



# NWLDJS Annual Report of Governing Board, Trustees and Leadership Team 2019/20

**NORTH WEST LONDON JEWISH DAY SCHOOL**

180 Willesden Lane  
London, NW6 7PP

T 020 8459 3378  
F 020 8451 7298  
[www.nwldjs.org.uk](http://www.nwldjs.org.uk)  
[admin@nwldjs.org.uk](mailto:admin@nwldjs.org.uk)

**Headteacher**

Miss Judith Caplan BEd (Hons) NPQH

**Principal**

Dayan Ivan Binstock

**Patron**

Chief Rabbi Ephraim Mirvis



# Message From The Head

First and foremost I start with a big **THANK YOU** to everyone for the roles that you have played throughout this academic year. This has definitely been a challenging one however, together we have got through and become stronger.



It has certainly been a busy year. In December we started our celebrations for the school's 75th birthday and after filming a whole-school video we held an incredible match fund campaign aiming to raise £750,000. After 36-hours and a lot of teamwork, we raised over an incredible £850,000. A huge thank you goes to the fundraising team, all the parents, staff and children that took part in helping to raise these funds for our school.

We have marked Black History month, Chanukah, Anti-Bullying week, Interfaith Day, E-Safety Day, World Book Day, The Chinese New Year and International Women's Day. There were the Infant Chanukah assembly, the Tu B'shvat Seder and Purim celebrations. We have worked on developing our creative curriculum, and both scientific enquiry and writing have been high up on our agenda.

On 20th March, schools around the country were to close due to the COVID-19 pandemic. In what has been unprecedented times North West has shown tremendous strength and determination. Without a doubt, this was one of the most testing of times and it seems that schools, especially staff and parents would be at the forefront of educating the children. No training could ever prepare any of us for the requirements needed in these situations for the roles that we were to play at the end of the Spring Term and into the Summer Term be it in a leadership capacity, as a teacher or a parent.

Education moved from the classroom to online through Zoom sessions, teaching videos and online worksheets. Headteacher Challenges were sent out weekly as were Kabbalat Shabbat assemblies, and North West was one of the only schools to still hold a seder, albeit via Zoom.



When it was announced that children could return to school, I was determined to try and get all the children back this academic year to ensure some closure for them and the staff. Whilst we have not had all the children back all at once, we have managed to find a way for all children to have some time back at school. To see their smiles, the energy and enthusiasm they show when being back has made it all worthwhile.

I take this opportunity of thanking all my staff for all their hard work and for taking on everything I have asked of them during this year. I single out my Deputy Headteachers (Rabbi Broder and Mr Radomsky) who have been in school every day since lockdown began and thank them for all their hard work, support and for all they have done throughout this academic year.

To all the parents, they say the hardest thing to do is to teach your own children, yet for the Summer Term, you all stepped up and worked at home with your children, so thank you and Kol hakavod.

This annual report details the year at North West, which Secondary schools our Year 6 Leavers are going onto, financial details and details of the Fundraising campaign. Thank you to all those involved in preparing this report.

When we look back at the 2019 - 2020 academic year we will all remember that we were in lockdown, and the children were not able to be in school. This will forever be ingrained in all our memories and it will take time for us to get back to normal. Moving forward we will, please G-d, overcome this challenge and be together to start the new academic year 2020-2021 in September.

Staff, Governors, Trustees, Parents and Children, thank you for all your hard work and support this year. It has truly been appreciated. North West is a family and this year more than ever, in whatever the circumstances we have been in, we have shown just how everyone has stepped up and supported each other.

Together, we have made it to the end of this academic year and we should be exceptionally proud of what we have achieved.

Keep well, keep safe.

Warmest regards,

Miss Judith Caplan  
Headteacher





# Managing Lockdown

## @ North West

- School closed on 20th March
- School remained open for children where both parents are Critical/Key workers and for Vulnerable children
- Work was sent to pupils for Secular and Kodesh on the OneDrive. There were also teaching videos for some subjects and a Zoom timetable in place for face-to-face meetings with teachers
- School opened on 1st June for Nursery, Reception, Year 1 and Year 6. Classes were split in half and then each half split again so groups numbered no more than 15.
- 22nd June, Year 5 started
- From 29th June, Years 2, 3 and 4 all had 2 weeks in school with their teachers on the same model as the Year groups in school from 1st June.







