on Walton Road in a straight line, with those living closest receiving higher priority. The point from which distance is measured at the child's normal home address is determined using the methodology adopted by Buckinghamshire Council.

Where two applicants live exactly the same distance from the school, the order in which places will be allocated will be determined by random selection supervised by a person independent of the school.

## **7. The Applicant's Home Address**

The applicant's home address will be the residential address of her parent or official carer at which she lives and sleeps for more than 50% of her time from Sunday night to Thursday night during term time (unless it is accommodation at a boarding school). It will usually be the address where the applicant girl is registered with her GP, dentist and/or optician, and/or at which child related benefits (if eligible) are claimed. Where there is an issue as to the applicant girl's home address, documentary evidence will be requested.

The applicant girl must be living at the home address on 1 September of the year preceding entry to Year 7 in September, and it is intended that she will still be living there at the date of entry to the school. Any change of address subsequent to the application for admission being submitted must be notified to Buckinghamshire Council and/or the school immediately. Where the applicant has temporarily moved out of the family home for domestic reasons (for example, to a refuge following a domestic violence incident), and there is evidence that the applicant girl will return to live in the family home in the near future and will be living there at the date of entry to the school, the application will be processed as if they are living at the family home at the application deadline.

Where a qualifying girl lives with a parent who is in the UK Armed Forces or a Crown Servant, an application for admission can be made and she will be allocated a school place in advance of moving to the intended home address, where the application is supported by an official letter confirming the intended relocation date and home address. A unit postal address or quartering area address will be sufficient if the new home address is not known at that stage.

Please see the Buckinghamshire Council [website](#) for details about the rules governing a move to a new address either before or after the 1 September deadline.

## **8. Catchment Area**

A map of Aylesbury High School's catchment area is available on the school's website via the following link:

[Aylesbury High School Catchment Area](#)

Further information (including Buckinghamshire Council's catchment area checker by postcode) is available on their website via the following link:  
<https://services.buckscc.gov.uk/school-admissions>

## **9. Twins, Triplets, Siblings of Higher Multiple Births and Same Academic Year Siblings**

In the case of twins, triplets, siblings of higher multiple births and siblings who were born within the same academic year and are therefore in the same year group, where at least one of these achieves a place, all will be offered a place (subject to qualification) even if this means exceeding the PAN for that year group.

## **10. Waiting List**

Buckinghamshire Council, through the Council Admissions Scheme, on behalf of the school manages all waiting lists for entry into Years 7, 8 and 9 for qualifying applicants. The waiting list is ranked by reference to the oversubscription criteria outlined above and not by the date that the applicant's name was added to the waiting list. Each time an applicant's name is added, the waiting list will be re-ranked again in accordance with those oversubscription criteria.

If a place(s) for Years 7, 8 or 9 becomes available during the school year, the school will contact the Buckinghamshire Council Admissions Team to ascertain who is currently at the top of the waiting list and offer the place(s) in accordance with the Late Transfer Procedure outlined below.

Qualification under testing will be deemed to remain current until the end of Year 9, after which a new application for admission must be made (including testing) under the Late Transfer procedure for Year 10.

Children allocated a place at the school in accordance with Buckinghamshire Council's Fair Access Protocol will take precedence over those on a waiting list.

## **11. Late Transfer Procedure**

Admission to all year groups other than into Year 7 via the Buckinghamshire Secondary Transfer Test (STT), will be handled in accordance with the school's Late Transfer Procedure set out below.

Girls currently in another Buckinghamshire grammar school will be deemed qualified and added to the list of girls for the allocation of places if they have applied to the school for admission to Years 7 to 11.

## **12. Testing Criteria for Late transfer**

The academic suitability of girls seeking admission under the school's Late Transfer Procedure into Years 7, 8 and 9 will be assessed through tests which assess verbal, numerical and non-verbal ability. Buckinghamshire Council coordinates these tests on behalf of the School.

Girls who qualified through testing for entry into Years 7, 8 & 9, but who do not currently attend a Buckinghamshire grammar school, are deemed qualified until the end of Year 9; for entry into Years 10 and 11 a new application for admission must be made - see below.

