



THE GOVERNING BODY OF SACKS MORASHA JEWISH PRIMARY SCHOOL

**MINUTES OF THE MEETING HELD AT THE SCHOOL ON
TUESDAY 20 MARCH 2018**

MEMBERSHIP

LA GOVERNORS

*Irene Mansfield

STAFF GOVERNOR

*Sarah Woodward

FOUNDATION GOVERNORS

- *Jason Marantz (Chairman)
- *Leonie Sher
- *Annabel Ries
Chavi Abeles
- *Mark Nicolaidis
- *Simone Gershon
- *Naomi Samuels
- *Leonard Klahr

PARENT GOVERNORS

- *Ben Morris
Elliott Goodman
- *Scott Aaron

HEADTEACHER

*Hayley Gross (Headteacher)

*denotes member present

In Attendance

Justin Kett (Deputy Head)
Miriam Kaye (Deputy Head)
Madhu Nambiar (Relief Clerk)

Part I

18/16 **WELCOME**

The Chairman welcomed Governors to the meeting and introductions were made.

The Chairman reminded Governors to arrive at the meetings on time.

18/17 **DVAR TORAH – WHAT IT MEANS TO ME**

The Chairman thanked Ben Morris for sharing his thoughts.

18/18 **ACCEPTANCE/NON ACCEPTANCE OF APOLOGIES FOR ABSENCE**

Apologies for absence were received and accepted on behalf of Chavi Abeles and Elliott Goodman.

18/19 **DECLARATION OF PECUNIARY INTEREST**

There were no pecuniary interests declared by Governors in the current agenda.

18/20 **MINUTES OF THE GOVERNING BODY MEETING HELD ON 24 JANUARY 2018**

The minutes of the meeting held on 24 January 2018, copies of which had been circulated prior to the meeting, were **CONFIRMED**, initialled and signed by the Chairman, subject to minor amendments.

Page 1 Item 5 - Report of the Headteacher: Attendance – ‘admissions policy’ should be ‘*attendance policy*’.

18/21 **MATTERS ARISING**

18/08 Self Evaluation Form (SEF)

The head of Kodesh noted that the work on revising the Kodesh SEF had started.

Governors asked if the Pikuach inspection accredited by the DfE was like an Ofsted inspection. The Chairman believed they were carried out in the same way where they would be looking at similar markers and would be talking to children, staff and Governors.

18/08 Self Evaluation Form (SEF)

The Headteacher apologised for not being able to present the grade descriptors to be used in the SEF as they had been occupied with the Ofsted visit but said she would have them ready for the next meeting.

Action: Headteacher

18/09 Structure of the Governing Body

The Chairman thanked Miriam Kaye for suggesting the dates for the committee meetings and he would confirm these with the Governors in due course.

The Chairman would circulate a proposed timetable for the committee meetings.

Action: Chairman

18/10 General Data Protection Regulation (GDPR)

Mark Nicolaides, the lead on the GDPR working party, shared with Governors the important messages from the GDPR training he had attended at Stone King Solicitors. Mark Nicolaides had initiated a conference call with the Chairman, Rob Gershon and the Headteacher to discuss the content of the training.

Some of the points raised and discussed by Governors were:

- An inventory needed to be carried out on the types of data held by all the School storage systems.
- Notice had to be given to those whose data was being held to ensure permission levels were appropriate and up to date.
- A Governor suggested all Cloud based data and everything on the School server was included in the checks and reviews.
- Scott Aaron who had attended the GDPR training held by PAJES, added that any breaches that occurred after the directive became enforceable from 25 May, would incur significant financial penalties
- Any digital marketing data held, for example for fundraising activities, would also need to be checked for compliance

After a lengthy discussion, the Governors observed there was a lot of work required to check that the School data was meeting the GDPR requirements and would be fully compliant for 25 May deadline.

It was AGREED that the GDPR Working Group would meet with office staff to agree an action plan which would include any training required to ensure all staff were made aware of their roles regarding data security going forward.

Action: Mark Nicolaides

There would be an update at the next meeting to report on the progress of the review.

Action: Mark Nicolaides

General Data Protection Regulation (GDPR) - Scott Aaron who had attended the GDPR training held by PAJES, added that any breaches that occurred after the directive became enforceable from 25 May, could incur significant financial penalties.

