

Actions Log

Meeting Date	Item	Action	Responsible	Deadline	Status
09/02/2021	4.3	Circulate Register of Business Interest forms to Governors for completion and return to the School Admin Officer.	MC	22/06/21	Completed
09/02/2021	9.3	Governors are invited to attend online prayers along with the children and their families.	All Governors	ASAP	Completed
09/02/2021	15.3	Share the laptop fundraising link with Governors.	LR	ASAP	Completed
09/02/2021	15.4	Consider who can support with recording a laptop fundraising video and/or alternative fundraising suggestions.	LR & RB	ASAP	Pending
22/06/2021	10.3.3	GA will add appendices for anti-Semitic and racist bullying in the head teacher's report.	GA		Pending
22/06/2021	11.1.9	MC to circulate budget reporting information, including original budget, dashboard and revised budget, to Governors.	MC		Pending
22/06/2021	11.4.2	The request from parents about girls wearing trousers will be put on the agenda for the next Full Governing Body.	GA	Before the next Full Governing Body meeting	Pending
22/06/2021	11.5	LR to approach Skeete House about a visit from the school.	LR		Pending

Part 1: Non-confidential business

1.0	Welcome and introductions
1.1	The Chair welcomed Governors to the meeting.
2.0	Acknowledgment and Agreement of Virtual Meeting in line with GDPR regulations and school policy.
2.1	Governors acknowledged and agreed that the meeting would exceptionally proceed virtually due to the Coronavirus pandemic.
3.0	Receive and consider apologies from Governors not in attendance
3.1	Apologies were received, with consent, from Lauren Buck.
4.0	Declarations of interest and Register of Business Interests
4.1	There were no declarations of interest relating to agenda items.
5.0	Marc Sandor's short update to Governors (parent body)
5.1	There was an event held on 9 June 2021, which involved getting parents to share their and their children's experiences of the school. It has been a long time since this has

	<p>been possible and it was a positive opportunity to increase engagement and encourage diversity. A strong parent group is needed to support the school with future initiatives. The main current issues are fundraising and getting more children to enrol at the school. The school was founded in 1973 at this site, so the fifty year anniversary is coming up. There must be a lot of former pupils who can be involved to raise the profile and raise some money, enabling the school to celebrate the fifty years. If the school can engage 1000 past pupils to give something back then it would be really helpful even if it is online, they can discuss their experiences at the school. This gives us a year to start pushing the message out there and engage the press to try to get the alumni to get in touch with us. The immediate priority is to get more children into the school. Fundraising can work once the network of alumni is stronger and multiple small donations can add up to a lot and we can work towards this from a fundraising perspective looking forward to 2023. MS will be the lead on this.</p>
5.2	Feedback from the parents' event was really positive.
5.3	There is a defunct press and publicity committee which could be included in this project.
5.4	MS left the meeting at 4.20pm.
5.0	Minutes of the previous meeting
5.1	The minutes of the meeting on 9 February 2021 were agreed as an accurate record and the actions were completed as per the log.
5.2	The School has now said that it can manage with £80k from the Trust.
6.0	(Full) Governing Body Business
6.1	Governing Board composition: new appointments / terms of office
6.1.1	New appointments will be submitted to the United Synagogue. Currently the School has submitted one new nominee, and is waiting for a form for the next one, then there will be one more. One is a lecturer with special needs knowledge and the other person is a lecturer, and both are parents in the school.
7.0	Head Teacher's Report
7.1	The latest data outcomes were expected to be lower but it shows how the children are quickly able to bounce back.
7.1	Year groups of concern are Year 2 who missed a lot of Key Stage 1 education when there was the first Lockdown and then in Year 2 the second Lockdown.
7.2	A 60% pass in reading, 35% writing and 51% in maths is not that bad compared with the amount of disruption to their education.
7.3	Teaching numeracy at home is easier for parents than literacy.
7.4	Teaching remains 100% good or better as the children are experiencing a very high standard of teaching as children have to give reasons for their answers to show deeper understanding.
7.5	The School remains Covid free with no infections in school.
7.6	There have been parents that have passed due to Covid.
7.7	Families have been torn apart by members going abroad and not being able to come back, or moving abroad.
7.8	A lot of parents had roles in hospitality and lost their jobs and the knock on effects in terms of the bigger picture remains and there is still a lot of work to do.
7.9	The school has been working with the parents to re-establish Friends of Simon Marks Group with chairs and treasury roles being filled and a letter has been sent out to the community with fundraising ideas and asking for support with this. They are looking for a secretary at present.

