

2015-2016 at North West London Jewish Day School

This is a short summary of some of the activities and achievements we have accomplished in this academic year.

Headteacher Update

As Jewish people we don't just look forward – we also look back – every day at least twice we make a point of remembering Yetziat Mitzrayim which is in essence the birth of our people as a nation. When we look back – we know where we have come from and that helps us to know who we are which in turn gives us the strength to go forward, have an impact and make a difference.

Whilst this academic year is drawing to a close we have celebrated a number of remarkable achievements over the last 12 months.

We started the academic year celebrating the Queen's milestone birthday looking at her life through the decades, learning about her family and writing letters of congratulations to her. Our younger children created their own portraits of the queen.

The school's 70th celebration week, in December, was where the whole school united children, staff, governors and parents in celebratory t-shirts to celebrate the school's milestone with a; birthday lunch, choir performances and workshops taking the children back to how lessons were taught 70 years ago. Every subject had a 70th link to it and the school was alight with energy and enthusiasm.

Science has featured heavily over the last academic year we have focused on developing scientific investigation throughout the school, ensuring that Science is more hands on and children's minds are engaged with questions as to why things happen the way they do. We have achieved the Silver Science Mark and next academic year we will be going for GOLD! Lord Winston visited the school and there was a buzz of excitement when he carried out an experiment in the Bluston Hall smashing eggs and making a mess. He also

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Patron
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looked around the Science Fair and spoke to the Year 6 children commending them on their science presentations. A big thank you must go to Mrs Halter and Miss Cohen for all their hard work driving Science forwards and also to all those parents who help each week in the woodlands area – an area teachers too use for their teaching of Science.

This year we introduced Music to Years 1-3 and who would have thought that a year on our younger children have started to learn how to play the violins, percussion instruments and recorders. Next year we are building on this, introducing the Brent Makes Music Scheme to years 1-6. Building on what some of the children have already learnt and introducing other instruments and an appreciation of Music to our older children.

We have held Healthy Eating and Living Day, World book day where Anthony Lishik (a renowned author) came into school to work with all our children. The computing curriculum has developed and we have ensured all our children, staff and parents were trained in E-Safety. We celebrated Black History Month where Year 3 led an assembly about Rosa Parks and the Montgomery Bus Boycott. We have linked with the 3 Faiths forum and will be continuing on with this next year.

The school took part in Shabbat UK. Our Key Stage 2 children joined Jewish schools from across London for a special Kabbalat Shabbat. In school, all children made their own challah and learnt about the laws of Shabbat. We have also had a kashrut week, there has been a 2 week Ulpan and the Etgar challenge in Year 5. There has been a focus on davening and tefillot and it was lovely to see just how far the children have come along when we joined the Reception Siyum and the Year 2 Siyum last week.

This year with the change to assessment the school has strived to maintain consistently high results. In Early Years Foundation Stage 80% of children have gained Good Levels of Development, preparing them for the National Curriculum they will face as they go into Year 1. 94% of children in Year 1 passed the Phonic Screening Test. With the introduction of the new interim assessments for Years 2 and 6 relating to the end of Key Stage SATs and the

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uncertainty of what these would look like and how results would be shared we are very proud of our results. At Key Stage 1 83% of children were working at the expected level for Reading and Writing and 80% for Mathematics. At Key stage 2 88% achieved working at in Reading, Writing and Mathematics and 97% in Spelling Grammar and Punctuation. All these result are above the national result and Brent results.

We have had 2 visits by the local authority. The first in February when we were audited for our provision for newly qualified teachers. This was graded as excellent overall. We were also moderated for Key Stage 2 writing. This is where the local Authority chose at least 15% of the Year 6 cohort and look at the children's work and the schools judgements and moderate to see if they agree the judgements. The moderators agreed with all our judgements and commented on the impressive writing that the children at our school do and the opportunities that they have had to write across subjects.

We have been working to improve the school and we have introduced Mr Paul Garvey. Mr Garvey is a lead team Ofsted inspector he works with school on school improvement and development. He has worked with the Leadership Team and staff in school taking part in learning walks, observing lessons, book scrutinies, speaking to staff, parents and children, joining assemblies and he has also trained our Governors as he supports us in driving the school forward.