# Managing Lockdown

## @ North West

- Staggered start and end times
- Increase of cleaning (especially all access points throughout the day)
- School has been disinfected through a process of misting
- One-way system in certain areas of the school inside and outside
- Classrooms cleared of soft furnishings, carpets etc
- Signage up around the building
- Classes remain in their bubbles, including at lunch and break times
- No crossover of staff in bubbles
- Children and staff have their temperature taken on entry to the building
- No non-essential staff or visitors allowed in building
- All SEND (EHCP) children and vulnerable children monitored
- Continual monitoring of the Government guidelines





# Striving to achieve excellence for all

The school has continued to make exceptional progress, setting demanding targets and offering all of its children as wide a range of challenges and experiences as possible. This is all carried out within the overriding objective of developing a love of Judaism. We feel certain that as you read this report, you will agree that North West London Jewish Day School continues to go from strength to strength, which is testament to all stakeholders within our school community and the support that we give each other.





# Our Creative Curriculum

We have focused on building a more creative curriculum which allows the children the opportunity to develop their more creative side and key skills. These sessions have taken place within the Creative Curriculum room which we hope will be further developed over the next academic years. Science still plays a big role and this year, scientific investigations have been evident. Children have the opportunity to do hands-on learning through the subject and this also takes place in our Creative Curriculum room.







# Developing a Love of Judaism

At North West, our aim is for every child to be a proficient Hebrew reader. The basic reading skills are mastered in Reception and Year 1 and these skills are secured and establish in Year 2 and KS2. An important element of our Kodesh curriculum is Chumash and we aim for our children to be able to analyse skilfully any given Hebrew text. We also put great efforts into our teaching of Ivrit. To raise further, enhance and reinforce the Ivrit taught, the children have worked on various drama performances in Ivrit and we have brought in the Israeli Orna Porat theatre company who gave the children an interactive experience in Ivrit.

This year there has been some disruption to the school's routine due to the school closure following the outbreak of Covid-19; however, the teachers quickly adapted to online teaching. The children were provided with daily work and distance learning opportunities. The teachers have adopted new ways of teaching and have worked hard to make sure that we continue to deliver the Kodesh provision to the children even while they are not physically in school. The teachers have made a great effort to find new and creative ways of delivering the curriculum using innovative and varied mediums.







# Our Successes and Highlights This Year Include:

Trustee Graham Morris was a finalist of a Partnerships for Jewish Schools award for 50 years of dedicated service to North West



