



HEMINGFORD GREY PRIMARY SCHOOL

ANNUAL GOVERNANCE STATEMENT 2025/26

The Core Functions of the Governing Body

- ensuring that the vision, ethos and strategic direction of the school are clearly defined;
- ensuring that the Headteacher performs their responsibilities for the educational performance of the school; and
- ensuring the sound, proper and effective use of the school's financial resources.

This statement seeks to outline the impact of governance arrangements at the school throughout the course of the 2025/26 academic year.

Governor Membership, Vacancies and Attendance

The Instrument of Government allows for 13 governors across different categories.

Current membership: 13

Current vacancies: 0

A statement about vacancies and/or turnover and succession planning:

Through the course of the 2025/26 Academic Year, the Governing Body has lost no governors and gained 1 governor through a reconstitution. The term of one co-opted Governor will end near the end of the next academic year; the Governing Body will discuss a term in advance about renewing the appointment or advertising the role.

Chair: Vanessa Allen

Vice-Chair: Amelia Beeley

Clerk: Carlie Huddleston

Attendance: Over the course of the year, Governors at Hemingford Grey Primary School have demonstrated a positive approach in playing their part in effective governance including good attendance at meetings and undertaking carrying out monitoring activities and training.

[Attendance record](#)

The Structure of Governance

The Board uses the circle model of governance and has met as a Full Board 10 times this year.

There is a Health and Safety Committee that met three times this year; it reports to Full Board.

In addition to the above, the school also constitutes annually a Salary Committee and a Headteacher Performance Management Panel. The Salary Committee meets twice a year, discussing teaching staff and support staff pay at the appropriate times. The Headteacher Performance Management Panel meets three times a year; the full appraisal is completed with the professional guidance of a School Leadership Advisor, and the interim reviews are undertaken by the Panel.

Committees relating to specific purposes such as dealing with complaints or exclusions are constituted as they are required, in line with the determining policy guidance.

Impact of the work of the Full Governing Body

Over the course of the last academic year, the Governing Body has demonstrated notable impact through;

- Robust oversight of finance through Budget Monitoring Reports being presented to governors at all Board meetings, approving the budget for 2026/27, and completing the Schools Financial Value Standard for 2025/26 as required by the Department for Education. A solid understanding of the school financial position enabled effective discussions and decision-making about the budget setting
- Ensuring Governor monitoring activities are planned and undertaken to enable the Board to fulfil its responsibilities, linking with strategic direction and educational performance.
- Approval of the school strategic priorities and receiving progress on priorities through pupil progress data reports and impact of interventions, written termly Headteacher reports, staff presentations, and Governor monitoring.

The main challenges faced and addressed by the Board this year have been:

- Decisions have been made to ensure the school remains within budget, including consideration of how classes and year groups are arranged, meeting the needs of all pupils with the resources available such as through the Continuous Provision model. The Board has supported the Headteacher in their decision making and approach to successfully managing change.
- Supporting school leadership in the additional work needed to remain within budget, replan class structures and the associated curriculum, and positively involve staff in the process and inform parents / carers.
- Understanding the school's current position in terms of cyber security compliance and work needed over the coming year to uplift from the current position.

Impact of the work of the Health & Safety Committee

Over the course of the last academic year, the Health and Safety Committee has demonstrated notable impact with regard to:

- Undertaking termly H&S Inspection Checklist – H&S Link Governor reviewing school against the standard checklist to ensure compliance or provide challenge to the Headteacher when action needed. The H&S Link Governor recorded that everything they saw was in line with the H&S policy and recent training they'd completed.
- Reviewing the format of the H&S Committee meetings to make them more effective in robustly managing H&S in school.

- Continuing to migrate all associated process to the 'I Am Complaint' software.
- Reviewing the health, safety and well-being of all staff, pupils, and visitors. Amongst other things this has included reviewing accidents, ensuring risk assessments are in place, ensuring evacuations and invacuations take place.

