

GLEBE PRIMARY SCHOOL

**Minutes of the Governing Body Meeting
Held at Glebe Primary School, Sussex Road, Ickenham on
Monday 20 July 2015 – 18:50 pm**



Mr J Buckingham (Chair)
Mrs P Swindells (Vice Chair)

Mr N Alford (ex officio)	Mrs P Marks
Miss J Brown	Mrs M Penney
Mr V Cox	Mr T Porter
Mrs N Cumberbatch	Mrs N Ross *
Dr K Fox	Mr S Youens
Mrs E Hawkesworth *	Mr P Niznik
Mrs J Heggie	
Miss D Hobbs	Mrs T Connick (Clerk)

Denotes apologies received
. Denotes member absent
~ Denotes member late

Action

2375	<p>Apologies Apologies were received and accepted as indicated above.</p>	
2376	<p>Ofsted Inspection Chair indicated that there was only one item for discussion, the recent Ofsted inspection. He went on to say that the school had received “Good” with some elements showing as “Outstanding” It provided a very positive statement as to what Glebe is all about from the staff right through to the pupils. He remarked that praise was deserved to Mr Alford and all of the team.</p> <p>Headteacher ran through the structure of the inspection again (see minutes dated 25.06.15) He said he felt that the actual report said it all, if you removed the gradings and looked at the content you would struggle to find much in the way of criticism. It is extremely positive regarding the quality of the teaching and they had really worked on this as a school, they push the children a lot to meet aspirations and make better progress. This was spoken about at length with the inspectors who looked at a lot more than just lessons. They scrutinised books from Year 6 covering an appropriate selection of abilities. They judged that good progress was made for all pupils, hearing impaired pupils also progressed well (keeping the same standards of learning as able children ensured this) Leadership and Governors came out well as did Health and Safety which the school had done a lot of work on. The report was good with some elements outstanding.</p> <p>Headteacher also commented that inspectors had looked at RAISE online data, setting the premise for the new framework from September and expected the school to be at least “Good” as a result of this.</p>	

This Raise online data for last year showed pupils at 101.4% but national average was 99.6% so pupils had made an extra two terms worth of progress at Glebe. MP stated that was pointed out to inspectors but as progress is cumulative and there is no data available yet for this academic year inspectors wouldn't take it into account.

Chair commented that he felt the phraseology in the report was towards "Outstanding" and therefore didn't support the actual judgement of "Good" meaning there may be some anomalies in there.

Headteacher gave an example where it said that pupils with hearing impairment don't make as much rapid progress as their peers; however they would logically never be the same as mainstream.

PM stated this had been argued at inspection as inspectors had failed to take into account other factors such as social and emotional development that impact on learning.

Headteacher stated he had made the point that the school has relatively low numbers of SEN pupils so when broken down these numbers are slightly skewed ie. 3 in a class of 30 means that SEN are 10% so inspectors saying that they have not progressed at the same rate as the rest of the class does not mean that it is not an outstanding school.

Governor stated they were particularly bothered by this as progress of individual pupils should not generalise a year group and this gives criticism for a contrary opinion that is against statutory obligations.

PM said the report also stated that pupils are not active enough but then in another area goes on to praise the school council!

Second Governor asked if this had been fed back to Ofsted.

Headteacher said that he had provided feedback to Ofsted stating: that the school felt it was an unfair judgement based too much on the pressure to pass quality assurance and not based on actual judgements. Didn't agree with SEN statement that pupils in early years don't progress as much as the middle years as children do not develop in a linear fashion. The starting points were broadly typical of their age and by the end of Year 6 a higher proportion of pupils at the school obtain the national average.

He stated that children make better than expected progress when they leave so therefore if they are above the national average what more does the school need to do?

Chair commented that nothing was raised by inspectors on the day so these all seemed like after thoughts in the report.

PM commented that the chair was right everything seemed to change after the inspector had spent time on the phone.

Governor enquired what the telephone call was about.

Headteacher answered they were ringing the HMI advice line for help.

Second Governor commented that they had looked and Ofsted have a designated helpline for the inspectors.

Chair stated if decision is between two categories it is common to ring for guidance. Headteacher added that if inspectors put school through as Outstanding and it is rejected by quality assurance then inspectors risk the wrath of and loosing part of their own fees!

Governor asked if the feedback was direct to Ofsted or to a regulatory body and if it was classed as an appeal.

