



MISSION STATEMENT:

At Glebe School we believe in an ethos that values the whole child.
We strive to enable all children to achieve their potential academically, socially and emotionally.

Annual governance statement including a register of interests

School Name	Glebe Primary
School Address	Sussex Road, Ickenham, UB10 8PH
Telephone number	01895 462 385
Contact email	office@glebeprimary.org
Website	www.glebe.hillingdon.sch.uk

**The governing body must be only contacted via the school details given above, which is the legal business address for the whole governing body.*

Category of school	Community
DfE number	3122020
Ofsted grading	Good

Name of Head Teacher	Mrs M Penney
Name of Deputy Head Teacher	Miss J Griffiths
Name of Deputy Head Teacher	Miss K Rhodes

Date of Annual Governance Statement	November 2021
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The core functions of the Governing Body

As defined by the Department for Education (DfE) in The School Governance (Roles, Procedures and Allowances) (England) Regulations 2013, the core functions of the governing body include:

- Ensuring clarity of vision, ethos and strategic direction;
- Holding the Head Teacher to account for the educational performance of the school and its pupils; and

- Ensuring the sound, proper and effective use of the school's financial resources.

In exercising their functions the governing body shall

- Act with integrity, objectivity and honesty and in the best interests of the school; and
- Be open about the decisions they make and the actions they take and in particular shall be prepared to explain their decisions and actions to interested parties.

*Our Governing Body has a code of conduct which is reviewed and agreed annually. All governors and associate members are obliged to abide by this code.
(see appendix A)*

Legal constitution of the governing body

The governing body was formally constituted on **1st September 2015** **1**

Category of Governor	Appointed or elected onto the governing body
9 Co-opted Governors	Appointed by Governing Body
2 Parent Governors	Elected on to the governing body by parents of pupils at the school
1 x Head Teacher	Ex-Officio
1 x Staff Governor	Elected on to the governing body by all staff employed by the school
1 x Local Authority Governor	Nominated by the Local Authority (Hillingdon Council), and appointed by the governing body
Total number of possible governors = 14	

Glebe's Governing body (September 2020 – July 2021)

Category of Governor	Full Name	Term of Office
Parent	Jennifer Campbell	18/01/19 – 17/01/23
Parent	Helen Poole * Resigned	18/01/19 – 17/01/23
Head Teacher	Mel Penney	Ex-Officio
Staff	Danique Lubbers	23/01/20 – 22/01/24
Local Authority	John Buckingham	03/08/18 – 02/08/22
Co-opted	Julie Brown	09/02/19 – 08/02/23
Co-opted	Steve Youens	01/09/19 – 31/08/23
Co-opted	Robert Everett	23/03/18 – 22/03/22
Co-opted	Susan Owen-Thursfield * Resigned	19/09/19 – 18/09/23
Co-opted	Natalie Ross	10/11/18 – 09/11/22
Co-opted	Patricia Swindells	22/06/19 – 21/06/23
Co-opted	Philip Niznik	16/12/18 – 15/12/22

The Clerk to Governors is	Danielle John
The Chair of Governors is	John Buckingham
The Vice Chair of Governors is	Patricia Swindells

A new Parent Governor was elected in the Summer Term – Sabrina Rai.

This governing body can appoint Associate members. Associate Members are not governors but they are public volunteers. They are appointed by the governing body to support the ongoing work and duties of the governing body. The number of Associate Members is determined by the governing body.

Associate Members	Term of office	Voting rights at committee level
N/A		None

How the governing body delegates and distributes its duties

The governing body agreed to form the following committees and this was reviewed at the first governing body meeting of the academic year and is reviewed annually.

Committee 1 Finance <i>Terms of reference Appendix B</i>	Committee 2 Curriculum and Policy <i>Terms of reference Appendix C</i>	Committee 3 Personnel <i>Terms of Reference Appendix D</i>
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Specific panels of the governing body are convened as required for

- School Complaints
- Staff Grievance and Discipline
- Pupil Discipline

The governing body delegates some specific functions to some governors covering specific areas of school life. These governors are known as Link Governors. Our school has the following link governors.

