



**SACKS MORASHA PRIMARY SCHOOL
LOCAL GOVERNING BODY MEETING MINUTES**

30th June 2022, 7.30 pm in person

PRESENT

Zoe Silverman Chair
Rabbi Lawrence
Tamar Rockman Staff Governor
Mandy Lawrence
Elliot Goodman
Rachel Barbanel Headteacher
Justin Kett
Oli Goldman
Ele Olsen
Luci Joseph
Scott Aaron
Simone Gershon

Meir Adler

APOLOGIES

Chaja Green
Elisa Angel
Gareth Jones CEO JC&T
Hed Amitai

In attendance:

Eleonora Bendayan Clerk

The meeting started at 7.45pm

1. WELCOME AND APOLOGIES

ZS welcomed all present. Apologies were received and accepted from EA, HA, CG, GJ.
The Chair noted that IM has now left the LGB.

2. DVAR TORAH

A Dvar Torah was given by RL and appreciated by all.

3. MINUTES OF LAST MEETING AND MATTERS ARISING

Minutes of the last meeting were approved.

4. STRATEGY AND LEADERSHIP

- a. Change of Governors - the Chair thanked IM for her hard work as part of the LGB. Everyone agreed to contribute towards an appreciation gift for her work.
As a result of IM stepping down as a SEND Governor, there is an opening for this role and the Chair informed all that a DS, who is a parent in school with SEND teacher experience will be starting from September 2022. Chair asked everyone present to give their vote and a unanimous decision was reached.
- b. Declarations of interests - No conflicts of interest relating to items on the agenda were declared.
- c. Governors` training – Chair informed she will be sending information on Governors` training after the meeting. EO explained that there is a requirement on equality and diversity training, and it is available on the National College.

ACTION: New pupils Application form to be amended: it should say Parent 1, Parent 2 (instead of Mother, Father)

ACTION: Staff application form to be reviewed in relation to equality, diversity and inclusion requirements

5. HT REPORT (circulated prior to the meeting)

RB reported:

- **Staffing update:** 5 joining, 8 leaving, 1 coming back from maternity leave; the Ivrit teacher will be contracted to less hours due to financial restrictions, but this will not affect the number of lessons for the children.

Q: Is Sacks Morasha looking to recruit more staff? – RB explained that currently the number of staff will be strategically reduced, and staff will be working to their full potential.

Q: What is JCAT's input regarding any staffing needs? – RB informed everyone that teachers can work across other JCAT schools, but the school or staff member still have the choice to accept or decline the offer. JK added that the JCAT schools are unable to share staff members as they are too far for a staff member to travel for a lesson unless they are employed full time at the given school.

Q: SG asked how staff members feel about the reduced number of teachers across the school – RB reported that everyone is ok with the change. TR agreed. JK reported that the Kodesh staff is slightly concerned about the change as they will have to deliver the same quality of Kodesh teaching as last year. The reduction in staff would mean that if one of the Kodesh teachers gets ill everyone will be impacted.

Q: Are teachers contracted to the school or JCAT? – JK explained that all new staff members have different contracts, and they need to be checked. **ACTION**

Q: EG asked what the methods are the HT will use for motivating staff – HT explained that last day of term has been moved for setting up due to the building works; September inset day will be a prep day in the classroom; last day of term will be dedicated to team building activities.

EG asked if teachers will need help on the set-up day in the beginning of September. RB thanked him for offering to help and said that she will email all Governors with details on what needs to be done.

- **Vision and Ethos:** HT reported that she is now familiar with SMART, but she is still learning. She would like to relaunch the SMART song from the beginning of next academic year. JK added that Rec, Y1, Y2 missed out on the SMART song last year. In case of a Pikuach inspection, he will have to explain the reasons why some children do not know it as the inspectors usually ask the children and judge based on their answers. RB updated everyone that there is a new Dojo and badge system.

EO explained that based on the recent parent survey, SMART has had a high recognition and value by the parents.

SG praised the visible interaction between the school year groups, the care for each year, which is stronger than ever.

- **Safeguarding:** JK reported that staff are using CPOMs, there is a better follow-up and consistency. All new members of staff will have to get familiar with it and use it. There is only one feature which needs amending – staff can look back at history.

- Quality of Education: RB reported that the data was collated but is not ready yet. She informed everyone that the Y6 results are very good and only 4 children got below 20 (out of 25). She explained that National results will be ready in November 2022 and then she will be able to compare the Y6 results against the national average. She added that Y6 results could be better, but outcomes are cohort-dependent.

ACTION: Cover letter to go out to parents reflecting on the results and RB to include it in the newsletter.

- Curriculum: EO reported that the current PE provider is open to constructive suggestions and wants to improve. During their PE lesson children were engaged. The PE teacher knows how to manage the children. Based on the parents' survey the feedback on the PE teacher has improved. There needs to be more equality (boys/girls) when choosing who will participate in tournaments. JK suggested that separate tournaments could be arranged (not just the Maccabi ones) to allow more children to take part.