We will be adding to our team in September as we welcome Yehosuah Radomsky as Assistant Headteacher, Mr Radomsky is currently a year 5 teacher at Beit shvidler Primary School. He has leadership experience. He will be taking on assessment across both secular and Kodesh. We have also appointed Mrs Anita Dunner as a Reception teacher and Mrs Debra Caplin in Year 3 and we look forward to welcoming them to the North West family.

Mrs Halter has been promoted to Deputy SENCO and lead person in charge of our ever growing EAL (English as an Additional Language). In the Kodesh department, Rabbi Wilk has been appointed Head of Kodesh and Head of KS1 and EYFS and Mr Kahn Head of KS2. Mr Kramer will be reviewing and

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overseeing the curriculum. Together with all the staff, we will be striving for excellence, to make a difference so that Every Child reaches their potential.

As we move forward we continue to build our capacity to be a full learning community, reflective about the work that we do and always looking for ways to improve and to move forward in order to ensure that we prepare young people for their future journey in life; to provide them with the necessary skills to be able to deal with whatever life throws at them. We are dedicated to developing in our pupils the qualities and skills to become confident, self-motivated and independent young people.

Trustees, Governors, staff, parents and children - we are a team. Working ever so hard to move forward while keeping our ethos, warmth and community spirit. I thank you all again from the bottom of my heart for all that you do for the school. For working with me and for the support you have given me and my staff over the last year and we look forward to our continued partnership as we take North West forward to be being outstanding.

Miss Judith Caplan
Headteacher

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PTA

The NWLJDS PTA brings together the teaching staff and the parent body into an enthusiastic and dynamic community, working together for the benefit of the school. The PTA hosts many of the events on the NWLJDS school calendar and fundraises to sponsor resources and activities for our children.

This year we have organised:	This year we have sponsored:
<ul style="list-style-type: none"> • New parents evening • Grandparents day • Channuka Shuk • Mishloach Manot • Second hand book sale • Summer Fun Day • Swimming Gala • Business Directory • School calendar • Cycling lessons for year 3 & 4 • Birthday book scheme • Coffee mornings: Macmillan, Chana, Tzedek and Chai Cancer CareEasyfundraising.org.uk 	<ul style="list-style-type: none"> • New Reading Book Scheme • Young Shakespeare Company Theatre for year 5 & 6 • Drumming Workshop • Purim magician • E-safety workshop • Athletics (Reception to year 6) • Woodland area sign, site improvements and materials • 2 playground games picnic tables and playground equipment • Redecoration of Nursery playground • Science workshops and resources • World Book Day workshop with Anthony Lishak • One extra educational outing for every class in school

It has been my first year as a head of the PTA and I would like to thank each and every one of the class representatives and other volunteers for their help, initiative,

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hard work and positive and important contribution to this past academic year. I am very grateful for all you have done and you have been a great team.

Alicia Ani
Chair of the PTA

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Communication Committee

The communication committee has only been going for 1 year and we have achieved so much already:

Website – worked through the year ensuring everything that needs to be on website is and done some restructuring. We are also looking at the accessibility of the website specifically for our foreign and EAL (English as an Alternative Language) community. We have been working on a FAQ's section on the site for new parents and parents who need help with navigating the English Education System.

Parent communication - we have been working on various procedures about how and what the school communicates to parents. We listen to parents and all of your feedback is considered and fed into the correct channels. We are working on PTA communication to parents as well as general school communication.

ParentMail – school communications system has soft-launched. Going forward parents will only receive communication from the school through ParentMail - 95% of all parents are registered on ParentMail. A ParentMail surgery will be available at the curriculum evening.

ParentMail - for payment - We will be using ParentMail for most methods of payment, be it voluntary contributions (general and Kodesh), nursery fees, club payments and school dinners.

Class teachers communication to parents - ParentMail will be used by the teachers to communicate with the parents of the children in their classes. A weekly class newsletter will be going out to parents through ParentMail.

Advertising and external communication – this year we have supported the school with external communications such as advertisement placements, press releases and press statements/interviews.

