



**JEWISH COMMUNITY ACADEMY TRUST
SACKS MORASHA PRIMARY SCHOOL
LOCAL GOVERNING COMMITTEE MEETING MINUTES**

20th March 2023, 8pm at school

PRESENT

Zoe Silverman	Chair	Danielle Stone	(via mobile)
Simone Gershon	Vice Chair	Rabbi Lawrence	
Chaja Green	Vice Chair	Rachel Barbanel	Headteacher
Oli Goldman		Dena Shmuel	DHT
Scott Aaron		Justin Kett	DHT
Mandy Lawrence		Danielle Churney	Staff governor
Meir Adler		Gareth Jones	CEO JCAT
Ele Olsen		Russell Tenzer	JCAT Trustee
Luci Joseph			
Elisa Angel		In attendance:	
Meir Adler		Mel Lawson	Clerk
Michele Benton			

The meeting started at 8.00pm

1. WELCOME AND APOLOGIES

Welcome to all especially new foundation governor MB and newly elected staff governor DC who has succeeded Tami Rockman.

2. DECLARATIONS OF INTEREST

ZS declared that she was the architect currently project managing the school building work. Rabbi L and ML declared they were married. There were no interests declared in agenda items to be discussed. However, when plans for changes in Y2 were discussed it was later confirmed that 3 governors were parents of Y2 pupils.

3. DVAR TORAH

A Dvar Torah was given by Rabbi L and appreciated by all.

4. JCAT VISION AND VALUES

GJ listed JCAT’s 4 main values and highlighted the benefit of collaboration, seeking opportunities to work together and respect for everyone. He said it was a tough time for all especially for HT and SLT and everyone should rally round and work together as a team.

5. MINUTES OF LAST MEETING AND MATTERS ARISING

Minutes of the last meeting were approved.

ACTION	STATUS
Make a new Google Matrix and take off the old governors.	Completed
Circulate the safeguarding report	Completed (Mel Lawson is not DPO – to be changed in future reports)

6. HEADTEACHER UPDATE – for report see Appendix

a) Safeguarding

RB thanked SA and reported that he had visited last week, talked to JK, safeguarding lead, and his report would follow.

b) Attendance and exclusions

RB informed governors that term dates for next year have been sent to parents. She said that there was one inset in September with JCAT for safeguarding training and one inset in school.

c) Punctuality and discipline

New behaviour policy – RB was asked if staff were aligned with it, and she said they were and some governors had walked around the school to observe it in action. GJ observed that it rewarded good behaviour. Governors were happy to accept the policy and it will be uploaded to the school website.

d) Staffing

RB informed governors that KL had a baby boy last week. Governors said that they would send her something on behalf of the LGC.

Governors asked how much notice staff gave for absence and were told it could be on the day itself.

Recruitment will start for maternity cover for September. Governors asked how long this could take. RB said she had done well last year but it is a more difficult situation now. MG asked if JCAT could provide supply for all schools but GJ thought local knowledge was best and good supply agencies were shared between HT. Governors asked about cover from other JCAT schools but it would be unlikely any school has spare staff.

SG arrived 20:26

e) Admissions

Governors asked if classes could be increased to 31 and were told that would work for KS2 but 31 in a KS1 class would require another teacher

f) SIP/SEF – see report

g) Standards of achievement including SEN,PP – see report and in particular concerns for Y2 progress.

- **Governors asked why the class would be split in mixed ability** and they were told that they do not want to polarise the class even more. An extra reading lesson per week was going well in a mixed ability group.
- **Governors asked about the impact on Kodesh.** JK said it was not ideal, but it was only for 7 weeks. Rabbi Teper was happy with smaller groups just for 7 weeks.

DS joined meeting via a governor's mobile 20:41

- SG thought it was an unusually low-ability cohort and the school had a responsibility to give them the best chance to get them through SATS. She thought mixed groups would be better for mental wellbeing rather than groups of low ability.

- Rabbi L said it was a bad precedent to set and it had been correct to involve governors. He hoped the cohort would be reassessed further up the school. He hoped that tefilla would not be affected and the routine of a Jewish school.
 - RB said they had brainstormed other ideas. Governors suggested rotating lessons to miss, not just Kodesh but agreed it would be more disruptive.
 - RB said families had not yet been informed of the change of plan but do know where their children are at. Governors wanted parents to be told the plan and why the groups would be mixed even if their child is not struggling. Governors were told that they had been split for half a term and there were no complaints from parents. Comms were agreed to be important to manage parents' expectations.
 - LJ was concerned that Kodesh would slip by losing some lesson time.
 - **MA wanted to know who was to make the decision** and RB said she wanted the governors to decide. He asked about a plan for the summer term and for next year. RB said there will be a plan as this will always be a low-achieving cohort. EA thought this went beyond SATS as foundations are important for later years. It was noted that Y1 is also a weaker cohort.
 - EG was concerned that this would set a precedent for any year group falling behind. He thought the plan was rushed, risky and not a permanent fix.
 - **ML asked why Kodesh was chosen.** DS said that only 1.5 hours had been cut from Kodesh by moving lessons around with the rest of the time coming from other subjects.
 - **Governors asked what the prediction would be like without the intervention** and were told they would reach only 50% of predicted results. Governors were aware that this would impact all other subjects in the future and there needed to be a plan in place for later.
 - **Rabbi L asked if the missed skills would be able to be brought into Kodesh lessons in an integrated way** but JK thought not in Y2.
 - In summary the main issues were thought to be comms, the precedent and a plan for next year.
 - **All but one of the Governors agreed to the implementation of the 7-week plan.**
- h) Ofsted/Pikuach preparation (where relevant) – not discussed