Headteacher replied it was direct to Ofsted and no it wasn't an appeal. PM stated they wouldn't want to appeal as this would mean a re-inspection of the school and the staff has already performed amazingly. She also commented that with this set of data five years ago it would have been an "outstanding" judgement but it was a different classification now.

Headteacher said Early Years was outstanding in the report. This judgement was based on data that suggested Glebe was well above the national averages but was actually only 2%, therefore there seems some level of inconsistency with the rest of the school.

Vice chair commented that she had taken notes during the verbal feedback meeting and the inspectors had said KS2 was "Outstanding" but in the final report they had only given a "Good"

Governor commented this was disappointing but the first and overall impression was that the report was excellent and very positive.

Second Governor commented that there as a line between Good and Outstanding and on that line they had placed us at Good, they said with every aspect of the children's learning you don't realise the detail that goes into it and there's no reason why we shouldn't progress up that line to Outstanding next time. They said they were struck by how much progress the school keeps making, staff never stand still and there was admiration for all.

Third Governor asked if there had been much response from parents.

Headteacher said lots had approached him and the vast majority were complimentary.

Governor remarked it was great that parents had taken the time to read the report.

Headteacher commented there were also two "Outstandings" in the report for the school's work to keep its pupils safe and secure.

Chair commented that again this was not reflected in the final judgement.

Governor asked what can be done now can we use phrases from the report.

Governor stated that the school should snapshot the "Outstanding" for Early Years and use this to promote the school. They should also highlight the fact that pupil premium children make rapid progress.

Chair and Headteacher agreed.

Governor stated that they were all agreed there was a level of injustice but we needed to take this report forward now and use it in a positive way.

Headteacher said yes but it was just disappointing when everyone had worked so hard and the report seemed quite generic with lots of positives not even mentioned. He said he wished there was differentiation within the categories as the school now looked the same as others who had obtained "Good" but only just scraped through! However children are consistently making progress so we will keep moving in this direction.

Governor asked about feedback from staff.

DH replied the general consensus was it was a good report with fair judgements but the wording was unfortunate regarding the middle years.

Governor replied it is positive keep up the good work!

Second Governor asked what do we now as a school and the Governors

Chair replied that we reflect on the report and pull together an action plan.

Headteacher stated that they needed to look at the structure of the school as it

	<p>has grown at such a rapid rate we've not had the chance to do so yet. Chair said at the Personnel meeting they had discussed forming an action plan and spoken about examining the structure for five years time when the school would be at full capacity. INSET day 2/11/15 they wanted to involve Governors to look at the structure with staff.</p> <p>They needed to examine the SDP and Ofsted report and put together an action plan for potential restructuring. It wasn't right to ask NA to do this in the school holidays so they we are looking at him taking a 3 week sabbatical at the start of September so as he could do this. The Chair indicated that the Governing Body would need to approve this.</p> <p>Governor asked if new parents would not be expecting to see the Headteacher at the school in September.</p> <p>PM replied the majority had already spoken with him at the induction.</p> <p>Governor enquired would the Headteacher use the time to visit other 3 form entry schools.</p> <p>Headteacher replied that yes he would make appointments. The school was originally 240 pupils; it is now 540 pupils form September 2015 and would be 690 in another two years.</p> <p>Chair reiterated that the school was moving into "large school territory" and the biggest challenge was the years to come.</p> <p>Governor enquired about context of promotion with growing numbers. Second Governor replied the promotions committee had banners and the website in hand. Third Governor said could they sell the facilities along with the Ofsted report.</p> <p>Chair said that Mrs Palmer from the local authority had visited and officially apologised for all the problems with the new build. Assurance had been given that work would be completed by the end of August.</p> <p>Headteacher said that what had been achieved as a school had been done at a time of rapid expansion and staff had done excellently. The Local Authority had said that when schools have building work standards usually go down as the focus is elsewhere but this had not happened at Glebe so it was testament to all staff.</p> <p>Chair concluded they were very happy with the Ofsted report and thanked all governors stating that they do a fabulous job on behalf of the school.</p>	
2377	<p>Agenda items for the next meeting None.</p>	
2378	<p>Dates for Future Meetings 1st October 2015.</p>	Clerk
2379	<p>Any Other Business Agreed by unanimous vote that the Headteacher would take a three week sabbatical at the start of September 2015 to complete the schools expansion plan. He would be working from home and fully contactable.</p>	HT
2380	Meeting closed at 19.50 pm	

2380. contd....

I agree that this is a true and accurate record of the meeting dated above:

Signature: _____

Chair of Governors: _____