Black History workshops

Take Ten initiative for all classes

Breakfast Club 5 days a week

Coffee Mornings for parents



Years 3 and 5 Interfaith link

Anti-Bullying Day

House Point mornings





# Our Successes and Highlights This Year Include:



Infant Chanukah Show

Chanukah Shuk



Numerous MPs visit our school

Maccabi Football tournaments  
including Y5/6 Girls coming in 2nd place

Chess tournaments

Year 1 visit to Museum of Childhood

International Women's Day

Grandparents' Day





# Our Successes and Highlights This Year Include:

Tu B'Shvat celebrations

Chinese New Year celebrations

E-Safety workshops for pupils, parents and staff



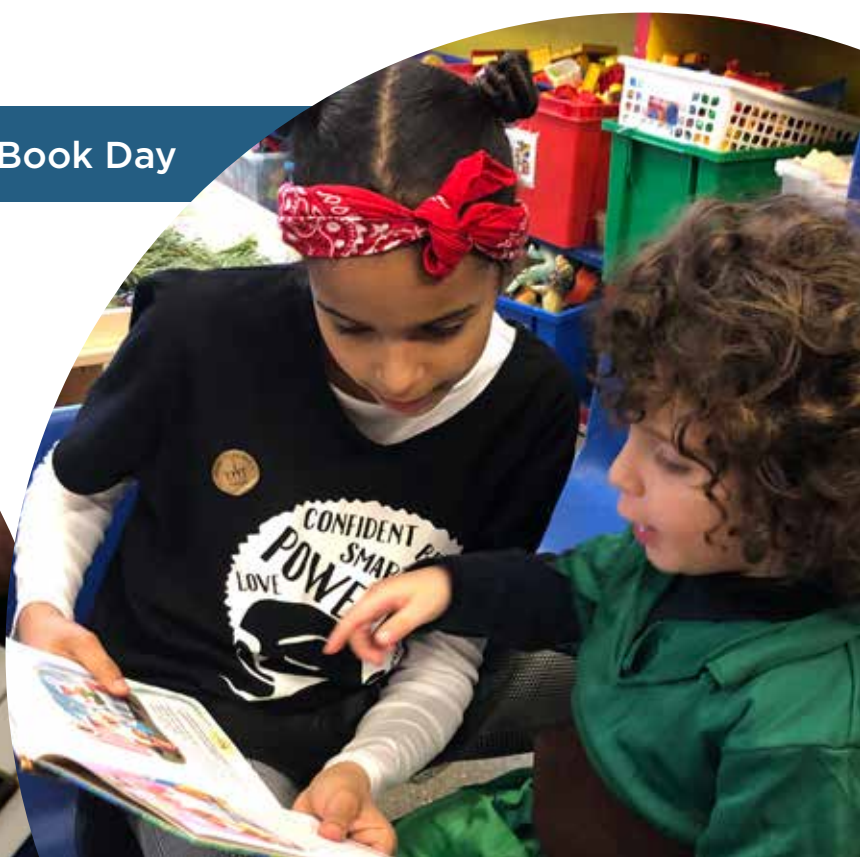
Transport for London talk to Year 6

Spelling Bee vs Cluster schools

Times Tables Bee vs Cluster schools (and winning!)

North West Has Talent

World Book Day







# Our Successes and Highlights This Year Include:

Seder on Zoom

Participated in Primary Maths Challenge

Remote Yom Ha'Atzmaut celebrations

Purim celebrations

Year 6 visit to Arsenal Football Club as part of an interfaith link

Year 5 visit to the Ragged School

Year 1 visit Magic Lantern

Year 6 Holocaust education workshop

Remote Year 5 Etgar

Year 6 Historical Oscars







# Our Successes and Highlights This Year Include:

Head Teacher's Challenges

The Queen's birthday

Recycling programme

Zoom learning and OneDrive

Participation in sporting activities

75th Anniversary of North West

Thanks go to our amazing children, incredible staff, encouraging parents, dedicated leadership team, governors and trustees.

Miss Judith Caplan, Rabbi Ronen Broder and Mr Yosh Radomsky





# Our School Newspaper

**School Standard** is the North West school newspaper written and produced by our year 6 pupils.







# Secondary School Transfers

	Boys	Girls	Total
<b>JFS</b>	5	11	16
<b>Hasmonean</b>	1	2	3
<b>Immanuel College</b>	3	0	3
<b>Haberdashers'</b>	1	2	3
<b>UCS</b>	2	0	2
<b>City of London</b>	1	0	1
<b>Belmont</b>	0	1	1
<b>JCoSS</b>	1	0	1
<b>South Hampstead</b>	0	1	1
<b>Yavneh College</b>	1	0	1
<b>Kisharon</b>	1	0	1
	<b>16</b>	<b>17</b>	<b>33</b>





# North West Governors

Governors contribute to the work of the Governing Board by ensuring all the children at North West can reach their full potential and achieve excellent academic outcomes by:

- Setting the School's vision, ethos and strategic direction.
- Holding the headteacher to account for the educational performance of the school and its pupils.
- Overseeing the financial performance of the school to ensure that money is well spent.



We have 9 sub committees of the Governing Board which are:

1. Teaching, learning & curriculum
2. Staffing
3. Finance
4. Premises
5. Safeguarding & welfare
6. Admissions
7. Va'ad Hachinuch
8. Communications
9. Fundraising

All Governors take part in Learning Walks led by the Senior Leadership Team to get a feel of how the school runs day by day. The Learning Walks are focused and specific agendas and outcomes are discussed, agreed and recorded.





# North West Governors

We are very fortunate to have a dedicated team of Governors and Trustees who voluntarily give up their time, working together **Striving to achieve excellence for all.**

We have 14 Governors, 7 Trustees, 9 Trustee-appointed Governors, 2 Parent-appointed Governors, 5 Governors who are also parents, 2 Staff-appointed Teacher Governors, and our Head Teacher is an Ex Officio Governor.

- **Mr Ashley Donoff**  
Chair of Governors  
Designated Governor for Safeguarding and Child Protection
- **Miss Judith Caplan**  
Headteacher
- **Mrs Sara Elias**  
Vice Chair of Governors  
Chair of Va'ad Hachinuch Committee
- **Mr Sol Benady**  
Chair of Finance Committee
- **Mr Martin Kerem**  
Chair of Communications Committee
- **Designated Governor for SEND**
- **Dr Arnie Kosiner**  
Chair of Premises Committee
- **Mr David Landy**
- **Mrs Naomi Landy**  
School Administrator and Admissions Officer
- **Mr Graham Morris**
- **Mr Yosh Radomsky**
- **Mrs Danielle Stone**
- **Mr Neil Taub**
- **Mrs Sheila Taylor**  
Chair of The Admissions Committee
- **Mr Michael Weinstein**