7.10	£300 has already been raised for banners which are now up and a store in school has just opened.
7.11	There is a notice board in school for parents to communicate with Friends of Simon Marks Group.
7.12	Aesthetically the Group would like support with the school in terms of how it presents compared with other schools with the playground and outside areas and general school environment, because it should be a great space for both current and prospective students.
7.13	The School hopes to get over 120 children into the school which is critical to financial success, and this is a few more than the current number of 114.
7.14	Attendance is 96% which is in line with other schools.
7.15	A fire drill was carried out and new elements were replaced after it broke down as a result.
7.16	Free school meals remain at 30% which is significant for a school this size.
7.17	There are five EHCPs and four pending.
7.18	The school has expressed an interest to the Local Authority about improving Special Educational Needs and Disabilities (SEND) provision and was told that they need a school to take on 24 children.
7.19	The children receive £5k per child and £4-12k depending on their needs and this has been opened to all children in the community.
7.20	A roof playground is being considered if there is funding for it.
7.21	In terms of pupil wellbeing and safety, there are some fragile pupils still due to being displaced or bereavement.
7.22	There is a talk table set up in the playground and other opportunities are given for the children to talk about Covid or other current issues.
7.23	There are small breaks in learning offered to do physical activities.
7.24	Teaching is in smaller sessions and building up to longer sessions.
7.25	Regarding staff wellbeing, there are a couple for whom the pandemic has been really traumatic.
7.26	Sickness absence meetings are being held and there are timetable variations for overwhelmed staff.
7.27	Support has been sought from professional organisations in terms of mental health, particularly in relation to a member of staff who tried to commit suicide.
7.28	In terms of leadership and management, there has been more than usual communication with the United Synagogue.
7.29	A visit from the Chief Rabbi is planned for 8 July 2021 via zoom and the children will be prepared for him to speak to them.
7.30	A United Synagogue representative will be coming to visit the school. The school's PR lead is leaving in the next few weeks.
7.31	The school could benefit from some public relations time between September and December to get children to opt for Simon Marks via visits to Nurseries.
7.32	There have been a few phone calls from parents who did not know that places are open to non Jewish pupils.
7.33	The school has used a banner with the Guardian quote that Simon Marks is the Jewish school that unites all faiths.
7.34	Regarding staff changes, a staff member is leaving this year, so the current Early Years teacher will move to Year 2 and a new recruit who is a Jewish parent who taught at Eden Primary before going on maternity will be joining Simon Marks.
7.35	As the building is in a poor state a school keeper will be recruited for nine hours a week to keep an eye on general maintenance and do health and safety checks.

7.36	The school is due an Ofsted inspection which may happen at any time, and there are a few areas that need to be addressed in order to make the Outstanding grade but the children's learning is excellent which is evident in their books and they are able to respond to any questions asked of them.
7.37	There is a low number of disadvantaged children in school currently.
7.38	In Key Stage 1 there are universal free school meals and more applications may be made next academic year.
7.39	In the absence of a large number of children coming in, the school has a specialism in SEND.
7.40	QUESTION: Are the 24 children across all age ranges? ANSWER: Yes and their siblings may follow too.
7.41	QUESTION: Can GA do some in house training on Ofsted? ANSWER: GA has refresher training at the beginning of September.
7.42	Lots of schools were due to be inspected in the first round and Simon Marks was not on the list, however those due for inspection may be visited soon.
7.43	QUESTION: Does the school have the resources to deal with mental health? ANSWER: Yes, GA and another staff member are mental health first aiders so they are able to identify organisations to make referrals to as immediate contacts.
8.0	Chair of Governors report
8.1	Governors are making payment towards the report which is £2.5k for the current work being done.
8.2	QUESTION: Regarding the prospectus, how will it be used as printed material? ANSWER: there are frequent requests for this. It has been slimmed down.
8.3	The photographer will be in on Thursday to take new photos, the prospectus can be left in particular places such as Nursery reception rooms, and possibly cinemas and coffee shops would be suitable places.
8.4	Social media could be a good place to share a digital copy.
8.5	The school was invited to join a Federation of Schools in Ilford but it is too far away and there are very low numbers of Jewish children in that Federation.
8.6	HP has had a number of meetings with the Trustees and has met with Hackney Education in terms of a five year deficit plan but Hackney would like a three year plan as per the Government's requirement, so this will be put forward.
8.7	Following Brexit and the pandemic many people have left the United Kingdom which has impacted the number of Jewish children on roll.
9.0	Risk Assessments and Safety Procedures
9.1	<u>Covid updates and forward planning</u>
9.1.1	Recent health and safety training has resulted in staff identifying areas for work which it is planned will be managed by the part time school keeper from September.
9.1.2	Risk assessments have been updated regularly in terms of Covid but it is anticipated that there will be no further changes until there is more easing of Government guidance.
9.1.3	Sports Day will be held in three parts where numbers of parents attending are limited.
9.1.4	As their usual trips have been cancelled, Year 6 will be going on a school visit next week via coach and there will also be a lock in at school for them too, to give them some time to spend with their friends.
9.2	<u>School building/works/checks and need for a school keeper (part time)</u>
9.3	Refer to 7.35.
9.4	QUESTION: Has recruitment started for the school keeper? ANSWER: The advert will be released in the next few weeks.
10.0	Wellbeing, Mental Health, Resilience and Stakeholder Engagement

