

At SCS we aim to enable our learners to have success for today and to be prepared for tomorrow.

نحن في مدرسة الصفا كومونيٲتي نسعى الى تأهيل طلابنا للنجاح اليوم وتحضيرهم لمواجهة المستقبل

**MINUTES OF THE BOARD MEMBERS MEETING HELD ON THURSDAY, 6TH OCTOBER 2022 AT 16H00
AT SAFA COMMUNITY SCHOOL**

PRESENT:	L. KHATIB	(CHAIRPERSON) (PROPRIETOR)	(LK)
	S. MERCHANT	(PROPRIETOR)	(SM)
	L. FRIDD	(PRINCIPAL)	(LF)
	M. DAVIES	(HEADTEACHER SECONDARY)	(MD)
	M. ASHTON	(DEPUTY HEADTEACHER MIDDLE SCHOOL)	(MA)
	Z. HARRINGTON	(PRINCIPAL SAFA BRITISH SCHOOL)	(ZH)
	L. MCGEEVER	(HEADTEACHER PRIMARY SAFA BRITISH SCHHOL)	(LM)
	T. GREGORY	(COMMUNICATIONS & MEDIA ADVISOR)	(TG)
	M. AL HAMRI	(EMIRATI PARENT)	(MAH)
APOLOGIES:	J. HUDSON	(HEADTEACHER PRIMARY)	(JH)
MINUTES:	L. LE GRANGE	(PERSONAL ASSISTANT TO PRINCIPAL)	(LLG)

The meeting was convened at 16h00 by LF and commenced with a tour of the new Safa College Hope Building conducted by the Head Boy and Head Girl.

Apologies were received from JH.

1. WELCOME

LK welcomed all present once the tour was completed and thanked everyone present.

LF stated that MD would begin the meeting with the Secondary Report due to Year 6 Tours happening later on in the evening. She also stated that MA would join MD in conducting the tours.

2. Secondary Report

MD began his brief overview of the reports

2.1 Safa College Building

MD stated that the feedback has been positive and overwhelmingly well received. The opportunities available for more ECA's, more sporting activities and events, as well as other opportunities were extraordinary. The design was sleeker to incorporate a more College type feel, keeping the design to cleaner lines and with a more independent feel.

The Hub (Parent Experience Centre) recently opened. This space hopes to engage D&T, music, photography, and host events such as the Investin evening for parents. Parkview hopes to use the space, this ensures strong links to the community.

2.2 Parent Events

Recently the Year 9 Options Evening took place with there being over 200 parents and students in attendance. New parents from other schools also attended the event and were

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suitably impressed. This ensure we are able to get Year 7 numbers locked in for the next academic year.

2.3 Exam Performance

Exam performance over last the last four years trends up. There have been small plateaus, however the results outstanding across main subjects.

Next year normal grade boundaries will be very challenging. SCS is very happy with our GCSE, AS, A Level and BTEC results.

2.4 NOR

The retention of Year 6 students will be the focus, this will be achieved through linking them with the new spaces in the Hope and Challenger Buildings. Spaces such as science labs, computing suites, drama spaces etc. Last year we lost 18% of the students and that was to them leaving the UAE. VHPS is a great feeder school with high calibre students. The response from them is always good.

There are currently 655 on roll with a jump to 786 next year.

2.5 Leadership Opportunities

Loads of different options and opportunities available. Recently student roles were released and we are anticipating a good response.

2.6 Music and PA System

Our big secondary production this year will be Grease. This will run in Term 2, for three nights with 150 students involved from Year 7 to Year 13.

2.7 Change to Safa College

The name of our new Building is the Hope Building, however, we do refer to this side of the school as Safa College. This will be used in all marketing and branding aspects.

2.8 Leadership Appointments

Assistant Headteacher Secondary for Key Stage 3 is Laura Osman.

Laura Osman has been a great addition. She has already fostered great relationships with students, staff and even parents. The Student survey revealed that 100% Year 9 students felt supported and safe. This is a phenomenal Year Group, Laura has stated that this a year group where “nothing goes wrong.”

Assistant Headteacher Secondary for Key Stage 4 is Adrienne Deacon.

Adrienne has been very involved with Year 9 Options, academics, transition from Year 9 into Year 10, new curriculum, new HPQ which is an extended essay qualification, LAMDA etc. This will set our students apart in their university applications.

23 students in Year 12 and 15 in Year 13 are doing the course, this will bolster their UCAS points by up to 40.

Daniella Malson overseeing this.

Assistant Headteacher Secondary for Key Stage 5 – Head of Sixth Form is Jenni O’Donnell.

MA overseas the Middle School and Emmet Glackin overseas the Senior School.

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2.9 Online Safety

There has been an increase in the need for educating students about being safe online.

