



Minutes of the Full Governing Body of Simon Marks Jewish Primary School

Held at 5pm on Tuesday 8th February 2022

Members:	Name	Category of governor / role	Term of Office	Present
	Howard Pallis (HP)	Chair/Local Authority Governor	30/11/2024	Yes
	Gulcan Asdoyuran (GA)	Headteacher	Ex officio	Yes
	Austen Garth (AG)	Foundation Governor	16/10/2023	Yes
	Lauren Buck (LB)	Foundation Governor	16/10/2023	Yes
	Zachary Jacobs (ZJ)	Staff Governor	31/01/2022	Yes
	Liat Rosenthal (LR)	Vice-Chair/Parent Governor	30/11/2023	Yes
	Roni Tabick (RT)	Parent Governor	30/09/2022	Yes
	Jonathan Freedland (JF)	Foundation Governor	31/10/2023	Yes
	Maurice Glasman (MG)	Foundation Governor	31/10/2023	No
	Raul Gamsu (Rael)	Foundation Governor	13/10/2025	Yes
	Dina Fainberg	Foundation Governor	02/11/2025	Yes
	Eve Pearl	Foundation Governor	02/11/2025	Yes

Additional attendees	Mike Clayden, Robin Dasgupta, Rachel Burns (Associate member) Jane Smith Clerk, Hackney Education
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This meeting was held virtually due to exceptional circumstances (Coronavirus pandemic)

Actions Log

Meeting Date	Item	Action	Responsible	Deadline	Status
08/02/2022	6.1	Ms to set up a training spreadsheet for governors to record training they have received/attended.	LB/All governors	1st March 2022	
08/02/2022	6.2	Chair to attend further safeguarding training	HP	Summer term FGB	

Part 1: Non-confidential business

1.0	Welcome and introductions
	Howard Pallis welcomed Governors to the meeting. Dina Fainberg and Eve Pearl, newly appointed Foundation Governors, introduced themselves.
1.1	Acknowledgment and Agreement of Virtual Meeting in line with GDPR regulations and school policy.
	Governors acknowledged and agreed that the meeting would exceptionally proceed virtually due to the Coronavirus pandemic.
1.2	Receive and consider apologies from Governors not in attendance
	No apologies were received.
1.3	Declarations of interest and Register of Business Interests
	There were no declarations of interest relating to agenda items.
2.0	Minutes of the previous meeting
2.1	The minutes of the meeting on 5th October 2021 were agreed as an accurate record and the actions were completed as per the log.
2.2	Matters arising
	No matters arising were reported.
3.0	Headteacher's Report
3.1	The Headteacher's report had previously been circulated to governors.
3.2	<p>Outcomes:</p> <p>Assessment: The data presented is the latest, based on on site tests at the end of the Autumn term. the assessments for the current years 5 and 6 are a concern as they will impact the school's overall outcomes in terms of SATs. Targeted support is in place to narrow the gaps by May 2022. There have been a number of late joiners to the school in this cohort and EHCP plan pupils who have significant learning needs. This is a worst case scenario. Year 2 pupils are showing much quicker recovery from lockdown and their learning will be broadly in line by the end of the year. The year 2 phonics screening at the end of the Autumn term looks strong with an 87% pass rate which is above the National and Hackney data. The final published data is awaited. There are 113 pupils on roll with a further two applications for years 1 and 4.</p> <p>Attendance: 91% which is lower than usual due to Covid-19 absences. Hackney attendance overall is 90%.</p> <p>SEND is at.40%. There are seven EHCPs with two further applications in progress.</p>