10.1	<u>Governor training</u>
10.1.1	Governors need to do some Governor training and information has been shared about this but uptake needs to increase.
10.2	<u>Safeguarding Policy for ratification</u>
10.2.1	The only addition to the Safeguarding Policy is a paragraph about exclusion in the policy following information being shared following a serious case review regarding a child stabbed to death in May 2019 and the main finding was for schools to engage in additional consideration when permanently excluding a child.
10.3	<u>Behaviour Policy for ratification</u>
10.3.1	The only change to the Behaviour Policy is a date in terms of a reference to other schools.
10.3.2	QUESTION: There were four incidents of racism, although unintentional, in the head teacher's report, so why are there appendices for cyber and homophobic bullying but not for anti-Semitic or racist bullying? ANSWER: There will be such appendices put into the head teacher's report.
10.3.3	ACTION: GA will add appendices for anti-Semitic and racist bullying in the head teacher's report.
10.3.4	QUESTION: To what extent is anti-Semitism being included in terms of the children's education? ANSWER: The school's ethos is built on moral values, respect and tolerance, with appropriate behaviours towards all so this is very inclusive and ingrained in the every day curriculum. The school could produce a policy statement to go alongside this and it could be promoted more effectively but it is definitely happening every day throughout the school.
10.3.5	QUESTION: Is the school using Hackney's new diverse curriculum? ANSWER: No, the school has its own progressive diverse curriculum.
11.0	School finance and resources
11.1	<u>Committee Report / minutes</u>
11.1.1	The school is updating Health and Safety areas and needs to ensure regular reporting back to governors about finance.
11.1.2	Regarding the budget, at the last Finance Committee Meeting a five year recovery budget plan was decided.
11.1.3	In the meantime the Government recommended that there should be a three year deficit recovery plan which Hackney agreed to and consequently the draft budget plan does not reduce the deficit quickly enough.
11.1.4	A revised version is being worked on which tightens up education support staff, in particular redeploying support staff without having to bring in additional staff, which means the school is running very tightly on every element of expenditure.
11.1.5	A detailed report that went to the Finance Committee Meeting provides more detail on this.
11.1.6	The closure of accounts went to the Finance Committee which was better than anticipated.
11.1.7	£165k was anticipated in deficit but it came in at £134k which was positive, and there is therefore a lower amount to recover.
11.1.8	Governors agreed that the Finance Committee could agree the fine details of the budget and closing figure as reported.
11.1.9	ACTION: MC to circulate budget reporting information, including original budget, dashboard and revised budget, to Governors.
11.2	<u>Link Governor / visit report</u>
11.2.1	A virtual SEND meeting was held and questions and responses were noted.

11.2.2	HP suggested that LR attend Link Governor SEND training.
11.3	<u>Charging policy for ratification</u>
11.3.1	Changes are the increase from £2.60 to £2.75 for school meals.
11.3.2	The school pays £2.85 per meal but a 25p increase to parents is too much in one go.
11.3.3	Breakfast club will be £2.20 rather than £2.
11.3.4	These are the only increases in prices going forward.
11.3.5	QUESTION: Is the budget based on a number of children? ANSWER: Yes, at £5k per child per year. For example, if there were ten more children the school would receive £50k.
11.3.6	The numbers for the budget are based on 120 pupils joining in September.
11.3.7	One of the risks in the current budget relates to school meals.
11.3.8	Figures suggest that there is inflation in food prices which could put the budget at risk.
11.3.9	The real underlying problem is that the Government only pays £2.30 per child per meal and the school has to make up the shortfall for each child.
11.3.10	A borough wide campaign could address this.
11.4	<u>Uniform</u>
11.4.1	A few parents asked if girls could wear trousers.
11.4.2	<i>ACTION: The request from parents about girls wearing trousers to be put on the agenda for the next Full Governing Body.</i>
11.5	QUESTION: Could Skeete House, where there is a farm and away days are held, be considered for a day trip for staff and children? ANSWER: LR knows the owner and could broker a visit. It is a 15 minute train journey from London Bridge.
11.5	<i>ACTION: LR to approach Skeete House about a visit from the school.</i>
11.6	QUESTION: With the brain gym and the critical and open conversations, to what extent has the Israel and Palestine conflict impacted on the children and families? ANSWER: Families raised the issue of the school having heightened security. The decision was made after a risk assessment to move the children away from the outer walls of the school. Apart from a couple of families raising concerns and being sensitive, the rest of the school carried on and focussed as normal. Discussions were held with children about how to get on with people and accepting differences even when there are different opinions.
12.0	AOB
12.1	There was no other business to report.
13.0	Part 2: Confidential Business
13.1	There was no confidential business to report.

The meeting ended at 17.05

Signed:

Date:

Howard Pallis, Chair of Governors

