

Gladesmore Community School *Governing Body*

Minutes of the meeting held on Wednesday 3rd December 2025 at 6pm

Parent Governors (2)		Co-opted Governors (7)	
*Michelle Osei (MOI)	31-8-29	*Susan Williams (SWS)	06-12-26
Vacancy		*Donna Grant (DGT)	07.07.26
		*Suhel Musa (14-10-29) [Vice Chair]	
Local Authority Governor (1)		^Annabel Schaafsma (ASA),	9-12-27
* Maureen Black (MBK) [Chair]	07-02-26	*Elaine Brown (EBN)	09.12-28
		*Abdul Rob (ARB)	20-3-27
Staff Governor (1)		*Shmuel Davidsohn (SDN)	07-12-26
*Jenny Irish (JIH)	06-12-26		
Headteacher Governor			
*Paul Bernard (PBD)	Ex-Officio		8-12-28

Others Present	
Jan Smosarski, Clerk, (JSI); Pete Levin (PLN), D/HT; Dominic Porter (DPR), A/HT; James Wilks, (JWS) AH/T	Maureen Black (Chair) in the Chair Quorum = 6 governors * Denotes governors present ^ Denotes approved absence

Part 1

NB: This meeting was a hybrid meeting with some governors attending at the school and some governors attending remotely.

	<i>The following documents were circulated to all governors prior to the meeting:</i> <i>Meeting agenda, Minutes of meetings of the last meeting, Governing Body Membership List, Governor Code of Conduct, Business Interest Form, Sax and Relationships Policy, Pupil Premium Strategy, Emergency Closure Policy and Protocols, Health Emergency Pandemic Procedures, Complaints Procedure, Headteacher's and Report, Pupil Premium Strategy,</i>	
1	<u>Attendance</u>	
1.1	<u>Consideration of Apologies</u> Apologies were accepted from ASA,	
1.2	<u>Declarations of Interest in any agenda item</u> There were no declarations of interest in any item on this agenda	
2	<u>Minutes of the meeting held on 15th October 2025</u>	

2.1	The minutes were AGREED as a true record.	
2.2	<u>Matters Arising From the minutes not on this agenda</u>	
2.2.1	There has been no further update on the School Streets proposal. PBD to request update	<u>PBD</u>
2.3	<u>Governing Body Membership</u>	
2.3.1	<u>Parent Governor</u> – the PTA has been reconstituted. PBD plans to involve the PTA in the organisation of a parent governor election in January.	
2.3.2	<u>Chair Vacancy</u> – PBD has contacted Governors for Schools and has received two possible candidates. Candidate 1 is a Deputy Headteacher from the Independent Sector and would like to attend a governing body meeting online and visit the school before committing herself to this role. Other avenues are to be explored e.g. Chamber of Commerce, Teach First. SMA reminded governors that there had been concerns raised about bringing a new person onto the governing body and immediately electing them as chair. MBK will cease to be a governor on the 7 th February 2026. Chair of Governors to be an agenda item until a suitable candidate is elected.	
2.3.3	<u>Governing Body Clerk</u> – PBD will meet with HEP on Friday to discuss how best to fill this post from April. He will also contact Judicium to discuss the possibility of finding a clerk from within their services.	<u>PBD</u>
2.3.4	<u>LA Governor</u> – MBK and JSI have been in touch with HEP to check on how LA Governors are now appointed. The advice is that it is up to the governing body to identify a prospective LA Governor. Once identified the LA has to then agree the proposal. The LA Governor is the representative of the LA and is expected to support LA policies. An existing co-opted governor could put their name forward if they so wished. This would have the added benefit of freeing up a co-opted governor place. Co-opted Governors were asked to consider this option and if interested contact MBK or JSI	<u>Co-opted Governors</u>
2.4	<u>Governing Body Code of Conduct</u> <u>Governors are reminded to sign the form and return it to PBD</u>	<u>All</u>
2.5	<u>Declaration of Pecuniary Interest Form and Financial Skills Form</u> <u>Governors are reminded to sign the forms and return them to PBD</u> <i>NB – Audit will check that these forma have been completed and returned to the school.</i>	<u>All</u>
3	<u>School Goal Presentations</u>	
3.1	<u>School Development Plan</u> – deferred to next meeting	
3.2/ 3.3	<u>Goal 2 – Further all round personal development and well being of pupils (PLN DPR) and Goal 3 to further improve behaviour and attitudes of pupils (JWS and DPR)</u>	
3.2.1	These goals are a key aspect of every part of school life. They are also the responsibility of all staff and it is gratifying to note that with clearer expectations i staff are finding themselves more confident in implementing this policy. The approach is collaborative and emphasizes the Gladesmore family working together.	

