



**MINUTES OF MEETING OF THE DISCIPLINE COMMITTEE OF THE JFS
GOVERNING BODY (GB) HELD ON WEDNESDAY 27TH OCTOBER 2014**

Present:

Chairman: Mrs Joanne Coleman

Governors: Mr Richard del Monte
Mr Michael Glass
Mr Steven Woolf

In Attendance: Mr Stuart Waldman (Governor)
Mr Jonathan Miller (Headteacher)
Ms Talia Thoret (Deputy Headteacher)
Mr Nick Calogirou (Behaviour Team)
Mr Phil Newman (Behaviour Team)

Clerk: Dr Alan Fox

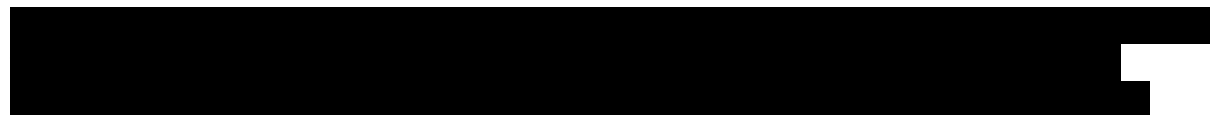
1. Apologies for Absence.

Apologies were received and accepted from Mrs Karen Benedyk and Rabbi Moshe Freedman.

2. Conflicts of Interest

No member declared a conflict of interest with any item on the Agenda.

3. Report of the Autumn Term Discipline Panel Meetings



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Redaction: Section 40(2)

4. OFSTED and Behaviour

The Committee noted that the recent no-notice OFSTED report judged Behaviour and Safety of Pupils as Requiring Improvement. There were a number of major criticisms, including the inconsistent use of sanctions, failure of Information Systems for monitoring poor behaviour, exclusions and detentions and the inability of Governors to challenge and make judgments because of inadequate data.

The Chairman said that this assessment was inconsistent with the view of parents who regularly cited behaviour at JFS as one of the main reasons for choosing the school. And it was strange that, given the adverse assessment, the Inspectors did not seek any information from or discussion with the Behaviour Team. Nevertheless, there was always room for improvement, particularly in this case with record-keeping.

The general view of the GB was that behaviour standards at JFS remained high and it was important that the criticisms contained in the recent IRP decisions and the Ofsted report should not be allowed to create a situation in which the staff felt compelled to avoid the use of exclusion at all costs, even if such sanction was wholly appropriate. The Committee would continue to encourage and support the Headteacher in the exercise of his judgment consistently, where such action is supported by the evidence.

5. Revised Behaviour Policy

The Chairman said that, in the light of recent events, it was important to be able to demonstrate that the GB had taken account of the various criticisms and had acted on them with a degree of urgency. It had been agreed therefore that the Behaviour & Discipline Policy should be reviewed and any revisions required put to the GB in time for its meeting on 9th December. This was a very tight timetable, given the need for widespread consultation, for example with parents, staff and the Local Authority. For each main section of the Policy, parents should be requested to say whether it was clear, reasonable and appropriate.

The Committee considered in general terms the separate revised draft policies circulated by Ms Thoret and in discussion the following points were made:

- The policy document should set out clearly the framework for behaviour as opposed to the inclusion of too much detail. Accordingly, when drafting, consideration should be given to the format adopted by Dixons Trinity Academy, which avoided detailed rules and concentrated more on positive behaviour for learning habits.
- The policy must be written in clear terms fully accessible to students, parents and staff.

- Further consideration should be given to the grading of sanctions against the seriousness of offences, bearing in mind that the perceptions of students might not always coincide with those of staff and parents.
- There was doubt whether it was necessary to have a freestanding Exclusion Policy that would inevitably largely replicate the Statutory Guidance already freely available.
- It might be desirable in the longer term for non-prescription drugs to be covered by a self-standing policy. This should be put on the agenda for a later meeting of the Committee.

ACTION HEADTEACHER AND CLERK

The Chairman referred to the proposed timetable (copy attached) for approval of the Revised Behaviour Policy. The Committee agreed that a final draft, to be submitted to the GB for approval in December, could be agreed by the Chairman and the Headteacher, after other members had been consulted by email.

ACTION CHAIRMAN AND HEADTEACHER

6. Discipline Consistency

Mr Calogirou said that the Behaviour Team already held much of the information that would enable a full statistical analysis of the way in which disciplinary sanctions were applied, both by subject and by individual members of staff. When the sanction included referral to Room 17, it was the Team's normal practice to apply its much broader experience to moderate action, thus improving consistency. By reporting back to supervisory staff on perceived discrepancies, it should be possible to improve consistency earlier in the disciplinary process.

The Behaviour Team was asked to produce a flowchart for consideration by the Committee at its next meeting.

ACTION MR CALOGIROU

7. Training

The meeting considered the Committee's training needs. The Chairman said that she felt that the Committee would benefit from refresher training in discipline process and b) evidence collection in school/a). Mr Woolf agreed to arrange for a member of his Chambers specialising in education law to conduct a training session for the Committee and the Behaviour Team.

ACTION MR WOOLF

8. Future Business

It was agreed that, in future, the Committee should hold at least one regular meeting each term, in addition to any ad hoc meetings required to deal with specific exclusions.

Future agendas should include more specific coverage of:

- Lower attainment pupils and the discipline system
- The whole exclusion process
- Attendance
- Difficult Cases
- The SIP.

ACTION CLERK

Chairman

Date