



MINUTES OF MEETING OF THE DISCIPLINE COMMITTEE OF THE JFS GOVERNING BODY (GB) HELD ON MONDAY 9TH FEBRUARY 2015

Present:

Chairman: Mrs Joanne Coleman

Governors: Mrs Karen Benedyk Mr Richard Del Monte
Mrs Geraldine Fainer Rabbi Moshe Freedman
Mr Michael Glass Mr Steven Woolf

In Attendance: Mr Jonathan Miller (Headteacher)
Ms Talia Thoret (Deputy Headteacher)
Mr Nick Calogirou
Ms Jo Green (Behaviour Team)
Ms Jenkinson Year Manager Year 9)
Mr Phil Newman (Behaviour Team)

Clerk: Dr Alan Fox

1. Apologies for Absence

Apologies were received and accepted from Mr Stuart Waldman.

2. Minutes of the Previous Meeting

The draft minutes of the meeting held on 27th October 2014 were approved.

3. Matters Arising

- 3.1 Item 3 – Chairman's Meeting with Behaviour Team - The Chairman said that she had not yet arranged a meeting but would do so soon.

ACTION CHAIRMAN

- 3.2 Item 5 – Self Standing Drugs Policy – Miss Thoret said that she did not consider that any value would be added by removing the issue of non-prescription drugs from the Behaviour Policy to a freestanding Drugs Policy. The Committee agreed to return to this issue at its September meeting.

ACTION CLERK AND MISS THORET

- 3.3 Item 6 – Discipline Flowchart – Mr Calogirou confirmed that the Behaviour Team had produced a flowchart as requested.

- 3.4 Item 6 – Behaviour Policy – Mr Calogirou said that the Behaviour Team had been thinking about the problems with the Room 17 sanction. The Room was not staffed on a full-time basis and, in contrast to the staff of the Learning Support Unit, those temporarily in charge did not always have the appropriate training to help with the work set in core subjects. A number of other schools had proportionately much larger LSU's thus making it economic for them to have dedicated staff able to assist those students whose difficulty with the classroom environment had lead to behavioural problems.

In discussion it was agreed that Year Managers could identify a number of students in each year who would probably benefit from but were not currently supported by the LSU. Further research should be undertaken into the experiences of other schools that had followed this route. The Headteacher was requested to consider further the desirability of a closer association between Room 17 and the LSU or the creation of a combined Behavioural Support Unit as the 2015/16 funding position clarified over the next few weeks.

ACTION HEADTEACHER

4. Update on the Post Ofsted Action Plans (Behaviour & Safety)

The Committee received oral reports on various aspects of the Action Plan, as follows:

4.1 - Low level Disruption - it was noticeable that there had been an increase in detentions imposed for low level classroom disruption. Senior staff needed to ensure that classroom teachers were doing everything they could to deal with this problem prior to the imposition of detentions. A close eye would be kept on the figures to determine whether more detentions resulted in decreased disruption. The data would also help to focus further action in areas where there was higher than average disruption.

About half of disciplinary incidents took place outside the classroom. It was being impressed on staff that they must deal with any disruption they came across in the corridors as well as in their classrooms, In addition, in future, students would be permitted to enter classrooms if they wished to sit quietly prior to lesson times and during the lunch break. This should help to reduce the disruption and low-level bullying in the corridors and would be monitored by student officers.

The possibility of allowing football on the Astroturf pitches during the lunch break was being investigated; it would need PE staff supervision.

4.2 – SIMS - Much reliance was being placed on the data to be derived from SIMS to establish better what was going on and appropriate staff training had started. Teachers could not be expected to input information and then to repeat it in Progress Reports and parents should be warned about this in the first email sent after the half-term holiday.

Behaviour had not previously been recorded in the management information system but it should now be possible to analyse breaches of the Behaviour Policy and the sanctions imposed. Summary data derived would be provided for the Committee at its next meeting when it would be possible to consider further the form of presentations would assist the Committee in its monitoring role.

4.3 - Attendance - recording of attendance had now improved and should help to focus attention on problem areas. The use of SIMS for this purpose had just gone live. Actual attendance figures had improved, assisted by the new longer registration window. More attention was also being given to checking unauthorised absences.

5. Behaviour & Safety Policy

The new Policy had been disseminated by teachers to all students and all classrooms now had a visual aid showing the Ladder of Consequences. Staff discussions had taken place with the aims of increasing familiarity with the Policy and of improving consistency. Formerly the Behaviour Team had the practice of applying its much broader experience to moderate action following Room 17 referral for minor offences. Now, it was now referring back to individual teachers Red Slips considered inappropriate. This information went also to Year Managers and Subject Leaders so that they could conduct face-to-face counseling meetings with members of staff who were having difficulties in controlling classes.

The Committee requested that staff feedback on the impact of the new Policy and on any additional training needed should be collected and a report made at the Summer Term meeting.

ACTION MISS THORET

6. Fixed Term Exclusions

The Committee reviewed summary tables of exclusions in the Autumn Term and the Spring Term to date. It was noted that the number of exclusions had dropped after the Summer Holidays and this was judged to be a knee jerk reaction to the OFSTED Report. However, the number was picking up again, which was regarded as resulting from the new policy document which clarified which offenses merited a detention and which an exclusion. There were still internal debates about the length of exclusions but experience and recalibration now in progress should gradually improve proportionality and consistency.

7. Tom Bennett's report

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Redaction: Section 36(2)

8. Rewards System

The Committee thanked Miss Thoret for her comprehensive report and because of the lateness of the hour requested that it should be placed on the Agenda for the next meeting.

ACTION CLERK

9. Training on Exclusions

The Chairman said she would arrange a separate meeting soon with staff on the nature of evidence and its presentation.

ACTION CHAIRMAN

10. Future Business

There was a possibility that a meeting might be required to consider a set of parental representations and it was agreed that this should be handled ad hoc by a panel of three members.

11. Any Other Business

There was none.

Chairman

Date