Area of responsibility	Named Governor	Number of visits /contacts year
Safeguarding and PSHE	John Buckingham	At least termly
Inclusion, Special Educational Needs and Disability	Natalie Ross	At least termly
Literacy	Patricia Swindells	At least termly
Numeracy	Philip Niznik	At least termly
Prevent	Philip Niznik	As required
Science	Sabrina Rai	At least termly
ICT	Steve Youens	At least termly
Pupil Premium	Jennifer Campbell	At least termly
Staff wellbeing	Jennifer Campbell	As required
Anti-Bullying	Robert Everett	At least termly

Governor name	Full Governing Body Meeting Dates and Attendance					
	Autumn Term 2020	Autumn Term 2020	Spring Term 2021	Spring Term 2021	Summer Term 2021	Summer Term 2021
Melanie Penney	Attended	Attended	Attended	Attended	Attended	Attended
John Buckingham	Attended	Attended	Attended	Attended	Attended	Attended
Patricia Swindells	Attended	Attended	Attended	Attended	Attended	Attended
Julie Brown	Apologies given and accepted	Attended	Attended	Attended	Attended	Attended
Jennifer Campbell	Attended	Attended	Attended	Attended	Attended	Apologies given and accepted
Robert Everett	Attended	Attended	Attended	Attended	Attended	Attended
Jennifer Griffiths	Attended	Attended	Attended	Attended	Attended	Attended
Danique Lubbers	Attended	Attended	Attended	Attended	Attended	Apologies given and accepted
Philip Niznik	Attended	Attended	Attended	Attended	Attended	Attended
Helen Poole	Attended	Attended	Absent	Absent	Resigned	Resigned
Natalie Ross	Attended	Attended	Attended	Attended	Attended	Attended
Susan Owen-Thursfield	Attended	Resigned	-	-	-	-
Steve Youens	Apologies given and accepted	Attended	Attended	Attended	Attended	Apologies given and accepted
Katie Rhodes	Attended	Attended	Attended	Attended	Attended	Attended
Sabrina Rai (New Governor)	-	-	-	-	-	Attended

*Full Governing Body meetings Autumn 2020 to Summer 2021 were remote via Zoom

* New Governor, Sabrina Rai was elected by Parental ballot and came to her first Governor meeting in July.

Finance Committee Attendance 2020 - 2021

	Autumn 2020	Autumn 2020	Spring 2021	Spring 2021	Summer 2021	Summer 2021
Melanie Penney	No meeting	Attended	Attended	Attended	Attended	Attended
Julie Brown	No meeting	Attended	Attended	Attended	Attended	Attended
John Buckingham	No meeting	Attended	Attended	Attended	Attended	Attended
Jennifer Griffiths	No meeting	Attended	Attended	Attended	Attended	Attended
Philip Niznik	No meeting	Attended	Attended	Attended	Attended	Attended
Helen Poole	No meeting	Absent	Absent	Absent	Resigned	Resigned
Katie Rhodes	No meeting	Absent	Attended	Attended	Attended	Attended
Steve Youens	No meeting	Absent	Attended	Attended	Attended	Attended

Curriculum and Policy Committee Attendance 2020 - 2021

Governor Name	Autumn 2020	Spring 2021	Spring 2021	Summer 2021	Summer 2021
John Buckingham	Apologies given and accepted	Attended	Attended	Attended	Attended
Jennifer Griffiths	Attended	Attended	Attended	Attended	Attended
Natalie Ross	Attended	Attended	Attended	Attended	Attended
Patricia Swindells	Attended	Attended	Attended	Attended	Attended
Katie Rhodes	Attended	Attended	Attended	Attended	Attended

Governing body and committee meeting attendance Academic Year 2020/2021: Personnel Committee

Governor Name	Autumn 2020		Spring 2021		Autumn 2021
John Buckingham	Attended		Attended		Arranged for November
Patricia Swindells	Attended		Attended		Arranged for November
Natalie Ross	Attended		Attended		Arranged for November

Governing Body effectiveness and impact

What were the significant challenges for the governing body in 2020/21?

- The pandemic continued to affect the whole of the school community. The challenge was to support the school in making sure that the academic, social and emotional wellbeing of every pupil was secure after the disruption of the lockdowns. This meant that appropriate support was put in place to ensure that in the shortest possible time every pupil was able to catch up on any learning lost and to continue to progress as expected.

How were the challenges met?

- *Working alongside the Head Teacher and Senior Leadership team to ensure that the school complied with the requirements set out by the Government.*
- *To ensure that the use of “catch up funding” was effective and had an impact on the learning of pupils*
- *To support the initiatives with regard to the social and emotional well-being of the pupils.*
- *To support and closely monitor the additional efforts of the school in assessing and targeting appropriate learning resources for pupils impacted by the periods of on-line learning.*

What were the achievements of the governing body for 2020/21?