New code of conduct - we will be updating the code of conduct for all governors, staff and parents to sign.

70th Anniversary - we supported the fundraising committee with communication around the 70th Anniversary dinner.

MIS - we have been looking in to a new management information system for the school and supporting, updating training staff in the current system.

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Supporting leadership team, trustees and governors with communication.

We conducted a parent survey earlier this year which has influenced many of the major decisions the school leadership team and governors have taken. We will continue to implement your suggestions and we will be asking you follow surveys in the next academic year.

Coffee mornings - we have been looking at more opportunities for parents to engage with the school and ways in which we can best support you. Along with the PTA we plan to hold a coffee mornings or an evening "get-together" ever half term. This will allow you to learn, share and ask questions to staff and governors.

We look forward to another amazing year ahead and welcome any parents who feel they can support the communication committee or any of the governing committees to come forward to make our childrens' educational experience exceptional.

Martin Kerem
Chair of the Communication Committee

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Staffing Committee

The Staffing Committee carries out the Governing Body's duties in respect of its role as employer of the staff of the school.

Over the last year we have been exceptionally busy as we have been dealing with the recruitment of a new Head Teacher and Deputy Head Teacher, both of which are the responsibility of the Governing body.

The appointment of a new Assistant Head Teacher also took place and this was an appointment which was carried out by The Head Teacher and Leadership Team in conjunction with the Governors.

Other appointments are dealt with by the Head Teacher advised by members of the Leadership Team and with a Governor on the interview panel. These appointments are carried out in consultation with the Chair of the committee and the Chair of Finance to ensure that there is a controlled employment number and that they are within the school's budget.

Recruitment of new teachers is a national problem for all schools, not just for faith schools and we strive to ensure that we get the best candidates we can for any vacancies.

In the past year a number of teachers have been on maternity leave and the Committee, working closely with the Head Teacher, have ensured that maternity cover has been in place. The Headteacher has also had to plan for Teachers returning from maternity leave as well.

The Committee meets formally once a term but there is a huge amount of work done between meetings to ensure that such issues as arise are dealt with promptly in conjunction with the Head Teacher.

The committee also takes responsibility for Pay Review for staff based on Performance Management and the recommendations of the Head Teacher through a sub committee (the Pay Committee), which consists of the chairs of Staffing, Finance and TLC. The Committee's recommendations have to be approved by the Staffing Committee and then the Full Governing Body.

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My thanks go to the members of the Committee, to the school's clerk, Nicki Parker and especially to those co-opted parent members who help with carrying out the Committee's work.

David Landy
Chair of Staffing Committee

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Teaching & Learning Committee

It has been another successful year at North West with some especially fantastic recent results for Early Years Foundation, Key Stage 1 and Key Stage 2. These results come from a culmination of hard work from our wonderful children together with your continued support. Additionally I would like to thank the tremendous work which has been put in by all the staff and driven expertly by Miss Caplan and Rabbi Broder in order to keep achieving such high standards.

Some of the key highlights and developments are as follows:

- As a school we recognise we have a large EAL (English Additional Language) cohort now coming through the school. In order to ensure effective strategy and planning for both EAL and Non-EAL children - we are developing support by appointing Sara Halter as lead EAL supervisor.
- We are proud to have achieved Silver in the Primary Science Quality Mark this year. This is a sign of an elevated emphasis which science has in our school. The team remains ambitious and has plans in place to try and achieve the Gold level next year.
- It has been a transition year for assessment, with some significant changes to the way the national standards are measured. For example we have moved away from levels and now see a focus on each child working to expected levels and how they progress individually throughout their school year and Key stages. The staff and children have rapidly adapted to working within the new standards and very recent data for KS1 and KS2 shows North West average is much higher than the national average in all subject areas at 88% combined.
- Another area we should be proud of is our Phonics screening pass of 94% (performed in Year 1). This is especially important to note as it shows the previous high standard has been maintained with a large EAL cohort in the class. This is a testament to the hard work all the children in the year have put into this.
- We are now also seeing greater levels of assessment entering our very youngest children in the Early Years and again we have passed this at a good level of 80%.