Clerk to the Governors - **Mrs Nicki Parker**

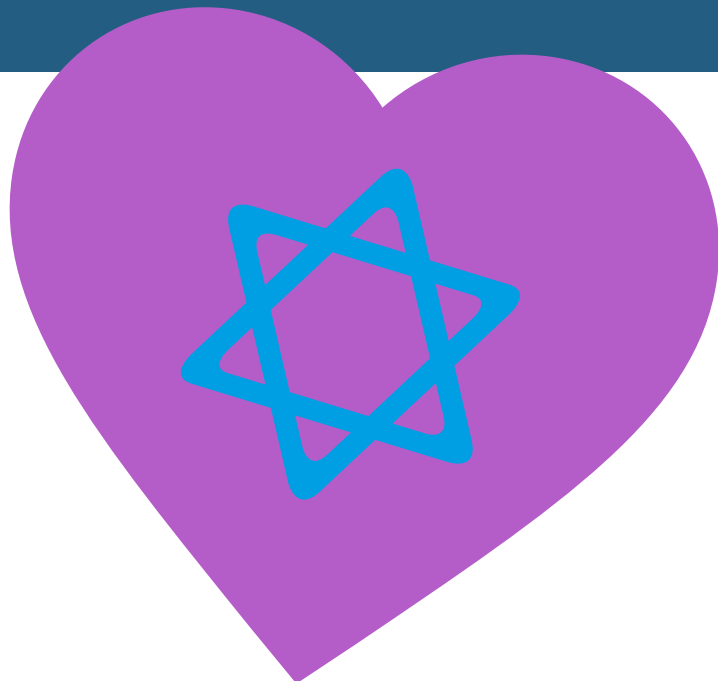


# North West Governors

As you may know, the kodesh at our beloved school is overseen by a committee known as the Va'ad Hachinuch. For 25 years, this committee has been chaired by Graham Morris who, after many years of dedicated service to the school, is now stepping down from this post. Sara Elias will be taking over as Chair of the Va'ad.

We would like to take this opportunity to thank Graham for everything he has done, not just as chair of the Va'ad but also for his involvement with the school over the past 50 years. He has been a passionate and dedicated supporter of North West throughout and we are delighted that he will continue his involvement as a Trustee and a Governor.

We would like to acknowledge and thank the contribution of Michael Weinstein to the school as a Trustee, Governor and benefactor for some 40 years, who has decided to step down from his roles with the School. His involvement was also as a parent and grandparent and he really has had a comprehensive view of the School's work. His dedicated work for the school will be very much missed by all who had the pleasure of working with him.





# North West Trustees

The Trustees manage the NWL Jewish Day School, a charity whose objects are to advance Orthodox Jewish education in accordance with the doctrine and principles of the Orthodox Jewish faith as laid down in the Shulchan Aruch.

- **Mr David Landy**  
Chair of Trustees
- **Dayan Ivan Binstock**  
Principal
- **Mr David Fishel**
- **Dr Arnie Kosiner**
- **Mr Charles Lossos**
- **Mr Graham Morris**
- **Mrs Sheila Taylor**

Secretary to the Trustees – Ms Angela Kirby

# North West Leadership Team

- **Miss Judith Caplan**  
Headteacher,  
Safeguarding Lead
- **Rabbi Ronen Broder**  
Deputy Headteacher,  
School Rav
- **Mr Yosh Radomsky**  
Deputy Headteacher,  
Head of KS2
- **Mrs Amanda Shoota**  
Head of KS1  
Child Protection Lead
- **Mrs Brenda Mailer**  
Head of Early Years  
Foundation Stage
- **Mrs Naomi Landy**  
School Administrator
- **Mrs Madeleine Bendell**  
Every Child Matters  
Coordinator – SENCO
- **Rabbi David Wilk**  
Head of Kodesh

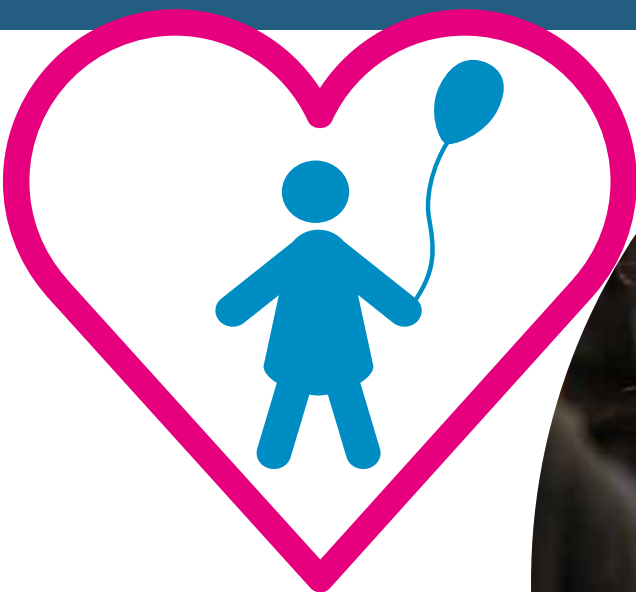


# Every Child Matters

At North West Every Child Matters, and progress has always been closely monitored so that support and stretching the child to a greater depth of learning, if needed, can be put in place quickly.