The academic suitability of candidates seeking admission into Years 10 and 11 will be assessed through tests taken at Aylesbury High School in English, Maths and Science which are set and administered by Aylesbury High School. Girls will be required to achieve a minimum standard in all three tests in order to qualify for admission. The tests are carefully prepared and marked to ensure that the same level of ability is achieved as for Years 7, 8 and 9, taking into account that the applicants are older.

### **13. Late Transfer - September Admission**

Girls seeking admission to Years 8 and 9 at the start of the next academic year will be invited to sit tests in the Annual Testing Round. This is organised jointly with Buckinghamshire Council and some other Bucks grammar schools and takes place in the Spring Term of the year in which admission is sought in September. Registration is made online via the online portal of the [Buckinghamshire Council website](#).

Girls seeking admission into Years 10 or 11 at the start of the next academic year will be invited to sit tests in the Annual Testing Round. This is organised jointly with Aylesbury Grammar School and will take place on the same day as Years 8 & 9 testing. Applications for testing must be made directly to Aylesbury High School via the online form which will be available from the school website or requested from the school office.

The deadline for registration to sit a test in the Annual Testing Round for late transfer September Admission to Years 8 to 11 will be published on the Buckinghamshire Council website for Year 8 and 9 entry ([Apply for a late transfer grammar school test \(12 and 13 plus\) | Buckinghamshire Council](#)), and on the Aylesbury High School website for Year 10 and 11 entry.

Parents should carefully consider the oversubscription criteria stated above to determine whether other documentation should be submitted in support of the application, should the oversubscription criteria need to be applied. This documentation should be submitted at the same time as the application. If it isn't, there will be a significant risk that the girl will be placed in a lower oversubscription category because they were not identified as qualifying for a higher one.

Where the application for admission is refused, parents will be provided with the reasons why the admission of their child would prejudice the efficient education of others or the efficient use of resources, so that they can properly consider whether to exercise their statutory right of appeal (see below for further details).

### **14. Late Transfer - In Year Admission**

An in-year admission application is one for admission to Year 7 that is submitted after the first day in September, or for admission to other year groups part way through the School year.

Parents may make applications for the admission of girls who have moved to the area since the last Annual Testing Round to Years 7, 8, 9, 10 and 11 who will be tested as soon as possible, once evidence of residence has been verified. Applications for admission to Years 7, 8 and 9 must be made directly to Buckinghamshire Council via the [online portal](#) on their main website. Testing is organised centrally by Buckinghamshire Council Admissions Team on behalf of the School.

For Years 10 and 11, Aylesbury High School handles applications for admission and the coordination of tests. Parents should email [admissions@ahs.bucks.sch.uk](mailto:admissions@ahs.bucks.sch.uk). Requests for late transfer testing for Year 10 and 11, other than in the Annual Testing Round, will only be

accepted for girls who move into a house within the Aylesbury High School catchment area since the last Annual Testing round.

Parents should carefully consider the oversubscription criteria stated above to determine whether other documentation should be submitted in support of the application, should the oversubscription criteria need to be applied. This documentation should be submitted at the same time as the application. If it isn't, there will be a significant risk that the girl will be placed in a lower oversubscription category because they were not identified as qualifying for a higher one.

For all in-year applications, parents will be notified within 15 school days of information regarding the next date of testing. Where the application to test is refused, parents will be provided with the reasons why.

For in-year applications to Years 10 and 11, academic suitability of candidates will be assessed through tests taken at Aylesbury High School in English, Maths and Science. The tests are set and administered by the School. Girls will be required to achieve a minimum standard in all three tests in order to qualify for admission. The tests are carefully prepared and marked to ensure that the same level of ability is achieved as students currently on roll at Aylesbury High School in the same year group.

Where a place is offered, arrangements will be made for the girl to be admitted and start at the School as soon as possible, particularly where they are not currently attending school.

#### **15. Late Transfer - Waiting List**

Girls who have qualified and have not been allocated a place may have their name placed on the waiting list, which is maintained as set out above.

