



Extraordinary Meeting of the Governing Body

at 7:30pm
25 October 2017
31 Stanhope Road
London N12 9DX

Present : Jason Marantz, Simone Gershon, Annabel Ries, Naomi Samuels, Leonie Sher, Chavi Abeles, Hayley Gross, Sarah Woodward, Mark Nicolaides.

Absent: Nic Abery, Howard Josephs and Irene Mansfield

1. **Declarations of Interest:** Governors were all asked to complete declaration of interest form, to be used to update website as required.

Declarations of interest - No one declared any interest in relation to MAT discussion, apart from those governors who have children in the school noting this.

LS noted that she has been appointed as governor of Independent Jewish Day School.

2. **Staff Governor:** A new staff governor, Sarah Woodward, was elected and will join the governing body at the next full meeting. SW did not attend this evening because a large section of the meeting will be held in Part 2.
3. **Dvar Torah:** JM gave a Dvar Torah on the sedra and the start of the school year.
4. **Meeting Norms:** JM reminded all governors about the three norms introduced in the previous meeting to ensure that governing body meetings are positive and productive - be brave, be kind and be here!
5. **Headteacher's Report:**

- a. **Attendance** – 97.7% is the current attendance. The GB discussed issues re fining 7 or 8 families who take regular unauthorised time off. HG only wants to fine if GB back this, as parents see it as discretionary. Policy isn't sufficiently clear and so need to update policy to make it clearer and explicit about fining.

It was agreed we would ratify a new policy which removes HG's discretion as she would prefer it. Once approved by JM and HG it will come back before governors.

Action: revised admissions policy to come to the governing body at the next attendance meeting

- b. **End of year data targets**

KS1 (Year 2) – 85% age related or higher in all areas combined.

KS2 (Year 6) 80 – 85% age related or higher in all areas combined.

Phonics – usually 100% but this year several SEN children so 90% likely.

Early Years – 90% of children will reach GLD (a good level of development)

6. Safeguarding and Child Protection Policy

Updated to reflect best practice

Redlined to show changes. JM, safeguarding governor, has reviewed the policy and considers it appropriate.

All staff are asked to read the policy and email to indicate that they have indeed done so. Every Monday staff meeting staff have quizzes on the safeguarding policy and how to follow It's procedures, to check their understanding.

Every teacher has training every 3 years (2yrs for HG) and 6 staff members are trained for restraint.

SF asked when a child last needed to be restrained – HG said that one had not for some time but relevant members of staff have been trained.

E-safety training for staff and children and parents is also being run on 15th Nov.

The updated policy unanimously approved and ratified.

Action – procure safeguarding training for new governors in January

7. Behaviour Policy

Reflection time is now used in school as a consequence and as a dialogue opportunity .

There was a discussion about parental behaviour and how this should be tackled. It was suggested that a far better forum for this would be the home school agreement which could be redrafted to include behaviour on social media, WhatsApp etc.

The updated policy unanimously approved and ratified.

Action – home school agreement to be revised ahead of the March meeting

8. SEND Policy

Added D at end of SEN to update to current practice and include 'disability'.

Updated policy unanimously approved and ratified.

9. Pay Policy

The school has had its own pay policy for years which was unique yet complicated in places.

Also, all teachers have had 1% rise re living costs on scale. The unions are pushing for 2% yet the school's budget is unable to accommodate this.

MN asked about the criteria for point progression for teachers and whether they are clear enough. HG said that the targets are written clearly and are easy to monitor and track. We know if the children achieved them or not. Never an issue for debate. Staff have accepted when not met – staff agree target with MK. LS agreed it was a clear policy.

MN noted SEN should be changed to SEND in Pay policy.

Divided up subjects between teachers – in pairs – to set a whole school target, overseen by JK and SL, which feeds into our school improvement plan and OFSTED requirement.

Updated policy unanimously approved and ratified.

The governors thanked HG for working on all policies. The updated logo should now go on all policies.

10. Minutes of last meeting 12 July 2017

Action – Learning walks will be discussed again at the last meeting along with a suggested timetable to ensure that regular staff visits are happening and keeping governors informed. These did happen last year.

The minutes were approved and they were no matters of substance.

Minutes ratified – no amendments of substance.

1. Governors asked HG to re-explain what happened with the KS1 moderation. HG explained that KS1 moderation was very harsh and she was told all judgements were incorrect. Even after the school amended these similar negative feedback was given. A new moderator was sent in who agreed with the School and restored the original judgements. HG explained that other Jewish schools have similar issues. HG explained that she has been promised Neil Marlow or a named designate would attend all future moderation and if this was not the case, a written complaint from the GB should be sent.
2. Premises – LK said that he is concerned re the playground floor as it appears to be disintegrating in place. HG is meeting with the builder and the architect to discuss plan for phase 2 implementation (at JN's request).
3. SF reminded all that the fundraising dinner date is 21st March.

11. The Proposed United Synagogue / OCR MAT

This was discussed in Part 2



12. DONM: 24th January 2018

**Approved by Jason Marantz, Chair
24.1.18**

(signed copy held in School office)