All our staff work closely with our award-winning ECM team, SENCO and our Rav to make sure that all children receive the best pastoral care to enable them to achieve their fullest potential. The team supporting each child includes external agencies and specialists, such as speech and language therapists and a school psychologist, who attends once a week. The mental health and wellbeing of all our children and our staff is paramount for a perfect learning environment and we have implemented a number of programmes to support this such as Take Ten and ELSA (Emotional Literacy Support Assistant).

Each year group is expected to achieve and progress in different subjects. Teachers must predict in the autumn term the expectations that each child is likely to achieve by the end of the school year. Each child's progress is then reviewed throughout the year in terms of whether or not they, as individuals, are achieving to the best of their own ability and in line with predictions.







# Kodesh

Some of the highlights of distance learning include:

- Recorded video lessons, Zoom sessions, PowerPoints and various resources for all parts of the Kodesh curriculum.
- Weekly virtual Kabbalat Shabbat Assemblies. Two separate Kabbalat Shabbat assemblies were organized: one for KS1 and one for KS2. The children were able to give their input and each week a Dvar Torah has been given by at least one child in Year 2 and one child in Year 6. The children prepare a video presentation with their Dvar Torah and these presentations have proven to be of a remarkably high standard. We also have an interesting Dvar Halacha given by a child in Year 5. Reception children recite the blessings over the Shabbat candles, grape juice and challah.
- Each week a different member of staff delivers a Dvar Torah/ thought for the week on the weekly Parasha.
- Live streaming of the model Seder.
- A video featuring the children from across the school wearing blue and white and with Israeli flags was produced for Yom Ha'atzmaut.
- Yom Hazikaron and Yom Ha'atzmaut assemblies which included custom-made videos, songs, and presentations by children.
- Lag Ba'Omer online assembly and tailor-made video including each member of the Kodesh/Ivrit team explaining an aspect of Lag Ba'Omer.
- Animated talk by Rebbetzin Knopfler about her grandfather (Rabbi Margulies) and the founding of the school 75 years ago.





# Kodesh

- Shavuot activities including: a flower challenge where each child was asked to create a piece of art for Shavuot (with the best work showcased in a special Shavuot video), a 'how to' video showing the children how to make cheesecake, a 'Who wants to be a millionaire?' Quiz and Generation Sinai live streaming event.
- The Etgar National Contest – Year 5 took part in the Etgar Challenge and a big Mazel Tov to Miel Krasner who came 2nd out of over 450 Year 5 pupils across Jewish schools in the country. Thank you to Mr Kramar and the Year 5 kodesh team for preparing the children.
- Rosh Chodesh assemblies including Tefillah, Hallel and Keriat HaTorah from the children.
- We have also been privileged to have had virtual talks from Rabbi Eli Levin of South Hampstead Synagogue; Rabbi David Lister of Edgware United Synagogue; Mr Joel Sager, headteacher of Pardes Primary School; and Rabbi Jonathan Tawil from TAL-Torah Action Life.





# Financial Year-end Review

The finance committee's key activities this year were:

- Review and submission to the ESFA of the audited accounts for the year end 31 August 2019
- Oversight of internal financial controls of the school
- Review and oversight of the school's monthly management accounts
- Review and submission of 3 year school budget to the ESFA
- Provide ongoing support to the other school committees for all finance-related matters
- Supporting the school through the financial effects of the COVID-19 pandemic.





# Cost Pressure

## Financial outlook for the next academic year

The school remains resilient under ongoing cost pressure. However, our financial position remains precarious and uncertain due to another squeeze on income from our main source of funding. The school's government funding has not materially increased for 4 years, whereas the school's cost base has increased due to pension auto-enrolment, mandatory increases to pension contributions, inflation and SEN costs. This is further compounded by the ongoing Covid-19 crisis.