#### **16. Admission to Year 12**

Confirmation of a desire to transfer to Year 12 from internal girls will normally close in December.

Applications from external girls should be made directly to the school using the form provided. The application window opens immediately after the Sixth Form Open Evening and closes on the Monday of the first full week back following the School Christmas Holiday.

#### **17. Minimum Academic Entry Criteria for Year 12**

The minimum academic entry criteria for Year 12 are the same for internal and external girls. All students are expected to take a minimum of 3 A Levels and one enrichment subject.

The minimum entry requirements are:

- A minimum of **44 points** from the best 8 GCSEs (or equivalent) including English Language and Maths; where a grade 9 = 9 points, a grade 8 = 8 points etc. Where girls have not taken 8 GCSEs, cases will be considered on an individual basis by the *Admission Committee*<sup>9</sup>.
- At least a grade 5 in English Language or English Literature and at least a grade 5 in Maths.

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<sup>9</sup> The Admissions Committee is a committee created by the Governors to consider admission decisions

- At least a grade 6 in the appropriate GCSE for each subject to be taken at A Level (and there may be other grade requirements to take certain subjects, e.g. Maths and Further Maths - details will be in the published Sixth Form Prospectus).

A higher best 8 GCSE points total will be required to take four A Levels; the number of points is published in the Sixth Form Prospectus in the autumn of the year prior to entry (for information, currently 64 points are required to take four A Levels).

In addition, up to 6 places are available within the PAN for Year 12 entry, for both internal and external candidates, whose GCSE or iGCSE score would not otherwise qualify them for admission. Amended entry requirements are detailed below. These will be available to girls who are Looked After Children, Previously Looked After Children, Internationally Adopted and Internationally Adopted Previously looked after girls at the time of application and girls who qualify for Pupil Premium at the time of application.

To qualify under the above rule candidates must have achieved a minimum of grade 5 English Language or English Literature and grade 5 in Mathematics, have met the specific minimum entry requirement grade for each subject they wish to study and have achieved 33 points from their best 6 GCSE or iGCSE subjects. Short course GCSE qualifications and GCSEs or iGCSEs achieved after resits, will not be considered as part of the entry criteria. Should there be more eligible applicants than places available then the distance tie-breaker will apply. Places will then be offered in distance order using straight line distance from the family's 'Normal Home Address' and the main entrance to the school on Walton Road.

There are a number of deadlines during the application process which will be detailed in letters sent out to the candidate. It is very important that these deadlines are adhered to, failure to do so may result in Aylesbury High School being unable to offer a place.

### **18. Over-subscription for entry to Year 12**

All students completing Year 11 at Aylesbury High School who meet these entry requirements will transfer to Year 12, if they wish to.

Where the number of eligible applications for admission exceed the number of places available within the PAN, the following criteria will be applied in the order set out below to decide which girl(s) to admit:

- a. Looked After Child, Previously Looked After Child, Internationally Adopted Child or Internationally Adopted Previously Looked After Child at the time of application.
- b. Girls who qualify for Free School Meals as at the application deadline and who live within catchment of the school as at and continuously from 1 September of the year preceding entry to Year 12 in September.
- c. Children<sup>6</sup> of Aylesbury High School staff, who have been employed on a permanent contract by the school for two or more years at the time of the application for admission to the school is made, and/or the member of staff is recruited to fill a vacant post for which there is a demonstrable skill shortage, as per national shortage occupation lists for teaching staff or as evidenced by fewer than 3 candidates applying for said role when advertised for non-teaching staff.

- d. Girls to be offered in rank order of GCSE or iGCSE aggregate score for their best eight subjects including Maths and English.

The definitions stated above for looked after children, previously looked after children, internationally adopted previously looked after children, and home address apply equally to candidates applying for admission to Year 12.

Once the above rules have been applied and if there were to be a tie within any of the above rules, places will be allocated by reference to the distance between the applicant girl's home address (as defined by this policy) and the middle of the school's main entrance gate on Walton Road in a straight line, with those living closest receiving higher priority. The point from which distance is measured at the child's normal home address is determined using the methodology adopted by Buckinghamshire Council.