7. JCAT CENTRAL UPDATE

- GJ reported problems with Y2 being discussed at another LGC.
- Matt Miller who led a governance review last year was happy with the progress that has been made since.
- GJ said that he and Candy Hanley had weekly meetings with ESFA about MAT finances.
- GJ and Belinda Cohen have conducted a skills audit for any HT who might want to be an executive HT or CEO. Results will be out soon. EC asked if the audit was compulsory and was told it was not.
- JK asked if JCAT was considering doing a Charity Extra campaign. GJ said a couple of schools had done their own, but JCAT would be a beneficiary of a fundraising initiative planned at the United Synagogue.

- OG said he had read about another 2 schools potentially joining JCAT. GJ said it would be unfair to name them at present.
- SA asked about the safeguarding hub and was told there was a meeting next week which he would be sent details of.
- MG asked about JCAT wide procurement and was told this happened in some areas.
- RT reported that he had met with ZS today to discuss a three year budget. There was a balanced budget for next year and they were working together on funding. The budget included VCs and lower than expected VC's have been factored in. RT emphasised how essential VC and fundraising were.

8. TEACHING AND LEARNING REPORTS

Luci Joseph

- EY reading is good
- Comms – met with RB. Roles are being allocated for the website. The website design will not change.
- Social media campaign has some problems.

Mandy Lawrence

- Governors reported the excellence of the Megillah reading on Purim with 42 children who did some preparation at home due to limited time in school with ML.
- Met with JK, JS staff stretched as providing cover
- There are social issues in Y5

Chaja Green

- Admissions – see HT report
- Science – all good and Ofsted ready

Michele Benton

- Working with EA
- Had a meeting with RB
- Observed lovely engaged classes
- Has ideas for T&L

Elisa Angel

- Met with Maths and History

Rabbi Lawrence

- Communicates with JK by email
- Involved in Chagigat Chumash and Chagigat Siddur
- Done some parent/student workshops

Simone Gershon

Wellbeing

- Meeting with staff and governors was very positive with a plan to repeat termly.
- A new member of staff felt staff were thin on the ground and stretched.
- Three older members of staff felt Yiddishkeit had deteriorated.
- There was no negativity about the building work.

Ele Osen

- ICT – allowing time for teacher training
- School council – to meet with JK.

Scott Aaron

- Safeguarding – getting all the right answers
- Ivrit club still going

Oli Goldman

- SLT met in December to discuss Autumn term assessment. Meeting soon to discuss Spring term.
- English – met with DS and report circulated.

Meir Adler

- Meeting next week

Elliot Goodman

- Art is good
- Building due to be completed June/July 2023 and going well

Danielle Stone

- SEN - meeting with Nikki Hersh

9. WEBSITE AND POLICIES

Website - see LJ report

10. SKILLS AUDIT AND GOVERNOR TRAINING

- Clerk to inform ZS of outstanding skills audits **ACTION**
- Jason Marantz has completed the first part of his training with part 2 to come.

11. VC's, FUNDRAISING AND PR

Not discussed

12. AOB

Ethos and Values committee report

- The school feels like ethos is becoming diluted.
- Families are now not buying into the religious culture that was there when the school started.
- Staff are not focussing the school ethos.
- Need to empower the Jewish identity with children, parents and staff.
- OG will draft an ethos summary and look at how other schools present this.
- CG said they wanted to be unapologetic about their modern orthodox stand as this will impact behaviour and comms.
- Rabbi L wanted to identify core values and incorporate them into SMART with appropriate language. He wants parents, staff and governor all to be part of it. OG thought this was crucial as some families are leaving.
- JK said the wording needed to be right as it had practical applications.
- EO thought parents needed to understand the implications and expected behaviours as a result. This would be inclusive but with expectations that, for example, boys wear kippot and birthday parties are not on Shabbat.
- SA said he doesn't see any issues but there are different religious standards in different cohorts.
- Rabbi L summarised that the language needed to reflect self confidence in their identity and the concept would create greater harmony. He wanted to workshop the ideas with all governors.
- ZS thanked the committee for their work.