## Grateful for Parents' Annual Voluntary Contributions

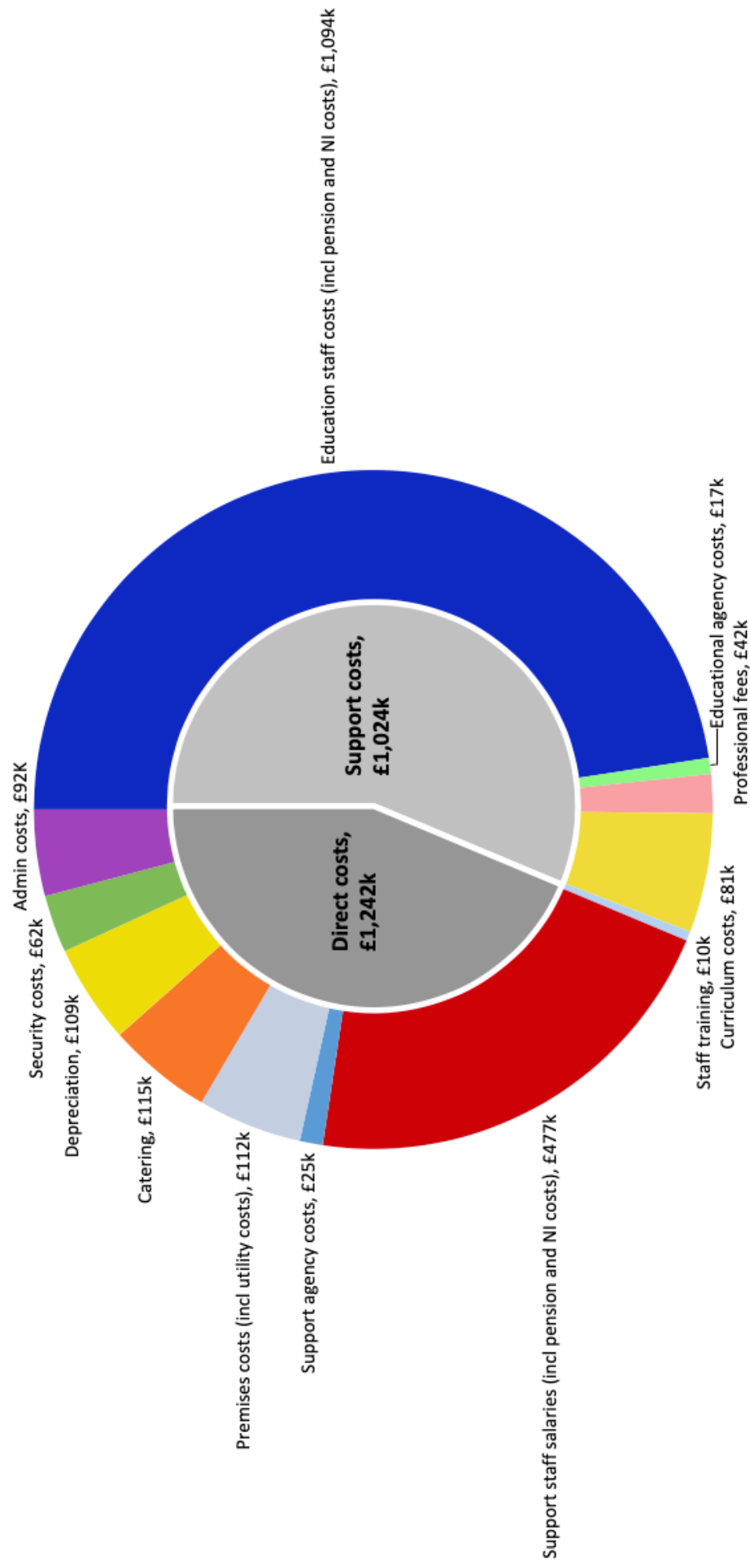
We are incredibly grateful to the parent body for continuing to support the school through their annual voluntary contributions. Without this additional funding, the school would run a deficit and we would not be able to continue offering the current high standard of teaching and education for our children. We hope that we can continue to rely on your support for the upcoming academic year and beyond.





