



THE GOVERNING BODY OF SACKS MORASHA JEWISH PRIMARY SCHOOL

MINUTES OF THE MEETING HELD AT THE SCHOOL ON

TUESDAY 12 DECEMBER 2018

MEMBERSHIP

LA GOVERNORS

*Irene Mansfield

STAFF GOVERNOR

*Sarah Woodward

FOUNDATION GOVERNORS

*Mark Nicolaides (Chairman)

*Simone Gershon

Naomi Samuels

*Leonard Klahr

*Annabel Ries

*Leonie Sher

PARENT GOVERNORS

*Ben Morris

*Elliott Goodman

*Scott Aaron

HON PRINCIPAL

Rabbi Jeremy Lawrence

HEADTEACHER

*Hayley Gross (Headteacher)

*denotes member present

In Attendance

Justin Kett (Deputy Head)

Miriam Kaye (Deputy Head)

Madhu Nambiar (Clerk)

18/88 WELCOME

The Chairman welcomed all to the meeting.

Scott Aaron stated that his wife was going to be teacher at the School.

18/89 DVAR TORAH

The Governors thanked Miriam Kaye for sharing her thoughts.

18/90 ACCEPTANCE/NON-ACCEPTANCE OF APOLOGIES FOR ABSENCE

Apologies for absence were received and accepted on behalf of Naomi Samuels and Jason Marantz.

18/91 MINUTES OF THE GOVERNING BODY MEETING HELD ON 10 OCTOBER 2018

The minutes of the meeting held on 10 October 2018, copies of which had been circulated prior to the meeting, were **CONFIRMED**.

18/92 MATTERS ARISING

There were no matters arising not covering in the meeting.

18/93 DECLARATION OF PECUNIARY INTEREST

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

18/94 HEADTEACHER'S REPORT

The Headteacher presented her verbal report to Governors:

Health and Wellbeing

The School look after all the children's health and wellbeing and were finding that those children whose strengths did not lie so much in physical activities, were feeling left out. A tournament had been set up at the Power League centre for those children who did not normally relish competitive sports and everyone who took part had been awarded prizes; the Headteacher was pleased to report that the children had returned to School happy and enthused.

Religious Celebrations

Succot and Hanukkah had been observed at the School and the celebrations had been appreciated and enjoyed by the children.

A Governor commented that it was nice for them to hear about events that the children had taken part in as the children did not always share this at home.

Staffing

- The Headteacher reported that one person had resigned but the position had already been recruited to.
- A teacher had been moved into a paid middle leadership position.
- A Kodesh teacher had been employed and would start in late January.
- Recruitment for office staff was ongoing and in the meantime the leadership were covering the essential functions relating to HR and finance.

A Governor asked about the understanding that the MAT would take over the main office responsibilities. The Headteacher explained that KPMG and another company, had been working with the MAT to provide services but there wasn't yet clarification about how the School would engage with them.

Governors enquired if the MAT were aware of the issues and the Headteacher responded that they were, and were involved with trying to find a long-term solution. Governors also asked if any teachers had resigned due to the School joining the MAT and were informed that this had not been the case but they were monitoring staff movement.

The Headteacher would provide a more detailed report on staffing at the next meeting.

Moriah

The Headteacher was at Moriah for two days but she had kept in regular contact with the SLT who had managed the School well in her absence.

The Headteacher had realised the benefits of working in a different environment and had been encouraging middle management to also spend time in other schools with their subject counterparts or for general observation as part of their self-development.

At the next staff forum, the staff would be asked about their views on the arrangements. Governors were asked to attend the forum and express their appreciation for their support during the recent unsettled period. The Headteacher would inform Governors when the forum was due to take place.

ACTION: Headteacher

Social events

The Headteacher noted that the children had enjoyed being involved with preparing a surprise presentation for a teacher who was leaving.

The children had celebrated a teacher gaining their British citizenship and this had been combined with a session on British values.

Governors requested that the ceremony was videoed as an example of how the School embraced British Values.

ACTION: Deputy Headteacher

The Governors thanked the Headteacher for her report.

18/95 OUTCOMES AND TARGET SETTING (FOR ALL STATUTORY TESTS)

The Ofsted data dashboard, which was published on the DfE website, had been circulated to the Governors and had been compared to other schools. The data could be found on the website.

Governors requested the link to the DfE website.

ACTION: Deputy Headteacher

The Governors looked at the dashboard and the questions likely to rise from the data if the inspector were to visit the School.

The Governors discussed the data and asked questions to improve their understanding of the detail and information illustrated by the graphs.

Arising from the ensuing discussions:

- Ethnic Diversity

Governors noted that the data appeared to show the School as being ethnically homogenous which, it could be argued, did not reflect the diversity of family origins. The Leadership explained that due to the size of the School, they had to limit the criteria for the census and commented that families also did not always fill in the form correctly. There were many other ways the children were grouped to reflect markers which indicated the differences that needed to be accounted for in teaching and learning outcomes.

- English as an Addition Language (EAL)

Governors asked if EAL pupils were provided for separately and were told that there was usually not more than one EAL student in a class and that there was sufficient support for these pupils.

- Writing

The data showed that for KS1 the weakest subject was writing and the Governors asked for possible reasons. It was explained that the moderation used by external moderators differed to how the School would assess the writing who encouraged wider reading and independent thinking. A two-week cycle had been scheduled to focus on greater depth with groups that had been identified as needing more support. The subject leaders had been visiting other schools to compare moderated work.

The Governors asked why there was a difference between girls and boys; the Headteacher replied that writing moderation was largely subjective and girls tended to relate to a greater variety of subjects. The School were encouraging boys by initiating topics that might stimulate them to be more creative in their writing.