There are more students who have become image conscious, body conscious etc. We are arranging a numbers of talks for students around these issues during the Wellbeing, Health and Fitness weeks.

2.10 iSAMS Audit

We are undergoing an iSAMS audit, this is where all of our schools data is held. We are auditing what modules we are and are not using or if there are more that we might need.

2.11 Learning and Teaching

This is a very large part of the inspection framework. We have two dedicated leaders and have employed a through school model. This is achieved through using learning gears and skills, learning walks, learning environments, lesson observations etc. We are very pleased with the quality around the school.

2.12 Forensic Approach to Data

Although we employ this technique, we ensure students are looked at holistically. They are able to take part in trips, sporting events, intervention sessions, music, wellbeing and House activities. We want students to know that it is not always only about exam results, we care about the students' wellbeing.

2.13 Careers

We have invested in our Careers platform and the quality of courses and pathways offered to our students.

This is the third where 100% of our students received their first choice of university. These have been in the UK, US, Canada etc. and have included medicine, engineering and the like. Having a full time advisor in Eleanor Nolan has been incredible. She works closely with Jenni O'Donnell to ensure the highest quality.

LK asked about the number of A-level students going to university and received scholarships. A large number of students achieved these. Eleanor runs an ECA, tracking all kids of opportunities at worldwide universities, she looks at scholarships available in all different places. There are often bursaries offered for a second child attending universities. Students are able to apply for academic scholarships.

2.14 ECA's

There are more opportunities than ever before.

3. Primary Report

LF began with the overview of Primary Reports.

3.1 Changes to Staffing

We have appointed a new Assistant Head Foundation Stage, ZH was instrumental in this process, Hannah Howard has been a wonderful appointment, and she is very good with students, parents, is a great public speaker and loves a tour.

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Mark Tiley has been appointed as the Assistant Head for Years 3 and 4. Again he has been a great appointment, joins us with a vast amount of experience from Wellington – the Board was again involved in this process.

Jemma Hudson is currently on maternity leave.

Marie Saab – Primary French Teacher – is currently on maternity leave.

Jack Luukas who leads on assessment in primary as established some key priorities:

- Boys writing
- Mathematics
- Reading and writing Arabic
- Embedding tools
- National Parameters
- Learning skills across gears, quality of learning
- Self-management

We have adopted a peer moderation approach for teachers and this seems to be going very well.

Students will take part in the TIMMS assessments, we are ensuring that students will be ready for these in 2023. We have aspirational targets set by the educational authorities. Our current Year 9 cohort achieved very high in the last round they took part in.

3.2 Curriculum

The introduction of a robust STEM programme for Year 2 to Year 6 students has been a resounding success.

The introduction of further computer literacy has seen students loving the technology, critical thinking and working on STEM community.

SCS will host a STEM competition in November – a first for our school.

Although boys writing has been identified as an area for focus, all handwriting across the phases is being looked at. This is vastly important especially after COVID.

Another focus is reflective activities for students and children, reading and writing, speaking and listening.

3.3 New Staff observations

Recruitment is very strong with no concerns.

3.4 Learning Environments

Outdoor learning environments are good, we have incorporated a learning journey board. The learning environment have been great for students as they are very visible when coming into rooms.

FS, Y1 and Y2 looks much nicer than in COVID times, it is more hands on.

Cherene Green and Jack Luukas have worked very hard on all of this.

All lesson observations have been very good or outstanding, this includes Arabic and Islamic.

The Library been worked over to keep noise down making it very quiet, and there are now different spaces for different key stages.

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3.4 Parent Teacher Meetings

Parent Teacher meetings will be run as a hybrid with both face to face and virtual meetings. Staff preferred to get students in, parents opted for virtual as they can do these in their offices at work. These will run over two nights, one face to face and one for online meetings. As we have an open door policy, parents are often in and can touch base with teachers. We have also hosted a numbers of onsite events: coffee mornings etc. We also host a weekly webinar, 20 showed up in person however 80 parents joined online. Parents also receive regular feedback on SeeSaw.

LF asked how SBS were conducting theirs. ZH and LM both stated that SBS opted for face to face.

3.5 Community Events

We have hosted a number of events, one of which was the Safa Cup. We were pleased to have SBS attend, there were a large number of staff and there was a good community spirit. Our PTA will run events such as the Prophets Birthday and the Spring Fayre.

3.6 Pastoral Care

We monitor this as a school. Our survey results for Y1, Y6 and FS children revealed that they feel safer in school than when they are online. The results help us identify next steps and areas of development. Our students described our school in their own words as "outstanding".

3.7 Mental Health Awareness

On Monday, 10th October we discuss mental health and the awareness around this. We encourage students to have resilience. The appointments in Key Stage 4 and 5 support the primary appointments. We have appointed two Wellbeing leaders in primary: Joseph Wall and Maneeshka Passi.