18/22 **REPORT OF THE HEADTEACHER ON THE OFSTED INSPECTION**

Governors were referred to the Ofsted Inspection Report of the visit on 30 January 2018, copies of which had been circulated prior to the meeting.

The Chairman thanked the Governors who had attended the inspection and the School staff who had assisted in preparations and at the inspection.

The Governors were pleased that the Inspectors had recognised the strong leadership and the Chairman thanked the Headteacher and the leadership team on behalf of the Governors, the children's families and the staff. The Chairman quoted from the report that the 'Pupils greatly enjoy learning and were very proud of the school' which had been very gratifying to read along with all the other very positive comments in the report.

The Headteacher highlighted that there had been a narrow remit for the inspectors and this could mean that another inspection would be impending. She remarked that the School was in a stable position and would not require substantial modifications to the running of the School if another inspection was announced.

The Governors enquired about the welfare of the staff as they had clearly worked hard on producing the results evidenced by the Ofsted report. The Headteacher explained that a pastoral well-being committee had been set up to support staff; this would also monitor staff for any indications of mental stress.

Following the report, the Headteacher and senior leadership had met with the Learning Network Inspector to agree any immediate actions should there be a Section 5 inspection in 2019 as expected. The LNI would be requesting an earlier visit as the School would be prepared.

The report had recommended the strengthening of the middle leadership which had been on the School's improvement plan before the inspection.

The Governors noted that the faith community were working with Ofsted to support inspector's understanding of how faith teaching balanced with the rest of the curriculum. The Headteacher commented that schemes to broaden the children's horizons were being put into practice and described the successful trip to the Tate gallery.

The Headteacher advanced that the areas that needed attention were Early Years, renovation of the reception area and supporting middle leadership so that they would be able to present their ideas with energy and enthusiasm. Governors asked how the training of the middle leadership was managed and the Headteacher replied that the Local Authority offered suitable guidance and courses.

A Governor questioned if the PHSE teaching had been brought up at the inspection and the Headteacher informed them that they were able to show

the wide range of initiatives the School were involved in. On being further questioned about how other religions and sex education were taught, the Headteacher responded that they were working with other schools about how best to approach the topics.

The Chairman thanked the Headteacher and the School's teaching community for their contributions leading to the inspection and in making the School the success that the inspectors had acknowledged.

18/23 **BUDGET PRESENTATION**

The 2018/19 Budget Presentation to the Governors, copies of which had been circulated previously, was received and noted.

Arising from the ensuing discussion:

- It was clarified that the Trust's contribution, the Kodesh budget and certain other income lines had not been reflected in the budget.
- The premises cost related to the maintenance of the buildings and grounds.
- The differences in the costs of running the schools between the MAT members was deliberated and the Governors indicated that their primary consideration should be about what was best for the School.
- Following a discussion about ways to increase revenue, it was agreed that Mark Nicolaides and Miriam Kaye would meet to consider the ideas proposed.

Action: Mark Nicolaides, Miriam Kaye

- On being asked by Governors the Headteacher confirmed that the staffing budget included increments and performance pay; the Headteacher added that appraisals were done in September. The Governors noted that the recruitment of junior teachers brought fresh ideas and energy to the School; the Headteacher noted that two NQTs would be starting in September.
- Governors asked to see the Trust budget and the Chairman, who sits on the Trust Board, undertook to circulate the budget to Governors.

Action: Chairman

The Governors heard that although the School was currently in a solvent position, the budget would have to continue to be carefully scrutinised and managed to meet the fiscal challenges anticipated. The Headteacher commented that the staff understood the calls on the budget and were careful about wastage and economising.

After this detailed consideration, the 2018/19 Budget was RATIFIED.

The Chairman thanked the Finance Committee Chairman for his report.

MOTION OF CONFIDENTIALITY

RESOLVED that, because of its nature, the business to be transacted be treated as confidential and not for publication.

18/27 **ANY OTHER BUSINESS**

Dinner

The Governors were reminded about the dinner event.

18/28 **DATES OF MEETINGS**

Wednesday 25 April

Wednesday 11 July

There being no further business to discuss, the meeting came to a close at this point.