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- We have had a leading Ofsted expert this year come to assist raising our standards across the whole school even higher. Paul Garvey (Lead Ofsted Inspector/consultant) - has assisted the school by closely working with staff. He has looked at our school assessment data, performed learning walks around the school to see the teaching in action and finally has provided excellent training for both the leadership team and the school Governors in Ofsted methodologies.

Ashley Donoff
Chair of Teaching & Learning Committee

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Premises & Security Committee

After many years of trying to obtain funding to refurbish our dilapidated main group of toilets on the ground floor of the School, I am delighted to be able to inform you that finally, we now do have adequate funds to undertake a total renovation of all those toilets, i.e. girls, boys, ladies and gentlemen. In addition, our architects in their design have managed to build in a separate disability toilet.

These works will be carried out during the summer vacation. Other works we will be undertaking at this time include:

1. Creation of new small office for our IT specialist Sylvester.
2. Air condition to Nursery, Reception, Staff Room and Head's office.
3. Repairs to infrastructure in the basement, i.e. pumps, thermostats, hot water controls and 'tanking' to remedy water ingress during heavy rain.

We have recently had to renew the kitchen oven and the meat chiller.

I am grateful to the security subcommittee for the many hours and many meetings they attended to research and implement important security enhancements to the school. These include:

1. New main gate, pedestrian gate, playground gate, Willesden Lane entrance gate, emergency exit gate.
2. Enhanced perimeter security fencing and extra cameras.
3. Slam shutters to the Office, security grills.
4. Emergency supply bags for each classroom and security badges for staff and visitors.

These costly improvements were made possible through grants from the CST and the generous donations by a number of parents and Trust Funds.

Unfortunately, in the current politico religious climate, the security and the safety of our pupils, staff and parents has been heightened. Vigilance and diligence in carrying out Parents' security rota duties are vital in ensuring the safety and wellbeing of all.

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You will know, of course, that our major project of refurbishment and improvements to our Hall – now known as The Bluston Hall – was only concluded last Autumn. This was enabled through a very generous donation from the Bluston Trust.

Together with matched funding from monies raised at the School Dinner in 2013, we were able to renew the stage, the lighting, the audio visual, curtains, new chairs, as well as creating extra storage spaces, which never seems to be enough. It is only through the generosity of parents, non-parents, well-wishers and Trust Funds that we have been able to carry out all these works.

The School building, some parts being older than 100 years, requires a regular flow of funding. Without that the safe and efficient education of our children would be compromised.

I would be very happy to hear from any parent who would like to contribute some time and “koach” to assist with the ongoing workings of the Premises and Security Committee.

Arnie Kosiner
Chair of Premises and Security Committee

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Admissions Committee

The Admissions Committee have monitored all legislation and reviewed regulations relevant to the admission of children to Academy Schools.

They have made appropriate recommendations to the Governors to ensure that NWLJDS has lawful admission arrangements, which safeguard the religious ethos of the school.

They have ensured that all admissions to NWLJDS are carried out in accordance with the Schools Admissions Policy which is approved annually by the Governors.

Sheila Taylor
Chair of Admissions Committee

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Safeguarding and Welfare Committee

Safeguarding and Child Protection are the highest priority for the Leadership Team and Governors at NWLJDS who work together to ensure exemplary practice at School.

Safeguarding includes the following areas;

- Allegations of abuse against staff/volunteers
- Behaviour
- Bullying and harassment,
- Child protection
- Discrimination,
- Drug/substance misuse,
- Educational Visits/Trips
- First aid
- Health and safety,
- Internet use,
- Intimate care and Toileting
- Medicine control,
- Missing pupils
- Partnerships with other agencies
- Physical restraint,
- Premises, Security and Evacuation Procedures
- Risk assessments
- Single central record
- Staff vetting and recruitment practices
- Training for Governors, Staff and volunteers
- Whistleblowing

A copy of the overview of safeguarding which is prominently displayed throughout the school is attached to this report.