	<p>Pupil Premium Grant (PPG) is at 35%, which is an increase on last term. This is because the pupils who have joined recently qualify for Free School Meals. Although this attracts extra funding for the school, the pupils have additional needs in many cases.</p>
3.3	<p><u>Teaching and Learning:</u> All teaching across the school is good or better with a large number of lessons being outstanding, demonstrating good quality provision. Covid-19 update: It has been challenging keeping the school open because of staff absences due to illness and isolation. Staff returning to school are being risk assessed because some still have symptoms and may not be able to return to their full duties. Leadership roles have suffered in order to cover classes and it has been a draining experience. The school has resisted using supply staff as stability and consistency are important for the children.</p>
3.4	<p><u>Behaviour, pupil well-being and safety:</u> <u>Safeguarding update:</u> Some staff have recently undertaken additional training on contextual safeguarding and Faith-based violence and threat training. There have been two safeguarding referrals this term ;one did not meet social care's very high threshold. The other was a case of potential on-line grooming which has been reported to the police. There are two pupils in foster care and no child protection plans at present. Pupils are generally in a better place emotionally and gradually beginning to recover. There is a lot of enthusiasm about learning. Each class has been out on a trip around London on public transport as part of the upcoming TFL quiz. First hand experience has been highly motivating for the children. Stringent risk assessments have taken place before the trips.</p>
3.5	<p><u>Leadership and Management:</u> The senior leadership team are taking advantage of the National Professional Qualifications (NPQs) which are being provided free of charge by the DFE this year. There is a teacher vacancy in year 2 which is being covered within the school with a view to recruitment for September 2022. The school has recently heard that its bid for an Additional Resource Provision (ARP) is through to the next round and is being considered at Hackney cabinet level. The focus of the provision will be autism as there is a need in the community.</p>
3.6	<p><u>Premises:</u> The school has submitted a bid to implement sustainable drainage as the playground often floods and staff spend a lot of time clearing up. The DFE have recognised a flood risk and are seeking further information. If the money is made available, it is a grant and does not need to be repaid. The readings from the CO2 monitors were quite high and the school has secured nine air purifiers, one for each classroom to deal with this.</p>
3.7	<p><u>GOVERNOR QUESTIONS:</u> Governors recognise the toll Covid-19 is taking on staff. What can governors do to support staff and raise morale? In relation to the ARP bid, what expertise is there amongst staff, what space does the school have for this provision and is there an autism specialist adviser? Can governors have more information about the Faith-based violence and threat training? How did the school become aware of the potential on-line grooming issue?</p>
3.8	<p><u>ANSWERS:</u> The Headteacher said that it is important for governors to understand and show appreciation of the challenging circumstances in school as a result of Covid-19, and it helps to be able to share and discuss the situation with governors. The Headteacher said she, Mr Jacobs and Mr DasGupta are all specialists in autism and experienced in working with children with autism. There are nine children in the school currently with symptoms ranging from mild to severe but they are so well integrated that it is impossible to identify them. The aim is to return the children to mainstream learning which can usually be done in about 18 months. There is an area away from the main school which is available with break out spaces and toilets and this can be used with only minor modifications. There is also potential for a roof garden to provide more space. There are a high number of Jewish children with autism for whom there is no provision. Simon Marks would take children from the Jewish and non-Jewish communities, although it would not be able to cater for all the demand. The Headteacher said she would make the link from the National Safeguarding Board on faith-based and threat violence available to governors.</p>