The Governors stated they were pleased that the School were in the top 20% for SEN support and questioned how this had been achieved. They were informed that the School had no children who had an Education and Health Care Plan (EHCP) but there were students who received externally provided therapies which classified them as requiring SEN support.

The Governors went on to ask how lower ability children were integrated into the curriculum. The Headteacher explained that the School ethos was to include all children into all activities including extra-curricular to give them a broad based balanced experience. The differentiation within curriculum planning allowed children to achieve the best they could as individuals; the Headteacher added that one of their main objectives was that all the children enjoyed their learning experience.

The Governors supported the holistic pastoral approach the Headteacher had described. The Headteacher commented that they had visited a highly rated secondary school that their children were interested in moving on to, and found that their philosophy was like that of the School.

18/96 **OFSTED PREPARATION**

The Governors were referred to the list of preparatory questions and related information for an Ofsted visit that had been circulated with the agenda.

Governors were advised to make themselves thoroughly familiar with the information and the updates on the website so that their knowledge was always current. It was suggested that Governors also did their own research into issues that affect the School and in areas that would improve their understanding of their roles. Arising from the ensuing discussions about the importance of being prepared:

- Governors were guided about how to observe and measure work in the classrooms during the learning walks.
- Data was explained and Governors were reminded about how to use this to determine progress and attainment.
- The Headteacher and JK talked about the programmes in place to promote health and wellbeing within the School and directed the Governors to the website which listed all the options.

Governors asked if there was a way to measure the impact of the interventions and were informed that mainly it was through parental feedback and teacher's observations. As the programmes embed, empirical evidence would be provided as the children moved up through the School. This would include regular surveys which would indicate how effective the programmes were.

It was agreed that being Ofsted ready should be a standing item on the agenda.

ACTION: Chairman

18/97 **TERM DATES**

The Governors had a rigorous debate regarding term dates for the following academic year: Points under consideration were:

- Managing holidays with parent's work schedules so family time is maximised
- Allowing children to enjoy the activities at School organised around the religious occasion's and reinforcing the significance of the events
- Looking at aligning with neighbouring schools and particularly secondary schools
- Staff and parent feedback
- Lining up Sukkot holiday with the mid-term break

- Families who took holidays during term time tended to extend the holiday periods despite this not being allowed

There followed a brief discussion about parents taking their children out during term time and what action the School took about this. Parents at the School tended to take some holidays when convenient and cheaper for them but attendance was at a satisfactory level. The Governors stated that the Headteacher should have discretion in how she dealt with the families who took time off.

Following the debate, a vote was taken and it was AGREED that the School would be closed between Monday 14 – Wednesday 23 October.

The Chairman would send Governors an updated list of the holidays which would also be added to the website.

ACTION: Chairman

18/98 SAFEGUARDING REPORT

The Safeguarding Governor presented the Governor Visit Report: Safeguarding and Child Protection.

- Safeguarding governor will continue to do termly safeguarding reviews and present an annual report to the Governing Body.

ACTION: Annabel Ries

- MK and HG will copy the Safeguarding governor in to the Safeguarding audit as it is updated, so she can monitor progress.
- HG and MK had a Safeguarding audit with Jane Morris of Barnet

Governors commented they had enjoyed the online Governor training courses and felt they had learned a great deal. It was noted that face to face courses could be more effective and enquiries would be made of PAJEs to see if they offered any safeguarding courses.

ACTION: Annabel Ries

18/99 TRAINING REPORT

The Governors were thanked for updating the Skills and Training log which had been put online. The Governors were informed that any training they did could be added to the log. All governors were encouraged to do PaJeS and other relevant training courses to advance their skills.

When recruiting new governors, the GB would look to fill gaps in their combined skill set, though there may be a need to see what would be offered by the upcoming MAT.

The email addresses of all Governors would be sent to PAJEs so that they could be sent information on the courses being offered.

ACTION: Annabel Ries

18/100 **SAFETY AND SECURITY REPORT**

The Health and Safety Governor presented the Safety and Security report.

The Headteacher undertook to look at the issues and recommended actions noted in the report with the Caretaker Aleks Jakovlevs and discuss the budget available to do the remedial work with Jeremy Newman.

ACTION: The Headteacher

It was noted that some parents had concerns about the security arrangements at the School which included the voluntary involvement of parents. The Governors discussed the needs of the School and heard from the Leadership about their observations of existing security.

The Chair offered to write to the parents to explain the security arrangements that were in place and remind parent volunteers what their responsibilities entailed. The Headteacher said she would call on the Chair to write the letter if she thought that further communication with parents on that topic was needed.

ACTION: The Headteacher

18/101 **HEALTH AND WELLBEING REPORT**

The Health and Wellbeing Governor presented her reports from the Children's Wellbeing and Parents Wellbeing surveys.

The summary of the report concluded that while most of the children were happy at school, there had been a mention of some bullying and feelings of loneliness or being left out. These issues needed to be attended to so that all the children were happy and had a feeling of wellbeing.

The leadership responded by saying that the low-level bullying which had been identified had been dealt with immediately. The points raised in the feedback had been listened to and appropriate action taken.

It was suggested that the survey should be repeated in the summer.

18/102 **ANY OTHER BUSINESS**

Meeting dates

The Deputy Headteacher undertook to circulate the School calendar showing key dates to set up the next round of Governor meetings.

ACTION: Deputy Headteacher

MAT and Ofsted Relationship

A Governor asked if there would be a difference in the relationship with Ofsted as a MAT. The Headteacher replied that the next inspection date may change as they were now considered to be a new school with a new DfE number. The Headteacher would make enquiries to clarify the situation.

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