- The Governing body understood the strains that the staff had been under during the pandemic. The ways in which the governing Body can recognise and reward the staff for their efforts is very limited. A working party was set up to investigate what was possible. The result was a Governor Recognition Scheme. It is designed to recognise the outstanding contribution by any member of the staff employed at the school. Clear guidelines have been set, information circulated to the staff and nominations are considered by the full governing body. If the nomination is accepted then a certificate is awarded to the individual concerned.
- The governors were also asked to send in a short video of themselves talking about a favorite book. This would then be shown to their adopted class. This is part of the programme to encourage pupils to read for pleasure and involving adults who are not teachers might encourage them to read more.
- The Governing body continued on-line operations when required to do so by Government restrictions. All meetings of the Governing body with School and SLT, including the various sub-committees, link governance and other ad-hoc and planning meetings continued without interruption or any lowering in the quality of effective scrutiny.
- The Governing body re-affirmed their commitment to ensuring and monitoring the well-being of staff members and the SLT and have been in pro-active communication with staff throughout the period.

How have these achievements improved areas of school life?

- It is still at an early stage but the Recognition Award is gaining traction – it is a small thing but hopefully it will show that the Governors recognise the excellent work and dedication of the staff at this school
- The feedback regarding the videos was very positive and proved very enjoyable for the governors as well.
- The school community has yet again shown and displayed great resilience. The staff have worked together to use all resources to ensure that the pupils could continue to learn and develop emotionally and socially. Their dedication and willingness to go above and beyond to ensure the safety of their pupils and provide excellent learning is to be commended. The SLT has provided the leadership and a can do

attitude that is an example to the pupils. Despite the challenging times the Governors and Staff are even more determined that every pupil achieves their best.

Find out more about our school ...

- Link to Ofsted report <http://www.ofsted.gov.uk/inspection-reports/find-inspection-report>
- Our school's Ofsted data dashboard can be found at <http://dashboard.ofsted.gov.uk/>
 - Link to school's website <http://www.glebe.hillingdon.sch.uk/> link to school's pupil premium statement on the school's website http://www.glebe.hillingdon.sch.uk/index.php?option=com_content&view=article&id=119&Itemid=107
- Link to school's PE and sport premium information on the school's website http://www.glebe.hillingdon.sch.uk/index.php?option=com_content&view=article&id=131&Itemid=115
- Link to Parent View Portal, which seeks parents' opinions on aspects of our school, from the quality of teaching, to dealing with bullying and poor behaviour. <https://parentview.ofsted.gov.uk/>

Governing Body Register of Interests (2020 - 2021)

This register must

- state the name and category of each governor
- set out any relevant business interests
- set out details of any other educational establishments that they govern
- set out any relationship details between governors and members of staff, including spouses, partners and relatives.

Full Name	Category of Governor	Declarations of Members' Interests: Business, Educational and Personal
Mel Penney	Head Teacher	• Head Teacher at Glebe
J o h n Buckingham	L A Governor	• None
Patricia Swindells	Co-opted Governor	• None
Julie Brown	Co-opted Governor	• None
Jennifer Campbell	Parent Governor	• None
Helen Poole	Parent Governor	• None
Danique Lubbers	Staff Governor	• None
Robert Everett	Co-opted Governor	• Spouse is a Teacher at the school
Philip Niznik	Co-opted Governor	• None
Susan Owen-Thursfield	Co-opted Governor	• None
Natalie Ross	Co-opted Governor	• None
Steve Youens	Co-opted Governor	• None

Each governor has declared their interests as given above in writing to the governing body.

Chair of Governors

Date

Planned review date

November 2021

Appendix A - Code of Conduct



MISSION STATEMENT:

At Glebe School we believe in an ethos that values the whole child.
We strive to enable all children to achieve their potential academically, socially and emotionally.

Code of Conduct for Glebe Primary School Governing Body

This code sets out the expectations on and commitment required from Glebe governors in order for our governing board to properly carry out its work within the school and the community

Glebe governors have the following core strategic functions:

Establishing the strategic direction, by:

- Setting the vision, values, and objectives for the school
- Agreeing the school improvement strategy with priorities and targets - Meeting statutory duties

Ensuring accountability, by:

- Appointing the Head Teacher
- Monitoring progress towards targets Performance
- managing the Head Teacher Engaging with stakeholders
- Contributing to school self-evaluation

Ensuring financial probity, by:

- Setting the budget
- Monitoring spending against the budget Ensuring value for money is obtained
- Ensuring risks to the organisation are managed

As individuals on the board we agree to the following:

Role & Responsibilities

- We understand the purpose of the board and the role of the head teacher.