The main challenges faced by this Committee this year have been:

- Adjusting to the 'I Am Compliant' software, staff loading information held previously in other systems, such servicing contracts and risk assessments, and learning to use the system effectively to support effective management of H&S.
- A tight school budget has limited school improvements that go beyond essential health and safety requirements.

Governor Training

Governors work collectively, so we are always able to benefit from our different points of view and considerations within meetings. However, the Governing Body has also benefitted from training courses on the following topics throughout the course of the year;

- Staff member presentation to governors during a Governing Body meeting about Curriculum Design at Hemingford Grey Primary School, helping Governors to better understand intent, implementation, and impact.
- Staff presentation as part of a governor monitoring half day about Continuous Provision, with Q&A opportunities and followed by observing Continuous Provision in action.
- A walk through as part of a Governing Body meeting about the journey of a safeguarding concern through the various pathways it could take. This helped to reinforce the understanding about safeguarding practices in place at Hemingford Grey Primary School.
- Governors have utilised training from provided by Governor Services and NGA to meet their individual personal development requirements.

Governor Monitoring

As well as attending meetings, governors are also expected to visit school to understand more about school life and particular areas of priority (typically linked with different areas of the curriculum, or school development).

Throughout the course of this year, governors have undertaken a variety of monitoring visits and activities, some highlights are:

- Observing Continuous Provision in action, to better understand how this inclusive and flexible approach to teaching is applied within the school. Governors talked with staff and children during the visit. Some governors stayed on for lunch to complete some lunchtime monitoring, talking with children and Teaching Assistants in the hall and outside spaces.
- Attending parents evening in the summer term to talk with parent / carers to capture their general feeling and views about the school. This allowed the Governing Body to test some of the feedback received during meetings.

- The SEND monitoring in the spring term by the SEND link governor. This looked at the current needs of SEND children at the school and how those needs were being supported and considering Education Health Care Plans.

Compliance

The Governing Body has ensured that an effective safeguarding culture is in place. Our work includes:

- Safeguarding - is at every Board meeting, either as a stand-alone item or within another item such as Headteacher updates; the named safeguarding link governor undertakes termly monitoring to check compliance with statutory requirements, safeguarding is considered during all governor monitoring visits, governors undertake safeguarding training every 2 years, all Governors have read 'Keeping Children Safe in Education'.

The Governing Body has ensured that the relevant policies and procedures are in place by:

- Having a robust policy review schedule in place showing the review cycle, last reviewed, and next reviewed date for each policy; statutory policies are indicated. Model policies from the LA are used wherever possible.
- The schools contracted HR service provider supplies HR-related policies and notifies the school annually of updates needed to the documents.
- All policies are approved by the Board.

Forward Planning

- Ongoing strong financial oversight and involvement in strategic decision making.
- Governors developing knowledge of a broad range of aspects of the school through attending meetings, reading reports, completing monitoring visits, undertaking training, taking of link governor or committee roles not previously undertaken.
- To undertake monitoring linked to the 2026/27 Strategic Development Plan for the school.

'Inclusion for All Framework'

Inclusion is the removal of barriers and ensuring a culture of belonging for all pupils. Within the 'Inclusion for all Framework' we will create a sense of belonging and promote well-being and attendance through safeguarding, curriculum, special education needs and disabilities support, behaviour and transition.

At Hemingford Grey Primary we are dedicated to being an inclusive school; to make all our children feel welcome and happy. Every child is different, and we celebrate this. We are highly committed to creating a stimulating learning experience that is inclusive of all children. We want every child to reach their full potential and emerge from school with a life-long love of learning.

Other information and Contact

Further information regarding the work of the Governing Body can be found at:

[School website](#)

We are open to all stakeholders contacting or engaging with the Governing Board. We can be contacted through clerk@hemingfordgrey.cambs.sch.uk and chair@hemingfordgrey.cambs.sch.uk or via the school office office@hemingfordgrey.cambs.sch.uk