Governors asked for tours of the new building and were asked to contact ZS who could show people around during school hours. **ACTION**

Date to be decided for the Summer term LGC meeting ideally w/b 12th June

GOVERNOR IMPACT STATEMENT

Culminating in this meeting Governors have actioned the following:

- a) Staff wellbeing meeting
- b) Link governors and subject leaders' meetings
- c) Behaviour policy
- d) Admissions evening
- e) News articles

Meeting ended at 22.00pm

ACTIONS

AGENDA ITEM	ACTION	BY WHOM	BY WHEN
10	Inform ZS of outstanding skills audits	ML	ASAP
12	Inform ZS if you want a new building tour	ALL	ASAP

HT REPORT 20 MARCH 2023

a) Safeguarding

Termly monitoring visit carried out by SA. Good level of monitoring and discussion between JK and SA. No new safeguarding concerns.

Safeguarding continues to be an area of strength for us.

b) Attendance and exclusions

Overall attendance is very good at 95.45%

9 children are reported as being persistently absent which is lower than last year (attendance is below 90% for these children) and those children's attendance is monitored closely. 2 of these children are PP and therefore we work even closer with these families to ensure children are in school as much as possible.

Only 81% of children were in on 21st Dec 2022 (slightly more on 20th) this was a consideration for next year's term dates. We are due to finish on 19th (a Tuesday again) – I hope attendance will be higher than 80% - I would rather give teachers the day off if many children are not in! Term dates for 23-24 have been sent out to Governors (and parents) JCAT inset day agreed as 5th September – MAT wide safeguarding inset. Local staff inset 1st and 5th Sept. Children start school 6th Sept 2023.

c) Punctuality and discipline

0.94% late recorded in registers

New Behaviour Policy document to be reviewed

Policy itself is going well in school. Teachers continue to use Dojo and 1,2,3 Magic and both seem helpful to staff and pupils. Consistent use of 1,2,3 is monitored.

d) Staffing

KL has gone on Mat leave Justin Kett and Karen Felton have taken over as Chol teachers for Y5. Off to a v. positive start. JK Kodesh teaching has been taken over (on the two days he is in Y5) by Roizy Gancz who has returned from Maternity leave.

Ivrit teacher due to go on Maternity leave late June. Recruitment needed for both Mat covers for Sept. Put on hold due to JCAT.

Reception teaching team/ support has had a lot of time off largely medical, sickness and dependent leave. This has been covered mostly internally with only 5 days supply TA and 3 days teaching supply so far. Parents and children have not really felt the disruption but staff have covered quite a lot. But this is a stressful situation for SLT. Feel we need more Rec/ KS1 trained staff to support the lower school properly.

Current model throughout the school is that staff cover when people are off. This has pros and cons but due to budgeting issues and low teacher: pupil contact ratios it seems the best solution for now. Staff certainly feel more stretched than previous years (they are!)

Sickness absence of staff is now being tracked and closely monitored. Stage 1 absence meetings be been carried out on several members off staff.

Termly teacher observations were carried out in Spring 1. Focus was linked to SDP. (Behaviour management of low level concerns, SEND provision and curriculum (linked to Subject Leadership focus and curriculum progression documents).

e) Admissions

Thanks to Chaja and Ele for their hard work on admissions.

Reception places applied for and will be released 17th April 2023. More siblings than anticipated – we hope to have a full reception intake at 30.

A year 4 and Rec child (same family) are due to move schools at Pesach. Another family are interested to return to the same year groups by Sept.

2 chn will be moving to City for Year 6 –one space will be available in Year 6 in Sept. one New child likely to join Year 2 after Pesach.

Overall No on roll prediction for Sept of **206** (with spaces continuing to be available in Y3 and 4).

f) SIP/SEF – Up to date versions sent to ZS

School Development Plan 4 key areas

1) Maintaining calm and consistency for staff and pupils through large scale building project

2) Subject Leader Development – subject leaders allocated, training/ coaching ongoing and Subjects have been monitored by Governors. Curriculum documents continue to be worked on but most complete now. Rationales written for each subject - many need updating on website.

3) New Behaviour Policy – written and continues to be embedded.

4) Developing SEND Provision – Update from NH (lots covered in last LGB meeting)

g) Standards of achievement including SEN,PP

Outcomes for Spring term are good overall. Pupil progress meetings have taken place with each teacher post assessments. New interventions planned out for each class.

OG to review Spring Data with DS.

Predicted / Target results for Summer 2023:

Rec Good Level of development: 83%

Y1 Pass of Phonics Screening: 91%

Yr 2 SATs: Reading 65%

Writing 65%

Maths 73% (already had intervention from DS and RB split)

Yr 6 SATs: Reading 94%

Writing 90%

Maths 94%

Concern for Y2 progress in time for SATs (last year of KS1 SATs). Prediction above takes into account a further whole class initiative. Y2 continue to be a low achieving cohort but we have decided (with approval from Governors) to add 5 more Chol lessons into the timetable over a week. 2 Reading, 2 Writing and 1 Maths. During these lessons the class will be split (Mixed Ability) half having Kodesh whilst the other half have Chol – this will enable a smaller, targeted teaching. In order to accommodate this in the timetable Y2 pupils will have 1.5 hours less Kodesh lessons over the next 7 weeks. After Governor approval, a letter will be sent to parents tomorrow and split lessons begin this Wednesday.