

At SCS we aim to enable our learners to have success for today and to be prepared for tomorrow.  
نحن في مدرسة الصفا كومونيوتي نسعى الى تأهيل طلابنا للنجاح اليوم وتحضيرهم لمواجهة المستقبل

**MINUTES OF THE BOARD MEMBERS MEETING HELD ON THURSDAY, 12<sup>TH</sup> OCTOBER 2023 AT 16H00**

<b>PRESENT:</b>	L. KHATIB	(CHAIRPERSON) (PROPRIETOR)	(LK)
	S. MERCHANT	(PROPRIETOR)	(SM)
	T. GREGORY	(SUSTAINABILITY ADVISOR)	(TG)
	M. AL HAMRI	(PARENT) (ISLAMIC AND ARABIC)	(MH)
	T. GREGORY	(PARENT) (PARENT LIAISON)	(TRG)
	Z. HARRINGTON	(PRINCIPAL) (SBS)	(ZH)
	L. MCGEEVER	(HEADTEACHER PRIMARY) (SBS)	(LM)
	L. FRIDD	(PRINCIPAL) (SCS)	(SD)
	M. DAVIES	(HEADTEACHER SECONDARY) (SCS)	(MD)
	M. ASHTON	(DEPUTY HEADTEACHER SECONDARY) (SCS)	(MA)
<b>APOLOGIES:</b>	J. HUDSON	(HEADTEACHER PRIMARY) (JH) -	MATERNITY LEAVE
<b>MINUTES:</b>	L. LE GRANGE	(PERSONAL ASSISTANT TO PRINCIPAL)	(LLG)

The meeting was convened at 16h00 by LF and the following items were discussed.

Apologies were received from JH who is currently on maternity leave. JH would unfortunately miss the inspection but would make it in for the feedback with inspectors on the last day.

**1. WELCOME**

All members were welcomed. As reports were circulated prior to the meeting, questions would be addressed in this meeting.

**2. GROWTH OF THE SCHOOL**

TG mentioned that the growth of the school was hugely impressive and stood out in the reports. The growth over time displayed the success that SCS has worked so hard for. He congratulated the team on their efforts.

TG also mentioned the number of GCSE and A-Level subject offerings increasing year of year was exceptional.

**3. INSPECTION**

All members were informed of the inspection which will be taking place from the 23<sup>rd</sup> of October up to and including the 27<sup>th</sup> of October 2023. LF stated that this was an exciting time for the team as we welcomed the opportunity to showcase our school and exceptional teams.

LF also stated that this was an incredibly busy time of the year with Parent Teacher Meetings going on in both primary and secondary, two fire drills held across the sites as we always do at this time of the year, with the DCD planned drills taking place in November.

LF stated that the inspection team details would be communicated on Thursday, 20<sup>th</sup> October. The governors were asked if they would please be available to meet with inspectors in the following week.

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LF explained that SCS had a large intake of boys in Year 8 last year and this revealed that these students were not up to the standard of the students already at SCS. Provisions have been put in place to raise their standards and this will be looked at.

In COVID times there were definite dips in the GL data, this year's data will show that all of the dips have now been sorted and addressed.

#### **4. WELLBEING REPORT**

ZH enquired as to the Wellbeing report that had been circulated and the survey results that were presented. LF offered to circulate the raw data for ZH to observe the results and questions asked in the survey. LF explained that the survey has asked staff about the initiatives in place around wellbeing, why staff who have been at SCS longer than three years have stayed etc. The results stated that staff felt the school had a "family feel", there is a strong sense of community, there is much common ground amongst the staff and the general feel being part of a common goal were the main themes.

LF also mentioned that for students we use a platform called Komodo, which is online and has yielded more students "speaking" out about their feelings. These are students who walk around the school day to day masking their true feelings and anxieties. Komodo has given us valuable areas to focus on, this has been extremely helpful and meaningful for us as a school.

