



**MINUTES OF THE FULL GOVERNING BODY MEETING
OF SIMON MARKS JEWISH PRIMARY SCHOOL
HELD ON 13 FEBRUARY 2020**

Present:

Howard Pallis	Chair of Governors
Lauren Buck	Foundation Governor
Austen Garth	Foundation Governor
Zachary Jacobs	Staff Governor
Gulcan Asdoyuran	Headteacher
Liat Rosenthal	Parent Governor

In Attendance:

Robin DasGupta	Deputy Headteacher
Mike Clayden	Consultant

Clerk:

Jane Smith	Hackney Learning Trust
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1. ELECTION OF CHAIR AND VICE-CHAIR 2019/2020

Mr Howard Pallis was nominated and seconded as the Chair of the Full Governing Body.

RESOLVED to elect Mr Pallis as the Chair of the Full Governing Body.

Mr Maurice Glasman was nominated and seconded as the Vice-Chair of the Full Governing Body.

RESOLVED to elect Mr Glasman as the Vice-Chair of the Full Governing Body.

2. APOLOGIES AND CONSENT FOR ABSENCE

Apologies for absence were received with consent from Rachel Burns, Maurice Glasman, Roni Tabick and Jonathan Freedland.

3. DECLARATIONS OF INTEREST and DBS CHECKS

The Governors present at the meeting confirmed that they had completed Declaration of Interest forms and that there were no declarations of interest in relation to items on this agenda.

The Headteacher confirmed that the School Admin Officer would notify Governors when their DBS check is due for renewal.

It was noted that Ms Rosenthal requires a DBS check and the Headteacher said she would arrange this.

ACTION: Ms Rosenthal to attend the school office to arrange her DBS check.

4. MINUTES OF LAST MEETING 29th October 2019

Governors considered the minutes of the previous meeting within the meeting pack.

RESOLVED that the minutes of the previous meeting of the Full Governing Body held on 29th October 2019 be agreed as an accurate record.

5. MATTERS ARISING FROM PREVIOUS MINUTES

There were no matters arising from the Minutes dated 29th October 2019 which did not appear elsewhere on the agenda.

6. AGREEMENT ON NAMES OF LINKED GOVERNORS

Governors confirmed the following Link Governors:

Literacy	Rachel Burns
Numeracy	Lauren Buck
Arts	Liat Rosenthal
Safeguarding	Howard Pallis
Jewish Studies	Roni Tabick
Finance	Liat Rosenthal is considering this
SEND	To be confirmed
Wider Curriculum	To be confirmed

7. HEADTEACHER REPORT TO GOVERNORS

Governors were referred to the Headteacher's report within the meeting pack and the following points were highlighted:

Outcomes.

- The majority of pupils have made significant progress and attainment overall is good.
- In Years 4 and 5, 50% of pupils were able to complete the tests to demonstrate their ability but their books and teacher assessments show that pupils' levels are closer to where they need to be.

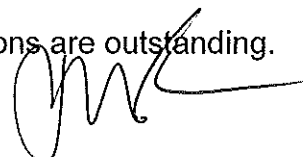
Governor question: Can you say more about your concerns regarding the Years 4 and 5 children? Are interventions in place?

Headteacher's response: There are a few disadvantaged children in that year group who are performing less well. The pupils are not trained to pass tests but they will be practising throughout the year, so they are not disadvantaged. There are many targeted interventions to support the pupils so that they catch up by the end of the year.

- The school's recorded data shows that performance is better than National and Local statistics in every area. The vertically grouped classes are confirming that the quality of teaching across the school is very strong.
- This year there will be a times table test for Year 4 children for the first time. This means that only Year 3 and 5 pupils are not tested.

Teaching and Learning.

- 80% of teaching is good and a large number of lessons are outstanding.



- The long-term supply teacher has settled well.
- The new PE curriculum has been introduced and staff have received additional training from the Deputy Headteacher and the PE lead. One class teacher is a trained yoga instructor and has provided sessions for staff to support their mental health and well-being.

Governor question: Do the children do yoga?

Headteacher response: The children do Mindful Movements and breathing.

- The ICT curriculum is limited because of the lack of resources (discussed later in the Headteacher's Report).
- Work on the new science curriculum has been started.
- There are 115 children on roll an increase on last term but the school is still not full.

Governor question: why are the numbers on roll not increasing?

Headteacher's response: Pupils leave because of the lack of affordable housing in the area so their families have to relocate from the area. The Chair said that it is anticipated that Reception will be filled this year and the school slowly filled up from the bottom over time.

- Attendance is 95% which is 1% below where it should be to be in line with Ofsted expectations. Some families still take extended unauthorised holidays.
- Pupil Premium Grant (PPG) is 29% increasing to 30% shortly with two pupils joining the school.
- SEND is at 35%, with three EHCPs and a further two applications in progress.
- There are 13 community languages in the school.