- We accept that we have no legal authority to act individually, except when the board has given us delegated authority to do so, and therefore we will only speak on behalf of the governing board when we have been specifically authorised to do so.
- We accept collective responsibility for all decisions made by the board or its delegated agents. This means that we will not speak against majority decisions outside the governing board meeting.
- We have a duty to act fairly and without prejudice, and in so far as we have responsibility for staff, we will fulfil all that is expected of a good employer.
- We will encourage open government and will act appropriately.
- We will consider carefully how our decisions may affect the community and other schools.
- We will always be mindful of our responsibility to maintain and develop the ethos and reputation of our school. Our actions within the school and the local community will reflect this.
- In making or responding to criticism or complaints affecting the school we will follow the procedures established by the governing board.
- We will actively support and challenge the Head Teacher.

Commitment

- We acknowledge that accepting office as a governor involves the commitment of significant amounts of time and energy.
- We will each involve ourselves actively in the work of the governing board, and accept our fair share of responsibilities, including service on committees or working groups.
- We will make full efforts to attend all meetings and where we cannot attend explain in advance why we are unable to.
- We will get to know the school well and respond to opportunities to involve ourselves in school activities.
- We will visit the school, with all visits to school arranged in advance with the staff and undertaken within the framework established by the governing board and agreed with the head teacher.
- We will consider seriously our individual and collective needs for training and development, and will undertake relevant training

Relationships

- We will strive to work as a team in which constructive working relationships are actively promoted.
- We will express views openly, courteously and respectfully in all our communications with other governors.
- We will support the chair in their role of ensuring appropriate conduct both at meetings and at all times.
- We are prepared to answer queries from other governors in relation to delegated functions and take into account any concerns expressed, and we will acknowledge the time, effort and skills that have been committed to the delegated function by those involved.
- We will seek to develop effective working relationships with the Head Teacher, staff and parents, the local authority and other relevant agencies and the community.

Confidentiality

- We will observe complete confidentiality when matters are deemed confidential or where they concern specific members of staff or pupils, both inside or outside school
- We will exercise the greatest prudence at all times when discussions regarding school business arise outside a governing board meeting.
- We will not reveal the details of any governing board vote.

Conflicts of interest

- We will record any pecuniary or other business interest (including those related to people we are connected with) that we have in connection with the governing board's business in the Register of Business Interests,

and if any such conflicted matter arises in a meeting we will offer to leave the meeting for the appropriate length of time.

- We will also declare any conflict of loyalty at the start of any meeting should the situation arise.
- We will act in the best interests of the school as a whole and not as a representative of any group, even if elected to the governing body.

Breach of this code of conduct

- If we believe this code has been breached, we will raise this issue with the chair and the chair will investigate; the governing board will only use suspension/removal as a last resort after seeking to resolve any difficulties or disputes in more constructive ways.
- Should it be the chair that we believe has breached this code, another governor, such as the vice chair will investigate.

The Seven Principles of Public Life

(Originally published by the Nolan Committee: The Committee on Standards in Public Life was established by the then Prime Minister in October 1994, under the Chairmanship of Lord Nolan, to consider standards of conduct in various areas of public life, and to make recommendations).

Selflessness - Holders of public office should act solely in terms of the public interest. They should not do so in order to gain financial or other material benefits for themselves, their family, or their friends.

Integrity - Holders of public office should not place themselves under any financial or other obligation to outside individuals or organisations that might seek to influence them in the performance of their official duties.

Objectivity - In carrying out public business, including making public appointments, awarding contracts, or recommending individuals for rewards and benefits, holders of public office should make choices on merit.

Accountability - Holders of public office are accountable for their decisions and actions to the public and must submit themselves to whatever scrutiny is appropriate to their office.

Openness - Holders of public office should be as open as possible about all the decisions and actions that they take. They should give reasons for their decisions and restrict information only when the wider public interest clearly demands.

Honesty - Holders of public office have a duty to declare any private interests relating to their public duties and to take steps to resolve any conflicts arising in a way that protects the public interest.

Leadership - Holders of public office should promote and support these principles by leadership and example.

Agreed by the governing board of Glebe Primary School on: November 2020

Appendix B Terms of Reference: Finance Committee

MISSION STATEMENT:

At Glebe School we believe in an ethos that values the whole child.

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Finance Committee

Membership

Not less than 6 members of the Finance Committee: 4 school governors

1 Head Teacher

1 Deputy Head Teacher

Quorum and Voting

The quorum is three governors and the Head Teacher. The Chair of this Committee will have a casting vote.

Meetings

At least once per term and otherwise as required. Attendance

Rights

The Head Teacher has a right to attend all committee meetings.