Safeguarding Policies and procedures are robustly and consistently reviewed, implemented by staff, overseen and monitored by the leadership team and Governors;

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The Brent School Safeguarding Audit was reviewed by the Safeguarding and Welfare Committee during the academic year together with any areas for development.

Brent School Improvement Service reported on 6th July 2016 that arrangements for safeguarding at NWLJDS are effective and all statutory requirements are met.

Sheila Taylor
Chair of Safeguarding and Welfare Committee

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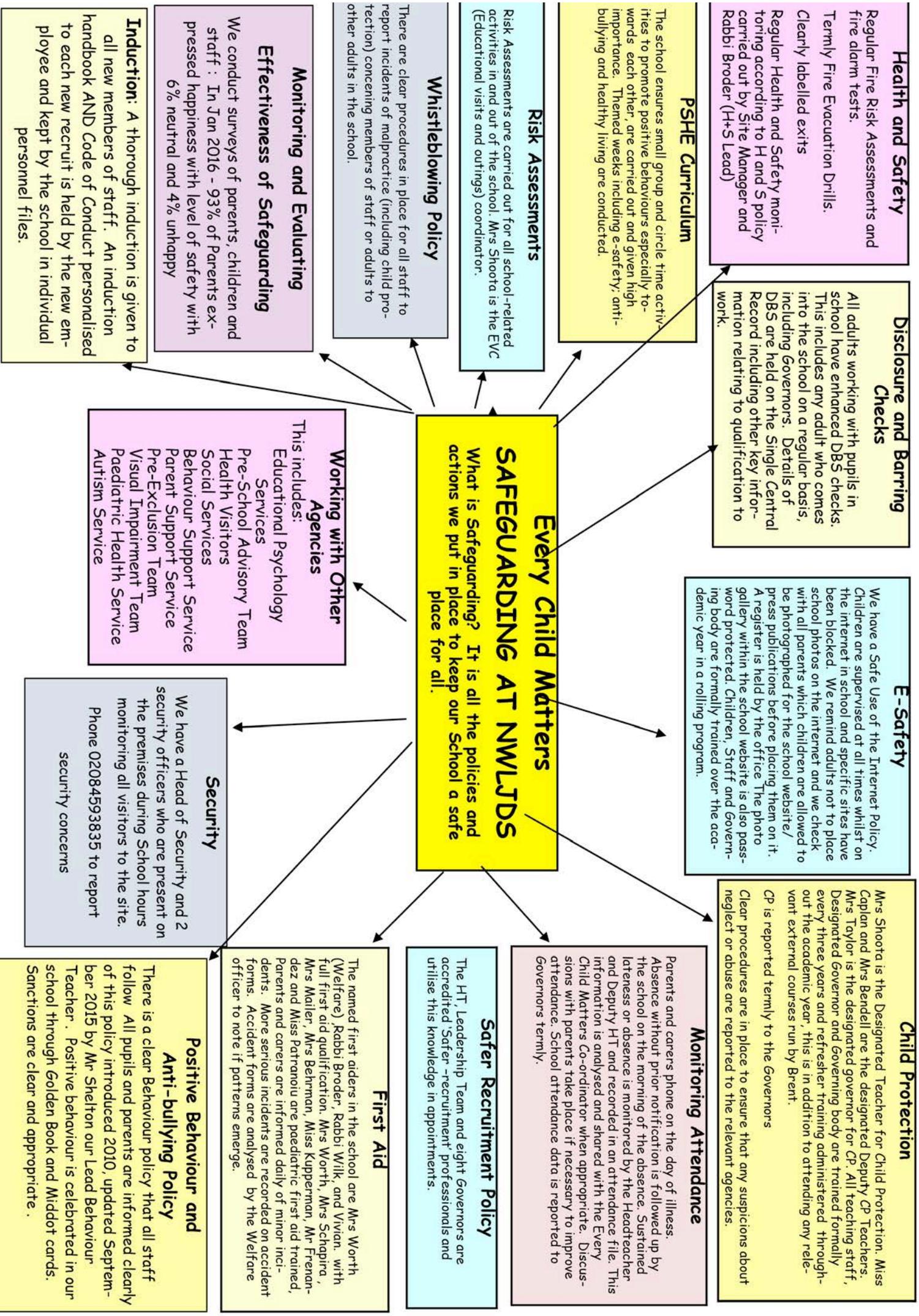
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Finance Committee

The Finance Committee has had another busy year helping to support the Governors and the Head Teacher to ensure that the school can run as effectively as possible within a tight budget.