ACTION: Communication to parents to be improved regarding PE by posting information on the website.

- Behaviour: RB reported that she will be doing a training on the "1,2,3 Magic" scheme which she will be implementing from September 2022. HT explained that this is a simple but effective warning system: if a child gets a warning – this is a 1, if a child gets a second warning – this is a 2, and if a child gets a third warning - this is a 3, and they have to go out of the classroom for 5 minutes. Once the system has been implemented, it will take some time to get used to it. However, it is a very effective system which reduces the amount of talk back as children know the consequences. SG supported the method as being effective both in schools and for parents. She offered to send details of a training provider on the scheme to RB.

Q: EG expressed his concern about Reception children being sent out of classrooms or facing walls as a consequence of bad behaviour. He asked whether this is something that needs to be changed – HT explained that the current Reception cohort has behaviour difficulties and some children had been taken to other classes at times. However, she believes that the new behaviour scheme is the new way forward. The scheme works for SEN children which means that it will work for the rest of the children too. The problem with other behaviour schemes is that they are usually not designed for the SEN children while the rest can follow any scheme.

- Behaviour policy will be updated, and the scheme will be reflected in it. HT is working on simplifying the policy and informed everyone that she expects it to be ready by the end of next term. SEND policy to be updated along with the Behaviour policy.
- Parents behaviour policy to be amended
- Attendance – it was discussed whether by changing the term dates, attendance around the holidays will improve. HT explained that there will still be parents who will book flights on earlier dates and therefore this would not improve attendance.

- Admissions – EO reported the total number of pupils for next academic year will be 209. Reception class will be full with 12 children on the waiting list. It was discussed whether adding an extra child in the Reception class would be appropriate due to the long waiting list. Everyone agreed that the cost of adding 1 extra member of staff for 1 extra child in Reception is not feasible. Next year the PR & Marketing of the school has to be proactive and as strong as this year. All nurseries and Shuls have been contacted. Open evening is to be planned for September. RL will be invited to join and answer parent`s questions.

LJ explained that the comms strategy needs to be readjusted. JCAT will support governors in terms of comms. She reminded everyone that Match for Morasha is taking place on 10th July and everyone has to engage. The campaign will close on 11th July in the evening. SG thanked everyone involved in the fundraising campaigns for their hard work.

- Parents' Survey – the Chair thanked EO for doing the survey. EO reported that there were 90 responses. Overall, there have been positive and constructive comments. Parents would like to get more communication related to their children`s learning in PE & Kodesh. The same survey should be repeated every year and results will be compared.
ACTION: HT to refer to the parent survey in her newsletter and send the message that their voice has been heard.
- EG updated everyone that the car park behind the school will be available only for the school (½ will be used by the builders, ½ for relocating portacabins)

6. TEACHING AND LEARNING

- Pikuach inspection - ML had a meeting regarding Pikuach with JK. JK`s report circulated prior to the meeting is very comprehensive. JK explained that when Pikuach visit the school they would like to listen to the children more rather than speaking to the adults. He informed everyone that they are prepared for an upcoming inspection and all interventions are in place.
- Governor visits to the school – ML visited Tefillah and reported it went really well; there was a beautiful atmosphere. She reported that SM children behaved well in Shul for the Jubilee celebration.

7. FINANCE AND OPERATIONS

- GJ was not present, therefore this was not discussed.

8. JCAT CENTRAL UPDATE

- GJ was not present, therefore this was not discussed.

9. AOB

- Impact of the LGB on the school - The Chair and SG met with an external Governor Assessment body. She informed everyone that at the end of each meeting it has to be outlined what is the impact of the LGB on the school.

Impact after today`s meeting:

1. New Phonics reading scheme
2. Behaviour policy changes
3. Parents behaviour policy changes

4. Help in setting up Phase 2 of the building works
 5. New **missioner**?? programme implemented
 6. Parents survey
- JK circulated early closing times to all governors
ACTION: Governors will email JK regarding availability to visit performances in school

Chair thanked everyone present.
Meeting ended at 22.15pm

ACTIONS

AGENDA ITEM	ACTION	BY WHOM	BY WHEN
4. c	New pupils Application form to be amended: it should say Parent 1, Parent 2 (instead of Mother, Father)		Next meeting
4. c	Staff application form to be reviewed in relation to equality, diversity and inclusion requirements		ASAP
5.	All new staff members have different contracts and they need to be checked whether they are employed by JCAT or the school		ASAP
5.	Cover letter to go out to parents reflecting on the results and RB to include it in the newsletter.		Next meeting
5.	Communication to parents to be improved regarding PE by posting information on the website.		
5.	HT to refer to the parent survey in her newsletter and send the message that their voice has been heard.	HT	
8.	Governors to email JK regarding availability to visit performances in school.	All	