LF stated that the wellbeing of the leaders is reinforced by the board, as they can be contacted at any time and they help. The board members have strong formal and informal relationships which benefit the school. She also mentioned that the work-life balance at SCS is a strong pull for recruitment. Policies such as no emails after 13h30 on Fridays through to 15h00 on Sundays has been a very strong motivator. We have staff yoga, a wellbeing team in place, our remuneration packages are competitive, bespoke PD sessions for professional development, we believe if we look after staff, they will stay. Even now with inspection called, we respect the staff's time, there is no obligation to be in over half term. The staff voice is heard. They do agree that they work hard at SCS, but staff feel students benefit from this, they are happy and staff are hugely supported.

LF mentioned that the parent survey revealed that parents like that there are familiar faces year on year, they know who to discuss concerns with, even when children move into higher year groups, leaders are available to help.

#### **5. ARABIC AND ISLAMIC**

MH asked about whether or not the inspection would reflect a large focus on Arabic and Islamic at SCS.

LF mentioned that this carries a large weighting in the schools' inspection result. It was stated that there had been a huge focus on this in terms of bringing the standard up from EYFS all the way through. We have had a large influx of new students and we have found that their levels in Arabic and Islamic are not to the SCS standard. With students who are "homegrown" we can prove their progress over time, new students have less input and their levels are thus not as high.

SCS conducted ABT testing in Arabic and Islamic, this went very well. The results revealed that 75% of students are meeting their curriculum standards. ABT testing has helped us enormously in addressing curriculum standards.

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SM enquired about the new Teacher Assistants that had been recruited through the Emiratisation programme. LF stated that the new staff had been a wonderful addition, students enjoy having them in their Arabic and Islamic lessons. We have found that they have been effective in helping raise standards as previously the normal class TA would attend Arabic and Islamic with their class and were not able to assist. This has now changed with the new appointments.

LF also that that we run Arabic C for students who attend Arabic A and Islamic A but cannot speak Arabic at all. This helps them access the curriculum and students are now able to learn. Non-native speakers were not able to access lessons as Arabic A and Islamic A are taught only in Arabic. Class sizes are kept small and staff are timetabled to have the most impact.

The appointment of Oliver Lukeman as Assistant Principal of Arabic and Islamic and Secondary Assessment has seen significant improvement.

## **6. INCLUSION**

The inclusion team has been expanded to accommodate the large number of students in EYFS who are ELL. We have found that 30% of the intake has not been in a formal nursery setting.

LF also mentioned that the quality of the inclusion staff is excellent and encompasses our highly inclusive environment. MD stated that even the scholarships offered are more for sport, performing arts and music rather than academics.

The progress over time of SCS students has impacted their attainment. Our results are outstanding.

## **7. LEARNING AND TEACHING**

LF discussed the appointment of Paul Dallyn as Assistant Principal of Teaching and Learning across the school. This has already had a huge impact and has been a very helpful appointment by the board in Term 3 of the previous academic year.

This appointment has seen procedures and systems be streamlined and the implementation of the "Safa 6". This has been adapted for EYFS and for Sixth Form.

Fionnuala Marriner is a new Assistant Headteacher in primary for Teaching and Learning, this has also been an impactful appointment as she is eager and very keen to implement new effective practices.

MD stated that our results for the Value Add was 1.8 grades, this tells our story. Our students are obsessed with attainment. Our students are ours, as we are a through school, we cannot cherry-pick for secondary. We do not have a school of high achievers. Our new Year 12 students did not join us for academics, they were looking for emotional and social support. Relationships between staff and students are good.

LF stated that our curriculum offering is substantial and massive. We do not narrow our students' options, we have performing arts, sports, academics, dance academy starting this year, so we are

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providing opportunities. We do not rest on our laurels. Even if we achieve outstanding in the next inspection, we will not rest.

#### **8. SUSTAINABILITY**

This will be a big focus for SCS not only in this inspection. We have signed with TASS (The Alliance for Sustainable Schools). Practices and procedures are continuously looked at and improved. TG has been a big help in pushing this focus area for SCS.

The meeting concluded and adjourned at 16h47.