Where two applicants live exactly the same distance from the school, the order in which places will be allocated will be determined by random selection supervised by a person independent of the school.

### **19. Notes for admission to Years 12-13**

Where applicants do not meet the entry criteria listed above, e.g. for late entry into Years 12 and 13, for girls with an Education Health and Care Plan their applications will be considered by the *Admissions Committee*. Students from overseas who have not taken iGCSEs will need to apply for a Statement of Comparability from UK ENIC, this should be submitted with the application.

Admission to the Sixth Form is not admission to a guaranteed course of study. A girl who has qualified for entry into Year 12 or Year 13 will, in most cases, be able to study the subjects for which she is qualified, but this will be dependent on there being sufficient places in the classes provided for each subject. The school reserves the right to refuse access to subjects when planned classes are full or where it is not viable for them to run as too few students have expressed an interest.

### **20. Requests for Admission Outside the Normal Age Group**

Parents have a right to request for their daughter to be admitted to a year group other than their daughter's normal year group according to their age. The Governing Body will consider these requests and decide whether or not to agree to the request in principle. These requests are not applications for admission, which must still be made in the usual way.

The Governing Body will make these decisions on the basis of the circumstances of each case and in the best interests of the girl concerned. This will include having regard to:

- The parents' views
- The girl's academic, social and emotional development
- Where relevant, the girl's medical history and the views of her medical professional(s)
- Whether the girl has been previously educated out of her normal age group
- Whether the girl may naturally have fallen into a lower age group if it were not for being born prematurely
- The Headteacher's views.

Requests must be made in writing to the Clerk to the Governing Body at Aylesbury High School giving all relevant information for the Governing Body to consider, having regard to the factors outlined above, with supporting documentation from medical or other professionals where appropriate. Parents should make these requests as soon as possible, preferably before the normal admission round, so that a decision in principle can be made by the Governing Body before deadlines are reached (e.g. testing dates, application deadline, etc.) to enable them to make informed decisions. The school will respond with a decision within 15 school days.

To apply for admission out of the normal age group, please follow the admission procedure for the year for which entry is being sought, but if applying through the local authority, it would be helpful to notify the school ([admissions@ahs.bucks.sch.uk](mailto:admissions@ahs.bucks.sch.uk)) as well.

## **21. Statutory Right to Appeal Against the Refusal of a Place**

Parents have a statutory right to appeal against the refusal of a place which would be outlined in any letter refusing admission. The letter would state the reason for the refusal including the deadline for lodging an appeal with grounds. For the Sixth Form, both parents and pupils have a right of appeal where a place has been refused.

For Years 10 to 12 the relevant dates will be published on the school's website. For Years 7 to 9 a link is provided to the dates published by Buckinghamshire Council.

Parents do not have a statutory right of appeal against the Governing Body's decision not to agree admission in a preferred year group outside the normal age grouping principle, however a complaint may be made under the school's published Complaints Policy.

Aylesbury High School will establish arrangements for appeals against non-admission, non-qualification and any refusal to test. Details will be provided in decision letters, including deadlines for appeals to be submitted.

## **22. Equality**

Aylesbury High School is aware of and fully compliant with its legal duties and responsibilities under the Equality Act 2010. In particular, the school will make an adjustment to this policy (including selection/academic entry criteria) for disabled girls where they are at a substantial disadvantage as a result of their disability compared to a non-disabled girl, and it is reasonable to do so.

## **23. General**

This policy is reviewed annually and additionally is posted for public consultation for a period of six weeks prior to being determined by the Governing Body.

Parents wishing to know their entitlement to free transport can check online, details at: <https://services.buckscc.gov.uk/school-admissions/transport>.

## **24. Policy Updates and Consultation**

The School's admission arrangements (which the policy is part of) have to be formally determined by the Governing Body each year, with any material changes being consulted on prior to determination (or every 7 years, if no changes are proposed).