We run workshops all the way through our school and hold a number of face to face assemblies around the mental health aspect.

3.8 Facilities

With the addition of the Hope Building, primary students have also benefitted through bespoke spaces, a dedicated Library, drama, Performing Arts, have the dance studio back, using Secondary science labs, dedicated computing rooms.

4. Principal's Report

4.1 Introduction to the Board

All Board Members were assigned their previous areas of responsibilities.

We would like to coordinate for another Internal Review this year as we found the feedback incredibly useful and we would like our members to understand how SCS works, as well as utilising their expertise. Support from the Board has been invaluable.

4.2 School Development Plan

All of the Leadership teams have worked on this document.

Performing Arts and music is a large focus for us this year. Our parents requested this by a large majority in a parent survey.

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In the past students had alternate weeks for drama and music whereas now they have this every week.

For the first time primary are able to have their big production in term 3 as the auditorium will be free due to no GCSE or A-Level exams taking place in that space.

FS and Y1-2 winter concerts take place in term 1.

4.3 Learning and Teaching

This has always been an area of focus for us and will continue to be to ensure consistency throughout the school. The quality has definitely improved vastly especially in Arabic and Islamic.

Wellbeing is at the heart of the team to ensure there are no biases.

4.4 Admissions

We have experienced positive growth, without increasing the students higher up with many new ones but rather there is organic growth coming from through the school.

We have 14x FS classes and 8x Year 7 classes.

4.5 Music, Drama and Performing Arts Update

Katherine Denton joins us from JPS, is a musician and she is has been another great addition.

Sarah McDwyer and Jayde Kermeci have joined the team, this has had a positive impact.

Jonathan Lyall and Danielle Malson again have been great additions at increasing capacity and quality.

4.6 Arabic and Islamic

The team have worked incredible hard with Rehab Khalifa heading up Arabic and Feras Al Taihaneh heading up Islamic. We have enjoyed very strong staff retention within the team and only required the appointment one additional new teachers.

Oliver Lukeman has ensured the quality of teaching has “pulled through” to Arabic and Islamic lessons, this has been well received by the team and they are very eager to showcase their skills.

4.7 Emirati Students

There are currently 62 students, this is substantial growth from where we started to where we are going. These are students moving up and through the school.

Shahad Al Redha has moved through with us and is a wonderful student. She already has offered scholarships to an Abu Dhabi university.

4.8 Safeguarding and Child Protection

MA remains our designed safeguarding lead at SCS. Although operating a split site is challenging, the school has changed our CP policies according to the UAE directive to ensure we are monitoring.

Unfortunately issues like self-harm, eating disorders and messy divorces are on the rise and this seems to be a large problem for many students.

MA and LF deal with all cases, although Adrienne Deacon and Emmet Glackin deal with day to day issues on the Safa College site.

We would like to extend an invitation for CP training for all governors and SBS staff to undertake all together.

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4.9 Inclusion

Hayley Martin and Aoife Killane have joined the team in primary and secondary respectively. Both invaluable additions to SCS. Overall 22% of our students are Level 2 or 3 although our numbers are similar to last year.

4.10 Health and Safety Update

All First Aid updates to training and staff have been made. Our lifeguards have also again updated their training.

Fire Evacuation – we have had four unplanned already.

Civil Defence will be coming through to check on our procedures and evacuation times etc. in the not too distant future.

A discussion ensued around these types of evacuations.

4.11 Staffing Changes

Our retention rate is very good with growth being in subject areas such as Business and Psychology.

4.12 Whole School Wellbeing

This is big priority for us. We now send out a weekly TES Staff Pulse survey. This gives staff the platform to engage with leadership anonymously so they can “chat “openly. The results have been interesting and the scores have been high. The lower scores have been workload and development – although this has been defined as a lack of understanding in terms of feedback. Such as the Teaching Assistants believe they should have feedback from LF personally but this comes from the Heads of Years.

4.13 Communication

Parents sometimes feel the communication is too much, but this is mostly working parents who find it difficult. We are investigating using the iSAMS Parent Portal. We do provide long notice periods for trips and payment thereof.

Our class WhatsApp groups work very well.

4.14 Sport Update

There are now designated leads for the different disciplines, we believe this will raise the profile and ensure good quality across the school.

This also ensures events like the Safa Cup, World School Games, and leading roles within DASSA etc.

4.15 ECA Update

We offered 100 ECA's in 2019, we now offer 306. This is astonishing. We have a high participation level with supply and demand starting to balance out.

4.16 Partnership Update

We have new partnerships in place in the form of CMA for music, Hamilton for swimming and DBC for basketball. This will most definitely increase the quality.

The meeting concluded at 17h35.