	The school was alerted to the potential on-line grooming through disclosure by another pupil, and reported the matter to the police because this is a matter on which it will always act. The school did not feel adequately supported by Hackney social care in this instance.
3.9	Governors had a discussion about Holocaust Memorial Day (HMD) following some age inappropriate material being circulated by a teacher (although the BBC claim it was age appropriate). The material was removed and the teacher apologised. The Chair and Ms Burns had been consulted. Lessons have been learnt and there will be a pre HMD training session for staff next Autumn term. Governors asked what is taught about the Holocaust and whether the National Curriculum limits this. The Headteacher said that teaching about genocide or mass killings is restricted by the National Curriculum until children are judged emotionally ready so as not to create fear. Year 6 pupils go to the Hackney HMD event and sing a song as part of their World War 2 project work. This is a delicate matter and Ms Fainberg and Ms Pearl offered to support the school, particularly by looking at the curriculum in this regard. Our year 5's are preparing for ETGAR- there is a lot of learning and a lot of enthusiasm.
4.0	Full Governing Body Business
4.1	Governing Board membership There are no vacancies on the Governing Body.
4.2	Link governors: Safeguarding: Mr Pallis SEND: Ms Rosenthal Jewish Studies: Mr Tabick PSHE: Ms Fainberg Humanities: Ms Fainberg Science: Vacancy Training: Ms Buck The Chair said he would write to governors regarding the Link Governor roles.
5.0	Chair of Governors report
5.1	The Chair said he had been keeping in touch with the Headteacher every week.
5.2	There should be 119 pupils on roll after April. Early Years staff will visit local nurseries once the staffing situation in the school improves.
5.3	The Chair said he would hold a meeting with governors about voluntary contributions when Covid-19 case numbers reduce.
6.0	Governor training, development and self-evaluation
6.1	Ms Buck volunteered to be the training Link Governor and said she would set up a shared spreadsheet for governors to complete when they had attended training. ACTION: Ms Buck to set a training spreadsheet for governors to record training they have received/attended..
6.2	The Chair said he would be attending Safeguarding training which is free to Hackney schools. ACTION: Chair to attend further safeguarding training
6.3	Governors confirmed that they received information from PaJeS about training.
7.0	Summary feedback from Link Governors
7.1	There were no further reports from Link governors. The Chair noted that a meeting with the Rabbi, Mr Tabick and Mr Jacobs in relation to Jewish Studies is to be arranged.
8.0	Summary feedback from Committees

8.1	Curriculum/Teaching and Learning Committee 8th December 2021 Ms Burns said that she would circulate the minutes of this meeting to governors once she had cleared it with the Headteacher. The items discussed at the meeting had largely been covered in the Headteacher's report.
8.2	Resources Committee 20th October 2021 and 7th February 2022 Mr Clayden reported that the minutes of the Resources Committee on 20th October 2021 had been approved at the Resources Committee on 7th February 2022 and would be circulated to governors. The minutes from the Resources Committee on 7th February are in preparation.
8.2.1	The key issue is the school's deficit. The Deficit Recovery Plan had been approved by Hackney Education last summer and there had been a meeting with the Finance team last October with another planned for the end of February. The deficit is now below £100,000, down from the original £134,000 and falling more rapidly than anticipated which is good news. The school roll is still resistant to increase and numbers are not as high as hoped. School rolls are falling across Hackney and this is having a negative impact on schools' resources.
8.2.2	On capital, a substantial fund had been set up for IT renewal which has carried over into this year. Last year the school had new servers and this year new computers and six whiteboards have been purchased, using £27,000 of the £30,000 set aside. Further capital expenditure has been halted until the outcome of the ARP proposal is clear.
8.2.3	GOVERNOR QUESTIONS: Are other schools in Hackney in a similar deficit situation? What are the practical implications of having a deficit?
8.2.4	ANSWER: It is likely that other schools in Hackney are in a deficit situation. The Chair said that many local schools have falling rolls and that Hackney is sympathetic to the situation. This school's deficit is due to an historic situation and it will be financially stronger in future. The deficit recovery period is now three years which is challenging. In practice it means that the school is not currently able to spend its full budget each year and the school has had to be run on a very tight budget for a number of years. Once the deficit is cleared there will be more resources and more flexibility within the budget.
9.0	Wellbeing, Mental Health, Resilience and Stakeholder Engagement
9.1	This was covered in item 3 Headteacher's Report.
10.0	SEND, Inclusion and Diversity
10.1	This was covered in item 3 Headteacher's Report
11.0	Staffing Update
11.1	This was covered in item 3 Headteacher's Report.
12.0	Term dates for 2022/2023
12.1	The term dates for 2022/23 were approved .
13.0	AOB
13.1	Separated Parents policy The Headteacher had previously circulated the Separated Parents policy. The policy was approved .
14.0	Part 2: Confidential Business
14.1	There was no confidential business to report.

The meeting ended at 18.25

Signed:

Date:

Howard Pallis, Chair of Governors

