



GLEBE PRIMARY SCHOOL

Minutes of the Full Governing Body Meeting Glebe Primary School, Sussex Road, Ickenham 2nd July 2026 – 18:30pm

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

Mrs M Penney (ex-officio)
Miss J Brown *
Ms L Heyes
Miss J Griffiths
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
Apologies and Welcome Julie Brown, Roshnee Ramdoyal Ray, Despo Georgiou	Chair
Single Central Register Checked and signed	Chair
Approval of minutes from the last meeting The minutes of the previous meeting were circulated in advance and approved as an accurate record with no corrections or alterations.	Chair/Clerk
Matters Arising There were no matters arising that were not already covered by the agenda.	
Matters for AOB Web filtering from the National College Car parking permits	Chair/Clerk
Head Teacher's Report – distributed via email prior to meeting. <u>Technology & Acceptable Use Updates</u> There was a brief discussion regarding an AI Acceptable Use Policy. One of the governors offered to put a page together to help clarify guidelines. Mention was made of using Gemini, but the main focus was on Microsoft Co-pilot. The school is looking to get everyone signed into Co-pilot once leadership has had more time to understand it fully. A planned update/video regarding equality and diversity training and web filtering from the National College could not be played due to technical issues (no sound). <u>School Promotion & Admissions Strategies</u> MP shared a new initiative aimed at boosting prospective student enrolment for the November open days: Goodie Bags & Free Books: The school accumulated a significant amount of commission vouchers from Scholastic Books via a book fair. Because these vouchers cannot be exchanged for cash, the school used them to order 150 free books. Year 6 pupils will write personalized messages/bookmarks early in the autumn term detailing what it is like to be a pupil at Glebe. These will be laminated and placed inside the books as a "mini-testimonial" welcome gift for prospective parents. We could also do summer BBQs to secure September intake.	MP

Financial & Local Authority Pressures

MP expressed frustration regarding a recent headteacher conference and the limited financial solutions offered by the Local Authority to counter falling roles and reduced EHCP (Education, Health and Care Plan) funding:

Staffing costs are rising significantly, highlighting the 6.5% teacher pay rise over two years announced recently.

The LA suggested opening special needs inclusion units, which requires an EHCP for pupils to attend.

The LA suggested opening the school nursery to two-year-olds. MP and Rona calculated that the required staffing ratio (1:5) against the LA's low funding rate (approx. £8.70 per child/hour) would mean staffing costs would be double the funding received.

Pupil Behaviour & Suspension Overview

The central part of the meeting focused on a high-level behavioural crisis involving a 6-year-old pupil (Year 1) who has reached their third suspension. MP shared a timeline of incidents to establish a context of escalated violence for the governing board, in anticipation of a potential Permanent Exclusion (PEX).

MP explained all incidences to the Governing Body.

The school has implemented unprecedented adaptations for the pupil, which include:

Excluding the child from wrap-around care (Breakfast/After-School clubs) to shorten his day.

Moving the child to a completely different classroom/teacher to see if the behaviour was a localised dynamic issue.

Utilising a rotation system of staff to prevent burnout.

Implementing social stories and emotional regulation tools (e.g., designated rooms/pillows).

Securing an Educational Psychologist (EP) assessment coming up in two weeks.

MP clarified that they are briefing the board because a permanent exclusion is becoming highly probable. If the parents appeal a PEX, it will go to the governing board to decide whether to uphold the Headteacher's decision or reinstate the pupil. MP emphasised that a PEX would be based on an accumulation of exhausted strategies, rather than a single knee-jerk reaction.

The governors requested that MP formally convey their deepest gratitude to the staff for their incredible restraint, professionalism, and dedication, while emphasising that the board is highly mindful of their physical safety.

Finance Report

The school received a notice from Louisa Hanson (Local Authority Finance Representative, Hillingdon) demanding a deficit recovery plan.

Despite a balanced Year 1 budget being reflective of the actual financial budget, the "deficit demand" was triggered by deficits values reported for the speculative Year 2 and Year 3 figures based on assumptions for un-adjusted costs and un-adjusted income.

The school were being advised throughout the process by two internal Hillingdon Finance Advisors who oversaw and approved the submissions provided by the school.

At no point were the school advised of any such requirements for submitting a projected deficit recovery plan. indeed, the advisors expressed great surprise at the demand, noting that there was a lack of coordination and communication with the wider finance team. This is nothing to be overly concerned about because in year two, there shouldn't be a deficit.

Chair/PN

Working Parties

OPAL

Chair

Governor Training

There's an issue at the moment to sign up to the Governor Support Service with Ron Fowler as the London Hillingdon are offering the same Governor Support free of charge.

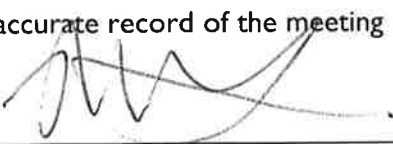
Chair

	All Governors so far who have completed Sophos Security Awareness Training have achieved 100%.	
	Sub committees The minutes were sent out for the last Curriculum and Policy meeting.	Chair
	Link Governors PS went to see IM and 4D IM were making wishes with Miss Morgan and 4D were doing maths. Very enjoyable experience. In all the classes PS passed the children were sitting attentive in what they were doing. That is a credit to both the pupils and the staff.	Chair
	Adopted Governors None	Chair
	Any Other Business Car parking permits and the allocations based on walking distance. This year we only had 38 applications to date less than 50% allocated. PN will go for through the applications and any problems will be dealt with by Governors and not by the school. Jennifer Campbell, through personal reasons, is unable to carry on her position and has resigned. At the previous meeting, we had Maria resign and Matthew agreed to become a Parent Governor. We are at the situation where the governing body should consist of 14 members and we have to have up to 9 co-opted governors. This is to be discussed at the Personnel Meeting. School journey went very well and everybody came back safely. Glebe staff were fantastic dealing with the children. The gratitude from parents was really nice. Governors thanked all staff who went on the Residential. Thank you to colleagues and everyone for a great successful year not just in school and the parents but the Governing body as well.	Chair
	Dates for Future Meetings Finance 21st September 2026 23rd November 2026 18th January 2027 15th March 2027 17th May 2027 28th June 2027 Full Governors 24th September 2026 26th November 2026 21st January 2027 18th March 2027 20th May 2027 1st July 2027	
	Meeting closed at 8pm	

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

Signature:

(Chair of Governors)



Date:
