



## Governing Body Meeting 29 March 2017

**Venue:** Sacks Morasha JPS, 31 Stanhope Road, North Finchley, N12 9DX

**Time:** 19.30

**Present:** Jason Marantz (JM) (Chair), Hayley Gross (HG), Nic Abery (NA), Irene Mansfield (IM), Leonie Sher (LS), Chavi Abeles (CA), Naomi Samuels (NS) Simone Gershon (SG), Isaac Hajioff (IH), Sasha Frieze (SF), Laura Barnett (LB), Annabel Reis (AR)

**Apologies:** Jacqueline Nortman, Howard Josephs

**In attendance:** Miriam Kaye (MK), Justin Kett (JK), Rabbi Lawrence (RL), Leonard Klahr (LK)

	NOTES	Responsibility/ Action
1.	Welcome to LK – to be appointed as new Health & Safety Foundation Governor as Trustee meeting of FTPST on 2 April.	
2. Why I continue to be inspired by SMJPS	HG delivered an inspiring piece of what HJPS means to her.	
3. Minutes from January 2017 and Matters Arising	<p>Add Nic Abery as she was present.</p> <p>Rabbi Meyer cancelled coming to speak to Hayley and Jason re MAT.</p> <p>Governor attendance now on website and photo section is updated.</p> <p>Government list of Governors has been updated by HG.</p> <p>Spring Group Learning Walk cancelled. General walk reorganised for 5<sup>th</sup> May.</p> <p>Individual walks (British Values – Annabel Reis, Education - LS and LK re H&amp;S) taken place.</p> <p>Will consider reports from all visits at next GB meeting.</p> <p>SG has completed Safer Recruitment Training</p>	<p>JQN to add NA as present to the previous minutes.</p> <p>SG to email SF new bio. To add LK’s details and photo</p>

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	<p>(as chair of staffing) JM has also completed it.</p> <p>HG added Sports Premium information onto website. IH to conduct a visit to look at how sports premium is spent.</p> <p>HG met Welfare Officer and has sent draft attendance policy to welfare officer who is reviewing it and will then be sent to governors for information. Once approved the new policy will be sent to all parents in Summer term to make it clear all holidays in term time will be fined.</p> <p>IH suggested parents are informed that Welfare Officer visited to check attendance so that it is understood that attendance is considered in a wider context.</p>	<p>JQN to send training link for safer recruitment to SF</p> <p>HG to send final Attendance Policy to Governors and then to parents and inform the of Welfare Officer's Visit.</p>
<p>4. Headteacher's Report and Data</p>	<p>One child leaving from Yr 1, as recently joined but had place from original first choice school nearer their home. Have waiting list to fill places.</p> <p>5 Year 6 children still have no Jewish school. JM noted and thanked staff (SLT and class teacher) for supportive environment and counselling of children through this difficult time.</p> <p>SF noted that 2 chol teachers were assessed as 'Requires improvement/good' – what plan is in place to improve this? They are the least experienced staff and they're being trained, supported and mentored. She thinks they should reach Good this year.</p> <p>Innate Mental Health Conference – HG and JK went. They teach coping mechanisms. SF asked to check mental health training conferences if they have the appropriate qualifications/medical.</p> <p>HG confirmed she is involved with PAJES mental</p>	

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<p>health and wellbeing working party – to work with Place to Be. SMJPS has no counsellor and is improving its approach.</p> <p>NA noted EYFS and NQT clusters at PAJES will assist teachers with these issues.</p> <p>JM asked re Pupil Premium – and wanted to know what is being done to help these children make progress. Small group teaching was undertaken yet staff considering a change to 1-1 teaching as possibly more effective.</p> <p>Sorts premium – boys have had training at Wingate football club and girls will have next year Wingate for football training and coach has been inspirational. At half term girls will go to Wingate instead. Very expensive, so issue re cost – want to expand this to yrs 3 and 4 too, so they can have the chance to play football. IH asked whether PTA could fund this. HG to ask PTA to fund Wingate.</p> <p>NA – Walking to School – Bikeability. It was asked whether the school could promote walking to school, parking &amp; walking or cycling to school. Look at Park &amp; Stride week. HG to look into this. SG noted many parents drop off at 8:15 to go to work and this is not feasible for them. JM noted CST need to be consulted.</p> <p>DATA – IH asked if this is better, worse or same progress as last year? MK - different cohort so, for example, 2 children in Yr 2 will not reach combined expected standard in SATs.</p> <p>IH – seem to be high percentage not progressing as expected – 41% yr 2 for writing and 24% maths.</p> <p>MK – progress from Sept looks good. Barnet looks at progress from reception to end of Yr 2. Class in Yr 2 had issues last year and so now closing the gap and improving. JM – this story must be clear as OFSTED is imminent and explained fully in the SEF.</p>	<p>HG to ask PTA to fund Wingate.</p>
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	<p>MK raised the issue of children not attending before school intervention sessions, especially children on the Bus. AR said that if parents have a child in a pre-school club then they need to make that choice to not use the bus that day.</p> <p>LS noted some summer born (esp boys) struggle with writing at this age – maturity and motor skills can take longer to catch up and asked how many children below par level at summer born.</p> <p>MK responded that may be the case but they are still expected to reach the government levels.</p>	
<p>5. SEF</p>	<p>Update sent by HG.</p> <p>IM – noted that baseline of children was low on joining reception. HG baselines children using NFER.</p> <p>Next update due June/July. JM suggested that governors are assigned sections of the SEF to review prior to summer GB meeting and question HG on that area. Action</p> <p>JM noted format is concise and clear.</p> <p>AR noted Dunstan Road opening nursery and possible admissions issue – CA noted applications were at the highest levels this year and so she is not overly concerned.</p>	<p>JM to assign members of the GB to parts of the SEF</p>
<p>6. Budget 2017 - 18</p>	<p>IH talked through the Delegated Budget, but also discussed the FJPST budget .Also the building is not included in the delegated budget as it is owned and managed by FJPST (school occupies under licence).</p> <p>It is proposed that the overhead recharge from Trust covers 30% not 35% this year as it is assumed gift aid will stop at some point, as some schools have had it stopped. Therefore</p>	