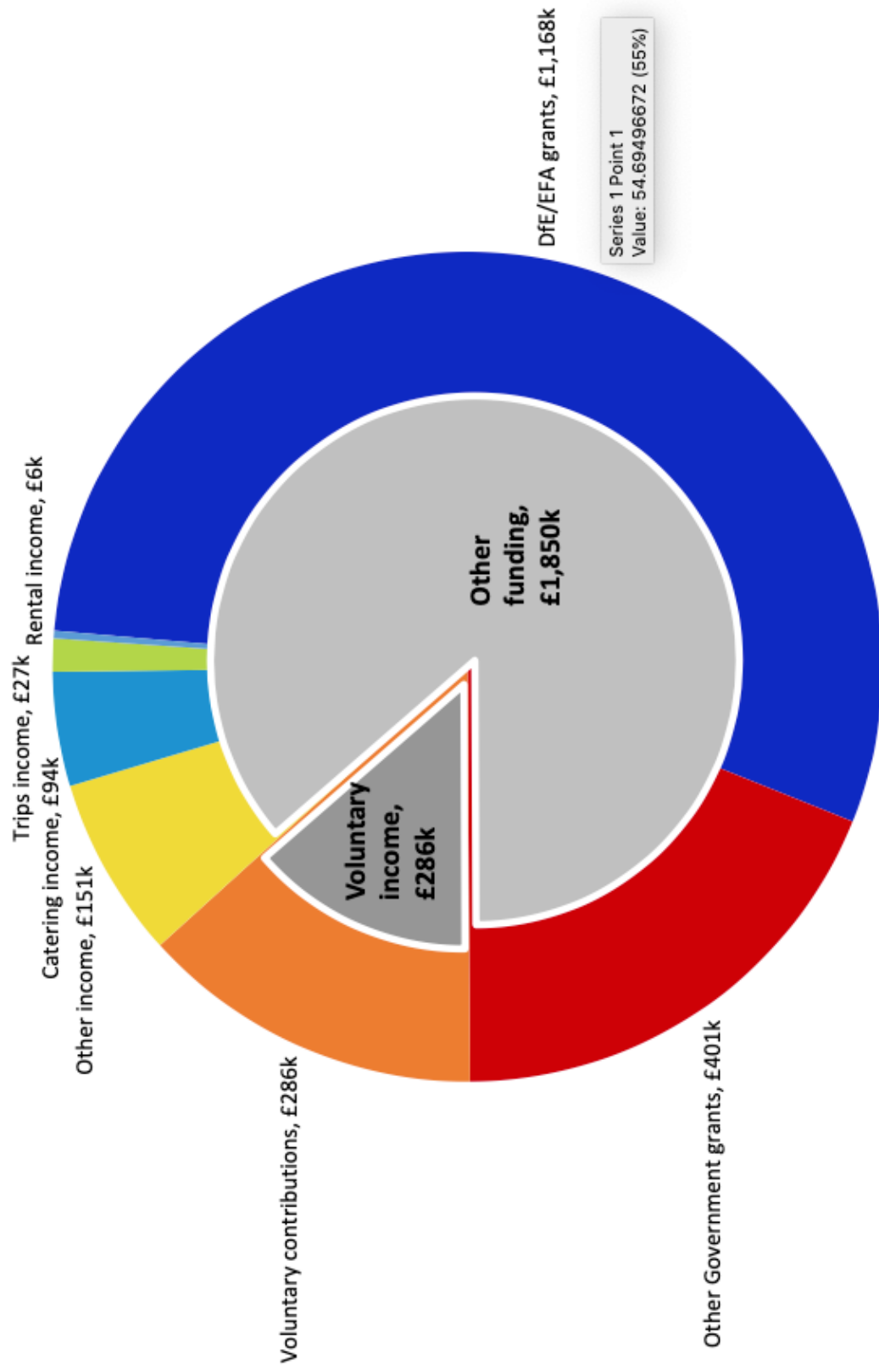


# How the School Spends its Annual Budget





# Where Our Funds Come From





# Kodesh Funding

North West's excellent kodesh, Jewish Studies and our cultural and welfare curriculum, is **NOT** funded via the Department for Education. We rely on the parents of North West to make a contribution to fund this superb education. Unless the contributions are made by parents, the funds required to run the Kodesh Department, to pay our teachers' salaries and to provide its resources will not be there.

## Thank You to All Parents Who Contribute to This Essential Fund

As parents, we have chosen to send our children to NWLJDS on account of its religious ethos and its provision of Jewish education. It is therefore vital that all parents appreciate their responsibilities for making these contributions. Sadly, a single parent's failure to contribute can affect the whole school, since there will not be enough money to cover all the costs. The impact on the ethos of the school cannot be over emphasised.





# Kodesh Support Fund

The Trustees appreciate that the ability to make these contributions can be a financial challenge for some families. They have therefore set up a fund to cover the shortfall in the budget arising from families being unable to make a full or partial contribution. Families may make their circumstances known in strict confidence by contacting the Chair of Trustees, Mr David Landy at [dlandy@nwljds.org.uk](mailto:dlandy@nwljds.org.uk), or the School Principal, Dayan Binstock. In order to raise the funds to cover the shortfall the Trustees can only do so if families have contacted them to advise of their circumstances.

## If One Parent Refuses to Pay, All Our Children Lose Out

Regrettably, where parents refuse to pay and refuse to request assistance, all of our pupils will lose out. The importance of these payments cannot be underestimated and we ask any parent who has not yet made their contribution or requested financial assistance to do so at the earliest opportunity.