Clerk to the Finance Committee The Clerk to the Governing Body will take the minutes. It is the statutory responsibility of the clerk to:

- convene meetings of the committee;
 - attend meetings of the committee and ensure minutes are taken and made available for the full Governing Body
 - perform such other functions with respect to the committee as may be determined by the governing body
- from time to time.

Functions

- to guide and assist the Head Teacher and the Governing Body in all budgeting and financial matters, in line with the requirements set by the Local Authority and/or the Department for Education
- to prepare and review financial policy statements, including consideration of long term planning and researching.
- to draw up and present an annual budget for the Governing Body's approval, taking into account the agreed priorities of the School Development Plan.
- to monitor the budget over the year, report the financial situation each term and make recommendations where necessary, ensuring value for money

- to agree the level of delegation to the Headteacher for the day to day financial management of the school
- to liaise and consult with other committees where necessary
- to monitor the income and expenditure of all public funds, to receive and where appropriate respond to any audit of these
- to stipulate that all non-public funds for presentation to the Governing Body are suitably audited
- Approve the allocation of new, unallocated, or surplus funds and/or the virement (transfer of funds between budget headings, up to a limit of £20000. Amounts in excess of this must be authorized by the Governing Body. All virement must be reported to the Governing Body
- Approve contracts up to £20,000. Amounts in excess of this must be authorized by the Governing Body. Ensure contracts and tenders are awarded in accordance with the Local Authority's Financial Regulations
- Approve debt write off and asset disposal where values do not exceed £2,500
- Review the school's procedures for financial monitoring and control annually and approve the Financial 'Procedures Manual and Statement of Internal Controls' annually.
- Responsible for carrying out an annual self-assessment to ensure that the requirements of the Schools Financial Value Standard (SVFS) are met and receive the full Governing Body sign off.

Reporting Committee Matters to the Governing Body

The Chair is responsible within the Committee for reporting back to the Governing Body. Annual Review

A review of the committee, its terms of reference and membership is due at the beginning of each academic year.

Academic Year: 2020-2021

Signature of Chair

Date.....

Appendix C Terms of Reference Curriculum and Policy Committee

MISSION STATEMENT:

At Glebe School we believe in an ethos that values the whole child.

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Curriculum & Policy Sub-Committee Membership:

Not less than 2 school governors

The Head Teacher /Deputy Head Teacher

Quorum and Voting

The quorum is two governors and the Chair of this Committee who will have a casting vote.

Meetings: At least once a term and otherwise as required.

Attendance Rights: The Head Teacher has a right to attend all committee xxx

Functions:

To make recommendations to the governing body and review the school's curriculum statements as required, in the light of their statutory obligations regarding the National Curriculum

- In collaboration with staff to make available information to interested parties about how the curriculum is taught, evaluated and resourced
- To review the policy and provision for all National Curriculum subjects, collective worship, Relationships, Health and Sex Education (RHSE) and make recommendations as necessary
- To review the policy and provision for non-curriculum subjects as necessary
- To contribute to, evaluate and review the School Development Plan, as required
- Reporting Committee Matters to the Governing Body
- Chair of the Committee is responsible for reporting back to the Governing Body.
- Annual Review A review of the committee, its terms of reference and membership will take place at the first meeting of the academic year

Academic Year: 2020-21

Signature of the Chair

Date

Personnel Sub-Committee

MISSION STATEMENT:

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Membership

Not less than three governors
The Head Teacher/Deputy Head Teacher

Quorum and Voting

The quorum is three governors including the Head Teacher or Deputy Head Teacher. The Chair of this Committee will have a casting vote.

Meetings

At least once a term and otherwise as required.

Attendance Rights

The Head Teacher has a right to attend all committee meetings.

Functions

- to draft and regularly review a policy statement on staff consultation for the governing body's approval and to undertake any formal consultations
- to draft and review in consultation with staff, criteria for redundancy to be recommended for the approval of the governing body when necessary
- to draw up and implement a Pay Policy for the governing body's approval including criteria for the use of the discretionary points and make recommendations about their implementation
- to review staff salaries annually and make recommendations
- to review, maintain and develop the staffing structure and to recruit staff when a vacancy occurs to support the school's priorities
- to liaise and consult with other committees where necessary
- any other issues as delegated by the governing body

Reporting Committee Matters to the Governing Body

The Chair is responsible within the committee for reporting back to the governing body. Items that should be reported back include all matters that have been discussed and any recommendations on decisions that must be ratified by the governing body. This should be supported by a written report and/or meeting minutes from each committee meeting. Annual Review

A review of the committee, its terms of reference and membership is due at the beginning of each academic year.
Academic Year: 2020-21

Signature of Chair

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Date: