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HARMONDSWORTH PRIMARY SCHOOL

Annual Governance Statement – 2024-2025

School Name	Harmondsworth Primary School
School Address	School Road, West Drayton, Middlesex. UB7 0AU
Telephone number	020 8759 1718
Contact email address	office@harmondsworthprimary.org.uk
Website	www.harmondsworthprimary.org

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

Category of school	Community
DfE number	312/2026
Ofsted grading and date of last inspection	Good. Last inspection 8/9 June 2022

Name of Headteacher	Mrs. Eleesa Dowding
Names of Assistant Headteachers	Mrs Gurdip Daheley Miss Miriam Mohammadi

Date of Annual Governance Statement	September 2025

The core functions of the Governing Board

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 Board include:

- Ensuring clarity of vision, ethos and strategic direction
- Holding the headteacher 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 Board 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 Board has a code of conduct which is reviewed and agreed annually. All governors and associate members are obliged to abide by this code.

Legal constitution of the Governing Board

The Governing Board was formally constituted on | 25 September 2017

Category of Governor	Appointed or elected to the Governing Board?
6 x Co-opted Governors	Elected on to the Governing Board by the Governing Board
3 x Parent Governors	Elected on to the Governing Board by parents of pupils at the school
1 x Headteacher	Governor by virtue of employment by the school
1 x Staff Governor	Elected on to the Governing Board by all staff employed by the school
1 x Local Authority Governor	Nominated by the Local Authority (Hillingdon Council), and appointed by the Governing Board
Total number of governors = 12	

Who volunteers on the school's Governing Board?

Category of Governor	Full Name	Term of Office	Term of Office Ends
Parent	Mr. Rahail Ansari	4 years	April 2028
Parent	Mrs. Laura Palmer	4 years	November 2026
Parent	Mr. Dharminder Virdi	4 years	December 2026
Headteacher	Mrs. Eleesa Dowding	Ex Officio	
Staff	Mrs. Greta Heath	4 years	May 2026
Local Authority	Mr. Colin Duval	4 years	February 2027
Co-opted	Ms. June Nelson	4 years	November 2028
Co-opted	Mr. Hardip Lawana	4 years	June 2026
Co-opted	Mr. William Mayor	4 years	November 2028
Co-opted	Mrs. Nahbila Sher	4 years	November 2027
Co-opted	Vacant		
Co-opted	Vacant		
Co-opted	Mr. Anil Sharma	Resigned October 2024	

The Clerk to Governors is	Mrs. Pat Campbell
The Chair of Governors is	Mr. Hardip Lawana
The Vice Chair of Governors is	Mrs. Nahbila Sher

This Governing Board can also have Associate Members. Associate Members are not governors, but they are public volunteers. They are appointed by the Governing Board to support the ongoing work and duties of the Governing Board. The number of Associate Members is determined by the Governing Board.

How the Governing Board delegates and distributes its duties.

The Governing Board agreed to form the following committees. This is reviewed annually at the first Governing Board meeting of the academic year.

All committees have the following responsibilities. To:

1. receive reports from members of staff about matters relating to any of the issues listed in their terms of reference.
2. contribute to, monitor and evaluate relevant parts of the SEF, the school development plan and the policies allocated to them, reporting or making recommendations to the full Governing Board.
3. consider recommendations from relevant external reviews for example audit, Ofsted or local authority review, to agree the actions needed to address any issues identified and to monitor and evaluate regularly the implementation of any plan agreed, reporting or making recommendations to the full Governing Board.
4. consider the views of staff, pupils and parents when making strategic decisions that will impact on them.
5. consider the impact on equality, referencing the protected characteristics, when making recommendations and when reviewing/drafting policies.
6. take appropriate action on any other relevant matter referred by the Governing Board.

Teaching and Learning Committee(T&L)
• Committee Membership ▪ Eleesa Dowding ▪ Hardip Lawana ▪ William Mayor - Chair ▪ Dharminder Virdi
• Remit of Committee ▪ Curriculum ▪ Achievement and Attainment ▪ Inclusion ▪ Appropriate policies • Three meetings held in academic year.

Resources Committee
• Committee Membership ▪ Nahbila Sher – Chair ▪ Hardip Lawana ▪ June Nelson ▪ Eleesa Dowding ▪ Colin Duval
• Remit of Committee ▪ Finance ▪ Health and Safety ▪ Personnel ▪ Premises

- Appropriate policies

- Six meetings held this academic year.

Children, Families and Community Committee (CFC)
• Committee Membership ▪ Nahbila Sher (Chair) ▪ Hardip Lawana ▪ Eleesa Dowding ▪ Greta Heath ▪ Laura Palmer
• Remit of Committee • Impact of safeguarding • Attendance, punctuality, welfare and behaviour • Engagement with stakeholders • Community links and cohesion • Supporting school to ensure website compliance. • Appropriate policies • Three meetings held in academic year.

Specific panels of the Governing Board are convened as required for
- School Complaints
- Staff Grievance and Discipline
- Pupil Discipline
- Headteacher Performance Management
- Contract Reviews
- Appeal Hearings

The Governing Board 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**
Safeguarding and Child Protection	Hardip Lawana
Pupil Premium	Nahbila Sher
SEND	Nahbila Sher
Attendance	Laura Palmer
On-Line Safety	William Mayor
Anti-Bullying	Colin Duval

Governing Board and Committee meeting attendance

✓ = Attended meeting X = Did not attend 0 – Apology accepted

Governing Board					
Governor	**Autumn Term**	**Autumn Term**	**Spring Term**	**Summer Term**	**Summer Term**
Eleesa Dowding	✓	✓	✓	✓	✓
Rahail Ansari	✓	✓	0	x	
Colin Duval	✓	✓	✓	✓	
Greta Heath	✓	0	0	0	
Hardip Lawana	✓	✓	✓	✓	
William Mayor	✓	0	✓	✓	
June Nelson	✓	✓	0	✓	
Laura Palmer	✓	✓	✓	0	
Nahbila Sher	✓	✓	0	✓	
Dharminder Virdi	x	✓	x	x	

Teaching and Learning Committee			
Membership	**Autumn Term**	**Spring Term**	**Summer Term**
Eleesa Dowding	✓	✓	✓
Hardip Lawana	✓	✓	✓
William Mayor	✓	✓	✓
Rahail Ansari	0	✓	x
Dharminder Virdi	x	x	x

Resources Committee						
Membership	**Autumn Term**	**Autumn Term**	**Spring Term**	**Spring Term**	**Summer Term**	**Summer Term**
Hardip Lawana	✓	✓	✓	✓	✓	✓
Eleesa Dowding	✓	✓	✓	✓	✓	✓
Nahbila Sher	✓	✓	✓	✓	✓	✓
June Nelson	0	0	0	0	✓	x
Colin Duval	✓	✓	✓	0	✓	0

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Children, Families and Community Committee			
Membership	**Autumn Term**	**Spring Term**	**Summer Term**
Eleesa Dowding	✓	✓	✓
Hardip Lawana	✓	✓	✓
Nahbila Sher	✓	✓	✓
Greta Heath	0	0	✓
Laura Palmer	✓	✓	✓

Governing Board effectiveness and impact

What were the significant challenges for the Governing Board in 2024-25?

- Managing a very tight budget
- Increased number of Child Protection and CIN plans
- Engaging with the LA to secure additional funding (ECHPs, etc.)
- Appointment of Assistant Headteacher/SENDCo
- Insufficient funds to access external services required to meet the needs of some pupils
- Ensuring the wellbeing of all members of the school community
- Threat of Third Runway at Heathrow Airport.

How were the challenges met?

- Successfully recruited Assistant Headteacher/SENDCo
- Constant monitoring of costs and actively looking for best value.
- Constantly monitoring funding linked to special needs.
- Re-assessed and made savings in facilities management.
- Creative use of staff to achieve cost savings.
- Despite the budget challenge we are committed to managing resources efficiently to ensure our pupils receive quality teaching.
- Educational Mental Health Practitioner in school one day each week providing support to pupils.

What were the achievements of the Governing Board for 2024-25?

- Maintained high quality teaching despite less funding available.
- Attendance management effective – above local and national averages
- Grant received to repair air conditioning system
- Received grant from Kelloggs to enhance breakfast club.
- Received a grant from Take Off Fund
- Safeguarding audit completed with no major concerns.
- Developed links with external organisations including:
    - PINS project – working with NHS and representatives from Hillingdon and Harrow
    - Hillingdon Learning Partnership
    - Local schools
    - National Schools Breakfast Programme
    - Brilliant Parents
- Identified and supported young carers

How have these achievements improved areas of school life (impact)?

- Retention of high-quality staff with very low levels of absence. The school is fully staffed. All class teachers have been retained.
- Children feel safe and happy in school which promotes good progress.
- Harmondsworth is a community school and continues to have good community links.
- The Educational Mental Health Practitioner continues to work with over 30 families. The impact of her work has shown:
    - Improved attendance
    - Improved data due to improved attendance
    - Relationships with families have been developed
    - Workshops developed and have been well attended.

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 www.harmondsworthprimary.org
- Link to school's pupil premium statement on the school's website www.harmondsworthprimary.org
- Link to school's PE and sport premium information on the school's website www.harmondsworthprimary.org
- 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/

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