Like many state aided schools we have to be very conscious of our limited income streams, being government grants and support from the parent body. Our government grants may stay the same in £ terms , but in the most recent years and looking forward these grants are not keeping pace with the extra costs that schools are facing to deliver the best learning environment for our pupils.

Not only is the work of the Finance Committee related to reviewing our accounts from month to month , but also ensuring the governance of the school finances is run in a proper way. To this end , during the year we have set up a Finance Action Committee of staff and parent advisors to examine different features of the school finance work and we have set up an audit committee to ensure that our processes and procedures are working effectively.

I enclose with this note a summary of our Income and Expenditure account for the current year (showing how we forecast the year's results will end ; and a related balance sheet.

I would like to thank the Governors , staff and parents who sit on the committee for their help and support during the year.

You may have seen the announcement to parents to explain that after 8 years as chairman of the Finance Committee I have asked to stand down in my role, to pass on the responsibilities to a current parent in the school. I have tried my hardest to do the best for the school and I am sure one of the current parent body , assisted by other parents , will rise to the challenge to take on this job with enthusiasm and passion. I will be delighted to give them a full briefing and induction.

All the best to you all and have a great summer break

Simon Gold
Chair of Finance Committee

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**Accounts Summary for North West London
Jewish Day School**

	Actual 31-Aug-15 £000s	Forecast 31-Aug-16 £000s
INCOME AND EXPENDITURE		
Govt Income		
Government Funding from central and local authorities	1,487	1,492
Funding from parents , trustees and other sources **	560	564
Total Income	2,047	2,056
Expenditure		
Staff costs	1,519	1,508
Curriculum and pupil related expenditure	133	134
Catering	134	131
Building and Premises costs	162	157
General Overheads (IT, office and governance costs)	107	135
Total Expenditure	2,055	2,065
Deficit for the Year note 1	(8)	(9)

** parent and other funding includes Voluntary Contributions , lunch money , nursery costs , school outings , Trustee and PTA donations

Note 1 - Before annual asset depreciaton ; pension actuarial adjustment ; and income and expenditure on capital projects , like security

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BALANCE SHEET

	Forecast Aug-16 £000s	audited acc Aug-15 £000s
<u>FIXED ASSETS</u>		
Fixtures , equipment and IT assets	655	695
<u>CURRENT ASSETS</u>		
Amounts owed to the school	58	294
<u>BANK ACCOUNTS</u>	326	176
<u>CURRENT LIABILITIES</u>		
Creditors Control	(53)	(126)
Accruals	(154)	(201)
Taxes Owed	(25)	(22)
	(232)	(349)
LONG TERM LIABILITY		
LPGS Pension	(650)	(650)
TOTAL NET ASSETS	157	166

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Fundraising Committee

This year marked the 70th Anniversary of Northwest London Jewish Day School and the dinner held in January not only celebrated this milestone but also began our next three year fundraising cycle. The target set over the next three years is high - £750,000 - but we have already raised a significant amount. Funds which have been donated to the school have already been allocated as follows:

Total Amount Raised: £455,000

Amount Paid : £316,000

Allocation of funds:

Security: £75,000

Renovation of Toilets: £86,000

IT: £50,000

Music: £ 5,000

Kodesh: £30,000 - as additional funds are paid they will be allocated here

Every Child Matters £70,000 - as additional funds are paid they will be allocated here

We appreciate the continued support for our school and look forward to seeing the first building works completed (toilet renovations) in September ready for when the children return after the summer.

We would like to welcome new parents and those who are not yet part of our team to join our committee so that we can keep communication flowing and to generate new fundraising ideas for the future. Please contact Elisa (elisalauren@rocketmail.com) or Sharon (sharon@expressyourselfmums.co.uk) - we look forward to hearing from you.

