



GLEBE PRIMARY SCHOOL

Minutes of the Full Governing Body Meeting Glebe Primary School, Sussex Road, Ickenham 19th March 2026 – 18:30pm

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

Mrs M Penney (ex-officio)
Miss J Brown
Mrs J Campbell
Ms L Heyes
Miss J Griffiths
Ms M Penny
Mr L Vandorpe

Mr P Niznik
Miss H Imane
Mr S Youens
Mr T Sheldon
Mr M Crane
Mrs Ramdoyal Ray
Mrs D Georgiou

* Denotes apologies received ^ Denotes associate member
+ Denotes member absent ~ Denotes member late

		Action
4328	Apologies and Welcome Jennifer Campbell, Maria Penny, Despo Georgiou	Chair
4329	Single Central Register Checked and signed by Chair.	Chair
4330	Approval of minutes from the last meeting Minutes from previous meeting approved and signed.	Chair/Clerk
4331	Matters Arising None	
4332	Matters for AOB Non-Statutory funding and Skills Sudit.	Chair/Clerk
4333	Head Teacher's Report – distributed via email prior to meeting. Questions were raised by governors and were subsequently answered to everyone's satisfaction. MP would like to thank Jenny as she was the lead on attendance. Jenny lead on the data on attendance whilst also teaching a class.	MP
4334	Finance Report This week we circulated Mel's Finance Report, the Best Value Statement, Statement of Internal Control and the Finance Policy. We need these to be ratified by the full governing board and then signed by the chair of governors. All documents ratified and signed. We also got the indicative budget and in real terms we have very slightly increased from last year at the moment. There is still some funding to come which we don't know what it will be as yet. The top up funding for children with EHCP's they never forecast what that's going to be, because it is different for different schools. The funding is based on the new banding and children that were getting £15,000 before are now getting £12,800 so we are probably £18,000 less for the children that have got the funding. You have children who are on significant amounts and we know haven't been changed because of the needs of the children. They haven't changed those yet but the highest it can go is £12,877. Bearing in mind some of these children are on £30,000 at the moment that is a significant drop. This will therefore be a massive issue for Glebe. We have a notional budget that we are set which is just £6000 per child for children with	Chair/JB

Special Needs that actually isn't an additional amount. We just have to set it aside from our main budget. We might have to reduce down the hours' children get in terms of support from the Learning Support Assistants. We are losing 6 EHCP's in the summer, four of them are mainstream two of them are from the SRP. We don't know yet until we get the offer date how many children we will have a plan, or if they come to us, we have to plan. We will then have to do the work to get a plan to get the funding. So we don't know when we lose the 6 if we were actually are replacing the 6, it is highly unlikely. Especially given now with the white paper that they were reducing the number of EHCP's they are going to give.

At the moment we are waiting for all the letters to come through whether the conversions are happening; working out what we currently get for those children and what we are going to be getting so we can start to look at where we are at with it.

When does the financial year go from to?

April to April

We will find a way but it will be very difficult this year.

Every year we circulate the financial planning, it just tells us what topics we will be discussing throughout the financial year.

Is there any likelihood that the government, as it said on the White paper, putting money in the budget for SEN given that is mainly individual support plans?

No, I think what will happen is that they will be giving schools money to create SRP's an enhance support basis.

What we have been praised for by Hillingdon is a natural inclusion that happens. We have supported the SRP children so well that they are in class.

What would happen if we got to have another SRP as we've already got one for hearing impairment?

They would have to be two separate units as their needs would be so vastly different.

Is there a chance that we wouldn't get anything?

Yes, there's a really high chance.

Is that central money or Hillingdon money?

It would go to Hillingdon.

4335

Working Partie

Anita sent Toby the previous play policy. Toby updated the policy and with Anita they drafted a new policy together to add an operational document as well, that would help anybody working on Opal.

The point of doing that was really to respond when discussing the Health and Safety deal with Adeptify. How we can be more robust in terms of making sure we are resilient to Health and Safety Policy. Therefore, those two documents should amount to tightening of the policy, some real clarification as to what we stand for and what Health and Safety standards we align to. What we are going to do next is set up some more of the site outside first and then we will invite Daniel in to look at both the site and the documents and ask if he is alright with that and if he will agree. We would then explain it all to the parents as well. We are going in the right direction.

What have we been stopped doing from the Health and Safety part?

We haven't got scooters out and we put the tyres away.

Opal is about learning the boundaries of what you can do as a person.

We're at the stage now with the document to put some of the bits in place. We will be continuing to do all the risk assessments ourselves. Dan will then be invited in and have a copy of those risk assessments to go and see what that looks like. It is so clear the way Toby has done the original guidance.