3.2.2	<u>Suspension and Exclusion</u> – the Learning Centre has been set up to provide an option short of suspension, a form of ‘internal suspension.’ The aim is to keep children in school and learning and any time spent in the Learning Centre must be useful and meaningful. It is properly staffed and staff liaise to ensure that children can make progress and not miss out on what is being taught to their peers.	
3.2.3	Pupils are given the opportunity to give their side of any behavioural issues and it is essential that pupils feel that they have a voice and will be heard. The safeguarding of all pupils has to be a factor when applying sanctions.	
3.2.4	Staff patrol teams help to ensure that pupils are in lessons and that any pupils not in a classroom have a good reason for being out of their lesson.	
3.2.5	SWS asked what were the reasons for children being referred to work in the Learning Centre. DPR explained that the reasons were many and varied and it was impossible to focus on any particular reason. If a child accrues 5 Behaviour points in a week they will spend a day in the Learning Centre. Whilst in the centre they are isolated from their peers including all break times. Increased use of the Learning Centres has contributed to a reduction in suspensions. Working in the Learning Centre has helped some children to make better progress than when in class and subsequently has helped boost their confidence.	
3.2.6	<u>Attendance</u> – strategies have been put in place to support pupils and help them make the most of their time in the school. For those whose attendance falls below 90% parents will be contacted and form tutors will phone home to find out the reason why the child is not in school. If attendance falls below 80% then the Attendance Team take over the monitoring and working with the children’s families.	
3.2.7	Good attendance and punctuality is celebrated with special assemblies and rewards.	
3.2.8	Staff have received training in how they should be monitoring attendance. Staff have indicated that they would like more information on what happens once they have made a report and this will be actioned. In addition staff in the Learning Centre need to be kept informed of any relevant issues and parents also need to be kept up to date on actions being taken in school.	
3.2.9	The data available on attendance does not include information on the impact of Covid. Attendance prior to the pandemic was higher than it is today – but overall attendance is improving.	
3.4.1	<u>Post 16 Destinations</u> – DPR shared data with governors detailing the many destinations pupils from Gladesmore go on to. The data does not match that of the LA because children fortunate enough to win a place on the Springboard scheme are not recorded by the LA.	

3.4.2	The Pathways Programme is designed to help pupils make informed choices. Colleges visit the school to provide lots of information about the courses they offer and where appropriate staff help pupils with SEND to make applications. The majority of pupils move on to the Sixth Form Centre but pupils do have the opportunity to choose from a very wide range of courses and an increasingly wide range of destinations.	
3.4.3	Springboard – this charity funds bursaries for exceptional pupils to be able to attend a wide range of independent and public schools. Gladesmore has always been very successful in getting an impressive number of children onto the scheme. Other very able pupils have the opportunity to attend LAET. The school offers support to children applying to LAET. Courses available at sixth form provide opportunities for all skills and abilities, both practical and academic. Governors expressed interest in knowing where the children funded by Springboard went on to.	
3.4.4	The choice of subjects chosen for study vary enormously. The majority choose STEM subjects and there is a lower take up of Humanities subjects. The take up to study MFL is very low, partly due to the examination process in these subjects being very challenging.	
3.4.5	Governors thanked PLN, JWS and DPR for their presentations. They wished DPR well as he will be leaving the school and thanked him for his years of service.	
4	Policy Updates	
4.1	<u>Sex and Relationships Policy</u> – there were no major changes to this policy, which was AGREED by governors.	
4.2	<u>Pupil Premium Strategy</u> - 50% of pupils qualify for Pupil Premium. At Gladesmore pupils' progress at Attainment 8 is better than the national average. However the rate of attendance is currently slightly lower than the national average and attendance will continue to be an area of focus. Governors APPROVED the Pupil Premium strategy.	All
4.3	<u>Emergency Closure Policy and Protocols</u> - there were only small changes to this policy e.g. communication is now made via Google Chat rather than by WhatsApp. Names have been updated. Governors AGREED this policy.	
4.4	Health Emergency Pandemic Procedures – minor updates to names only. Governors AGREED this policy.	
4.5	Complaints Procedures – PBD plans to re-visit this policy later in the year as he feels that a few updates may be required. In the meantime the current policy stands. Governors AGREED this policy.	

4.6-4.9	The following policies have been deferred to the next meeting: Behaviour Principles, Behaviour and Exclusion Policy, Suspension Policy, Anti-Bullying Policy.	
5	Chairs Reports and Correspondence	
5.1	There were no items to report.	
6	Headteacher's Report and Correspondence –report circulated to governors prior to the meeting.	
6.1	The HEP Inclusion Audit has been postponed.	
6.2	A DH/T attended a 2 day conference run by HEP	
6.3	Attendance has shown a small improvement. PBD reported that to date 26 pupils have left the school this term. This number which is slightly lower than last year reflects a trend, which is becoming more apparent as secondary age pupil numbers fall across the borough. However, on the plus side 217 Y7 pupils joined the school in September and a further 19 Y7 pupils have joined the school since September. Falling numbers of secondary aged pupils mean that the school does have some in year vacancies and is not at its PAN (Planned Admission Number) in every year.	
7	Pay Committee Report	
7.1	<p>The Pay Committee AGREED the following decisions: -</p> <ul style="list-style-type: none"> ● To ADOPT the Haringey Personnel Handbook ● To ADOPT the Flexible Working Policy ● To ADOPT the Sabbatical Leave Policy ● To ADOPT the Annual Leave and Time Off Policy ● To ADOPT the Parental Leave Policy ● To ADOPT the Organisational Change Policy ● To NOTE the TLR teaching structure ● To AGREE the ISR for Gladesmore Community School ● To AGREE the pay bands for members of the Leadership Team including the Headteacher <p>The Governing body RATIFIED these decisions.</p>	
8	AOB	
8.1	Part 2 item	

Chair _____ Date: _____

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Chair of GovernorsDate.....