Behaviour, Pupil Well-being and Safety.

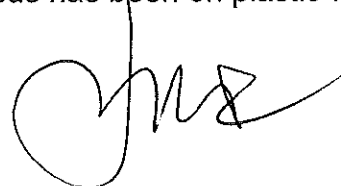
- There has been one fixed term (5 day) exclusion when a child injured a member of staff. It was not intentional but resulted from the child being unable to control their anger.

Governor question: What help is the child receiving with anger management?

Headteacher's response: The pupil is a Looked After Child (LAC) and is receiving a package of support. The school is reluctant to exclude a child in these circumstances because in difficult home circumstances, the child often feels safest at school.

- Upper and middle school children have had basic first aid training this week which has increased the pupils' confidence.
- School Council have been looking at school lunches, keeping a log of pupils' comments and meeting the school cook. Parents were invited in to try a school lunch. School Council will be reporting back on their findings.
- All pupils visited a local Mosque as part of their ongoing work 'Looking at Other Faiths through Judaism'. They were accompanied by some parents and the visit was a great success. The school is now preparing to look at Buddhism and Sikhism.
- The Orna Porat Theatre, a well-established theatre group, performed the Town Mouse and the Country Mouse as part of the celebration of Spoken Ivrit.
- The school has had media interest as a result of its work with JNF, including from the Jewish News, the Guardian and Observer and an enquiry from the Evening Standard. The multi-culturalism of the school, for example, working with the Islamic school across the road, is being recognised.
- As part of the school's sustainability work, the focus has been on plastic waste.

Leadership and Management



- The Jewish Studies team are creating a new JS curriculum and assessment procedure for the school. The school aims to be leaders in this area and have supported Pikuach with its new framework. The school is preparing for its next Pikuach visit which is likely to be in the next academic year.
- The school is no longer able to fund a PR person.
- The school took part in the Holocaust Memorial Day at Hackney Town Hall.
- The school has been looking at different ICT providers and obtaining quotes. Replacement of the server is critical so this is going ahead, all the desktop computers need to be upgraded to Windows 10 and the Finance, Staffing and Premises Committee received a presentation of whiteboards from Mr Jacobs at its meeting on 12th February 2020. The existing equipment is being fixed as far as possible but it needs replacing and this will incur a substantial cost.
- **Safeguarding:** The School Admin Officer is now trained as a safeguarding lead. There are two LAC; one child protection plan; three child in need. There have been eight causes for concern this term, two referrals to Hackney and one to Islington local authorities.
Governor question: Are these high numbers?
Headteacher response: They are high for a school the size of Simon Marks.
- The school has set up a food bank and is giving out regular food parcels and buying shoes and clothing for some children who need them. Parents have donated generously to the food parcels.

The Chair thanked the Headteacher for her report and for her continued success in moving the school towards outstanding.

RESOLVED that the Headteacher's report be noted.

8. ACTIONS & IMPACT AGAINST AREAS FOR IMPROVEMENT

There was no report under this item.

9. STAFFING & TEACHERS' CPD IMPACT

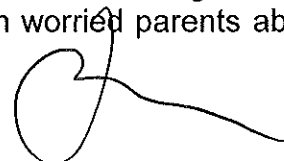
The Headteacher reported that the staffing in the school is stable and that the long-term supply teacher has settled well. There is ongoing weekly CPD for staff.

10. CHAIR OF GOVERNORS VERBAL REPORT

The Chair reported that the school is reliant on the Simon Marks Jewish Primary Trust to raise funds to support Jewish Studies, a secular teacher, 10% of capital costs and some music provision. There have been limited voluntary contributions from parents for some time, although, historically, there had been a lot of contributions. A coffee morning was held, focussing on the EYFS stage, but only seven parents attended. A letter explaining the position has been sent to all parents. As a result, there has been an increase in donations. It is also planned to produce a leaflet/brochure to highlight the issues and explain what the funds are needed for, for example the ICT equipment, oven, astroturf and drainage. The school website will allow the leaflet to be translated into different languages and an interpretation service is available.

The Headteacher pointed out that with little money raised and few parents participating, it is difficult to impress and encourage other donors. She also said that there are only 76 families at the school. She said the school had taken advice from Mark Zander on how to encourage involvement and that she would invite the parents' association to present to the Governing Body.

Ms Rosenthal said that a lot of people had been unable to attend a morning meeting and she expressed concerns about the tone of the letter which worried parents about



the sustainability and safety of the school. She said it was necessary to unpick the reasons why parents were not contributing. She queried whether all parents had received the letter. She said that a Sunday meeting with opportunities for the children to play might be more popular.