Chair

It is so carefully thought that we can begin to move forward again. We can now move onto development three with the document in place. We would like to run a video at some point, it still is a really good reputational thing for Glebe. When is sunny out you can run that video and show it off and it will look really good. It would be good if the parents can actually see what it really looks like. Supervision out there is really good and the amount of fun that they are having is lovely.

Do you play clips of it in assembly that parents get to see?

Some parents don't want their children displayed or on videos so we don't do it at the moment.

If you go to Tesco's, a range of stores, you can pick up a token and it can go to Glebe and we can get up to £1500 if we win and if we come second we get £1000 and we can get £500 if we come third.

Thank you, Toby and Jenny for all the work that you are doing there.

4336	<p>Governor Training Matthew - 26/01/26 - Understanding Governor Responsibilities to handling complaint. Roshnee - 25/03/2026 - Governing Under Pressure: Navigating Complex and AI-Generated School Complaints in 2026</p> <p>Matthew has been on a few courses. Roshna has also been on a few courses as well and some webinars. Both governors will update Despo with a list of courses/webinars that they have been on.</p>	Chair
4337	<p>Sub committees Curriculum and policy</p> <p>It is mainly generated around History and Geography and we did a learning walk and went to some of the classrooms. The minutes will be circulated as soon as possible. The next curriculum policy meeting is on the 20th of May and Hannah had the idea to get in Reece Mitchell who works for PSD and he does different sessions with the children so he does some OT ones and he does a mentor in sessions as well. He does some training with the children at lunchtime for sports teams his weeks are quite varied so he is going to be coming in and talking about his role and then we're going to see some of this mentoring and OT sessions with the children.</p> <p>When we're going to a classroom, the children are really great at talking to us and telling us what they're doing.</p>	Chair
4338	<p>Link Governors Patricia went in to see Keryn the new SENCO. It was an introductory meeting; has she settled in? Yes. Was she being supported? Yes, definitely. Loves the school and she has got some really interesting ideas in developing the whole approach. The referral emails was one of them. She has an email system now where parents contact her. They evaluate what's being said and they enter into the list and into the process. Also using the Learning Support Assistants and finding out what their particular hidden talent is and whether that can be used to support some of the children the overall ethos was directing it at the child not the diagnosis. And then Patricia met with Joe Dwyer and he is going along quite happily. he was about to have a meeting with some new parents. He managed to get a member of staff who speaks the same language as the parents to show them around the school. And this is a real strength of the school and that it will make the parents feel more at ease having somebody speak the same language as them when they show them around the school.</p>	Chair
4339	<p>Adopted Governors None</p>	Chair
4340	<p>Any Other Business Non-statutory funding</p> <p>This is based on a question that Phil asked I shared this with the finance governors. The local authority like to de delegate which will be to top slice some money. every year they are allowed to slice 0.5% of every school's budget. Last year Hillingdon were asking for 2 1/2% which for us would've been</p>	MP

about £130,000 so we said no. What normally happens is Hillingdon will go to the Secretary of State of Education and tell schools that they have to. Last year we said no and the DFE said no so they said that they will have to take away. So what they took was funding for children with a Special Needs. They created different pockets of funding streams. One of them is Early Support Funding which is very short-term funding. It is huge amounts of paperwork to apply for and you get back to £2,500 for it and it's supposed to be per child. It is supposed to be for children who you can apply for a quick funding to get us through for the 20 weeks whilst we wait to see whether they will need to get them an Education, Health and Care Plan which is statutory funding. Last year they got SENDEx which if a child comes overseas and the child has got Special Education Needs it would be an emergency funding to get them through to the next point. So they paused that last year so no schools had that last year now they have said they have to take Early Support Funding too.

It will not impact on us as a school to lose SENDEx or ESF funding.

They have created another funding stream to give to schools that are more inclusive than others. So they give them a little pot of money that we will pay for. None of this comes from the local authority, it comes from other schools.

We can only do a limited amount for the school to combat this. The most direct route to challenge to local authority on some of these decisions is to get parents to act on it and challenge a local authority. It is very emotional for the parents to do, but the school is in a very difficult position and they can't do much.

Skills audit

Thank you to everybody, Despo sent out the overall picture and then the individual contributions of the governors. Overall we are fine there is only one category which became a two and that is a chairing we need to make up some more committees and get some more chairs for committees. There's no obvious gaps.

Dates for Future Meetings

Finance

18th May 2026

29th June 2026

Full Governors

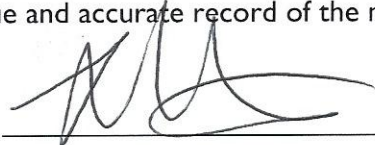
21st May 2026

2nd July 2026

Meeting closed at 7.45pm

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

Signature:
(Chair of Governors)



Date:

21/5/26