Eilsa Rubenstein and Sharon Blackstone
co-chairs Fundraising Committee

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Chief Rabbi Ephraim Mirvis

Va'ad Hachinuch

The foundation of Kodesh in our School is reading and, whilst the basic skills are mastered in Reception and Year 1, there is a weekly Hebrew reading lesson in Years 2 to 5 to consolidate reading skills. Pupils receive weekly Hebrew reading homework and parents are asked to assist their children at home. The aim is to achieve confidence and fluency. All children from Years 1 to 6 are assessed for their Hebrew reading skills once each term and in the second term the parents are provided with their children's levels at the Parents' Evening. The term's levels will now be included in the end of year reports. As before, parents are encouraged to assist their children at home to achieve fluency in Hebrew reading and for the older children to make progress with their textual skills and familiarity with Tefillah.

We have continued with our scheme of Chumash Levelling and have honed the assessment process. We now assess in writing the pupils' skills in the areas of Grammar, Vocabulary, Storyline and Referencing. Years 5 and 6 are also assessed on their skills in the commentary of Rashi on Chumash in the three areas of reading, translating and comprehension. All these assessments will be effected twice a year in November and June. These grades will be provided to parents at Parent-Teacher meetings and in end of year reports. This method is paying dividends in enabling planning and focusing teaching where it is most needed.

This year we ran the innovative Ulpan for Year 6 at school. Again we have carefully evaluated the feedback to further improve the effectiveness of this experience. I regard it as "the icing on the cake" to enable children to improve their Ivrit before moving on to their high schools. Hopefully they will use what they have learnt at North West both in their secondary and hopefully tertiary education in Israel. We thank our outstanding consultant, Nitza Spiro, for all her hard work.

Regular and special-event assemblies continue to play an active role in the School's Jewish life in which pupils across the age range are given ample opportunity to participate. It is a pleasure to see the very high standard of these assemblies and the creative and imaginative ways in which the children develop the themes of the appropriate occasion. A very high standard of Kriat HaTorah that involves all boys of Y6 and many from Y5 was achieved. Several visitors to the school have enhanced the children's educational experiences.

The infants Chanukah Assembly has become a regular feature of the school and greatly anticipated by children and parents alike. The pupils of Yr2 light the Chanukah lights with the Brachot and all the infants participated in the Tephillah including the singing of the Hallel. This was followed by performances from each

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Miss Judith Caplan B.Ed Hons
Principal
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class and was thoroughly enjoyed by all the parents, and which very clearly illustrated the academic progression from year to year.

The sederim were very much age appropriate. It showed the progression from the early years which was teacher lead, to the juniors, which equipped the children to almost run their own seder. It was especially nice to see the integration and the involvement of the Ivrit department.

With the promotion of Rabbi Broder to school Rav and deputy head, Rabbi Wilk will take on the responsibility of head of Kodesh and other members of the department will take on management responsibilities. We strongly believe that these changes will strengthen the whole school and that the Kodesh department will build on its already strong foundation.

Finally, the Trustees thank the Kodesh teachers for their devotion to advancing our children's spiritual development and giving them a foundation for life as educated and observant Jews.

Graham Morris
Chair of Trustees and Va 'ad Hachinuch

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**NORTH WEST LONDON JEWISH DAY SCHOOL
ANALYSIS OF UNRESTRICTED GENERAL FUNDS
for the year ended 31 August 2015**

	Total 2015 £	Total 2014 £
Income and Expenditure		
Incoming Resources		
Parental contributions	454,276	427,493
Bank interest	528	148
Total Incoming Resources	454,804	427,641
Resources Expended		
Staff costs	427,726	440,716
Educational supplies	14,878	14,705
Insurance and property costs	6,232	3,000
Other expenses (below)	17,271	19,071
Total Resources Expended	466,107	477,492
 Net resources for the year	 (11,303)	 (49,851)
Other Expenses		
Consultancy fees	8,120	8,850
Audit and accountancy fees	5,209	5,262
Professional fees	2,115	1,040
Postage, stationery and telephone expenses	1,611	3,707
Bank interest and charges	46	42
Premises Expenses	170	170
	17,271	19,071

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