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	<p>FJPST budget has been produced without VC gift aid. Also the default rate has risen on VCs to 30%. Also budgeting smaller fundraising event this year.</p> <p>School budget has small deficit but this is covered by a retained surplus (£80k).</p> <p>There has also been a 1% cost rise. In reading the drop in income is the grant from the Trust to cover overheads.</p> <p>LK asked about drop in agency supply staff – is it practical? HG said they now have a floating member of staff so can cover it.</p> <p>IH – There is a risk if expenditure and income remain the same, we will need to find alternative solutions. The current estimate of funding drop for school from the proposed government changes is £30k. We may need to consider cost cutting opportunities. We may also want to budget for several years to assist in planning.</p> <p>HG had suggested cost cutting for £20/£25k which finance committee decided was not immediately necessary.</p> <p>HG noted (re MAT) that costs of single form entry school are not sustainable, especially with so few children on pupil premium. The school will need to focus on reducing overheads and reminding staff to take care of resources.</p> <p>NA asked if there was an increase in percentage of non-VC payers. JM said he would share concerns with trustees. We need to remind parents of importance of VCs.</p> <p>IM asked for HG to revisit and inform GB if the position changes.</p> <p>Budget ratified. Thanks noted to HG, JQN and IH.</p>	
7. Admissions –	CA outlined responses – 4/5 responses overall	

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<p>Policy and SIF ratification</p>	<p>positive. One proposed change from Barnet to be ratified by governors is to allow for children of staff to get a third level priority in the staff section.(2j) – change ratified and policy agreed by governors.</p>	<p>JQN to write to Barnet to confirm request for change ratified by Governors.</p> <p>JN to put new Policy on school's website.</p>
<p>8. MAT discussion and debate</p>	<p>Issue re viability of single form entry schools. Standalone conversions no longer possible. New funding formula may force schools into a MAT.</p> <p>JM and HG were approached by US to join conversation. We still need part of the conversation and can withdraw at this stage.</p> <p>Seven schools now considering the MAT – all traditional US schools. Wolfson Hillel, Moriah, Sinai, JFS, Ilford JPS and King Solomon.</p> <p>JM explained issues for GB – circulated Steven Wilson proposed structure (US) and discussed it.</p> <p>Can join later but if we are in the initial wave, then we will have more say over what SMJPS wants. We should be able to add in safeguards re admissions in ethos.</p> <p>IM clarified that we will give up some autonomy.</p> <p>CA noted issue of compliance and costs and time increasing re regulation. In a MAT this will be done centrally, to share costs and enable LGB to focus on teaching and learning.</p>	

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	<p>HG – heads to meet to discuss what will gain and lose. Finance important as enables HG to run school – without sufficient budget we can't recruit to meeting needs. HR managed by MAT – fine. HG considered what red lines are. Performance management etc. However, we need to keep minds open.</p> <p>US option is only one at present. PAJES is holding an information meeting in June</p> <p>RL – Can a MAT close a school? JM – YES. If it is failing or under-subscribed. JM pointed out local authority could close SMJPS if undersubscribed. Presumably Regional School Commissioner would need to agree and there would be a procedure to follow</p> <p>There was concern expressed re Kodesh and autonomy.</p> <p>SF – look at cost sharing model and what bottom line is. Need to know what deal breakers are.</p> <ul style="list-style-type: none"> <li>- Control over Admissions and own SIF.</li> <li>- Ethos</li> <li>- Try to retain LGB powers re local policy power to modify.</li> <li>- Not having to fall in line with other schools</li> </ul> <p>MAT enables staff sharing and head teachers can collaborate and more to share in Jewish Schools re kodesh/ivrit.</p> <p>JM circulated list of questions to discuss and help find red lines. Need to agree whether to proceed.</p> <p>DfE is behind MAT happening.</p>	
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	<p>NA – What about a local school MAT with non-Jewish schools? It was felt that this was unlikely to materialise.</p> <p>Independent JDS – LS – what about collaborating with them and North West academies already.</p> <p>Agreed:</p> <ul style="list-style-type: none"> <li>- Continue to proceed with US conversation, with lots of unanswered questions but no decision to fully commit without GB approval.</li> <li>- Reach out to Independent and North West etc to explore other possibilities.</li> <li>- HG to proceed with Headteacher meeting.</li> <li>- JM to form working party to meet and support re MAT from GB. JM to focus on required skills and invite people to that group.</li> </ul>	
9. AOB	JM thanked LK and raised issue in report re Health & Safety committee. LK agreed to chair committee, to meet during school day. SF and AR agreed to join committee.	LK to set up a meeting

**Approved by Jason Marantz, Chair**

**17.5.17**

***(signed copy held in School office)***