Ms Buck replied that the letter had been deliberately hard hitting to get attention and it had been sent to all parents, and aimed at those who could afford to make a voluntary contribution. With a low school roll, the school relies on the Trust and parents need to understand why the money is so essential to the school, if it is to continue to provide a Jewish education. All Jewish schools ask for voluntary contributions to provide Jewish education over and above the standard curriculum.

RESOLVED that the verbal report of the Chair of the Governing Body be noted.

ACTION:

- Ms Rosenthal would research the strategies used by other schools, such as Betty Layward, to bring in money
- Mr Jacobs would draft and circulate to Governors a leaflet for their comment
- Ms Buck and Mr Garth would research other grant giving bodies
- All Governors to bring forward other ideas, for example, seeing if grandparents would like to contribute.

11. GOVERNOR TRAINING, DEVELOPMENT AND SELF EVALUATION

The Chair encouraged Governors to go on training courses.

Ms Rosenthal said that there were many good PaJeS training courses and that she would be attending some of these.

Mr Clayden clarified that the school had to pay HLT for individual Governor training attendance as the school had not bought into the HLT training package because, in the past, not enough Governors had attended to make it cost effective.

Mr Clayden suggested that visiting other schools and other Governing Bodies is a good way to learn.

Ms Rosenthal asked whether training is undertaken in order to satisfy Ofsted. The Headteacher and Chair said that it helps Governors understand their roles and responsibilities and understand data so that they can challenge effectively and carry out the role of 'critical friend'.

Governors noted that the Headteacher is an Ofsted inspector and Mr DasGupta is training to be an Ofsted inspector.

RESOLVED that the above be noted.

ACTION:

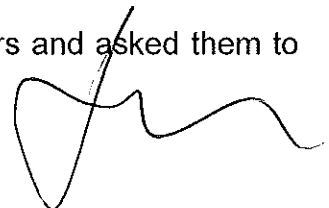
- The Headteacher would provide Ofsted and Pikuach training at the Summer term meeting,
- Ms Buck would set up a spreadsheet for Governors to complete with details of the training they had attended.
- Ms Buck would circulate the skills audit form for Governors to complete so that the Governing Body's skills are updated.

12. CONSIDERATION OF KEY POLICIES

- Mental Health policy

The Headteacher said she had circulated this to Governors and asked them to send their comments to her.

13. NATIONAL AGENDAS AND RISK MANAGEMENT



There was no report under this item.

14. AGREEMENT OF NEXT YEAR'S DATES

RESOLVED to defer consideration of next year's dates until the next meeting.

15. FEEDBACK FROM LINK GOVERNOR VISITS & SATS VISITS – SEND/Literacy/Jewish Studies and Wider Curriculum

There were no reports under this item.

16. FEEDBACK FROM COMMITTEE/SUB-COMMITTEES

16.1 Curriculum /Teaching and Learning Committee

There had been no meetings to report on.

16.2 Finance, Staffing and Premises Committee 12th February 2020

Governors were referred to the Minutes of the Finance, Staffing and Premises Committee held on 12th February 2020 which were within the meeting pack.

Mr Clayden reported as follows:

- Staffing: For September the school would need to recruit three teachers (one to cover an additional class). In order to minimise costs, the Headteacher proposed to recruit two teachers and for the Senior Leadership Team to cover the third post. The Headteacher confirmed that the class would have a named teacher.
- The Q3 monitoring report would be ready later in the term. It had been delayed because of the need to identify and reorganise data flows and systems to meet the efficiency targets aspired to under the admin reorganisation.
- Finances are stable and expenditure is generally in line with the revised budget. There have been some overspends or under achievement of income in areas like energy (boiler problems), building works (repairs) and music fees. However, these are likely to be offset by additional SEND income.
Governor's question: what is the outcome with regard to heating?
Headteacher's response: The heating is on every day but there is an issue with the pumps. The timer problems have been fixed but the heating is not coming on at the correct times so it is being manually operated. There was a delay in servicing the boiler but the necessary certificate has been provided so that the work can proceed.
- The charging policy is being revised.
- It had not been practical to bid for capital funding for 2020/21 because the school had been advised that competition would be great and that a substantial evidence base would be needed to back up a strong case for urgent need. The Headteacher and Mr Clayden are investigating joining a voluntary aided schools group for capital purposes to increase chances of securing funding.

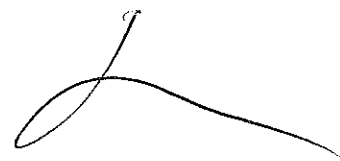
16.3 Press and Publicity Committee

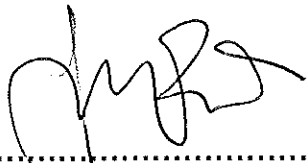
There had been no meetings to report on.

17. ANY OTHER BUSINESS

There was no other business.

Close of meeting: 7.25pm





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Howard Pallis, Chair of Governors