# Kodesh Financial Outlook

The Trustees work with the Finance Committee and Governing Body to help mitigate the financial challenges faced by the school, by exploring additional funding and cost reduction initiatives. We are proactive in constantly seeking alternative funding sources and work closely alongside other Jewish Schools who face similar challenges. Our priority is the maintenance of the highest standard of Kodesh studies we are currently offering our pupils.

## Kodesh Financial Summary

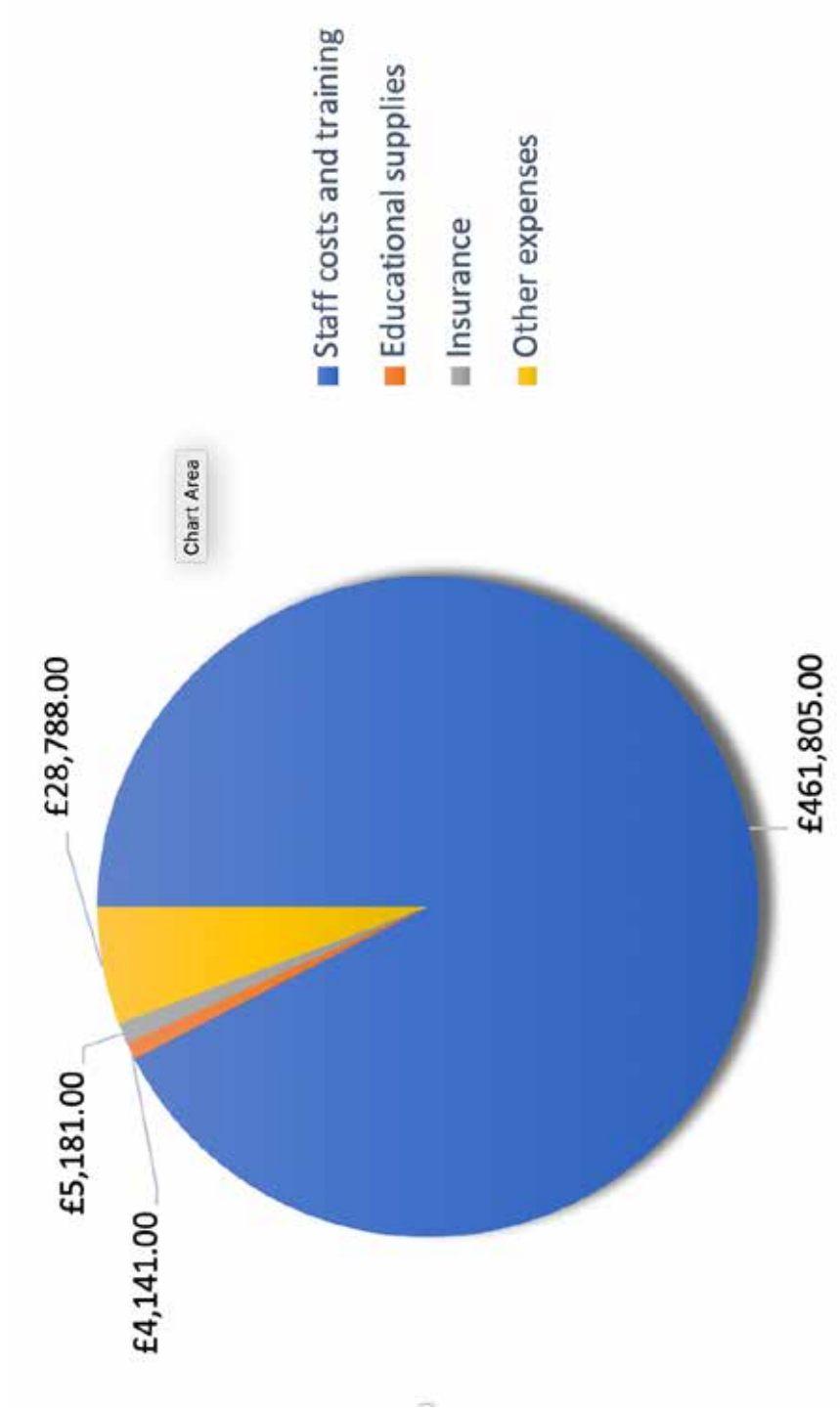
In order to provide financial transparency, please see the visual summary of the Kodesh income and expenditure on the following pages. As you will see, the school's funding comes entirely from parental contributions.





# How The School Spends The Jewish Studies Contribution

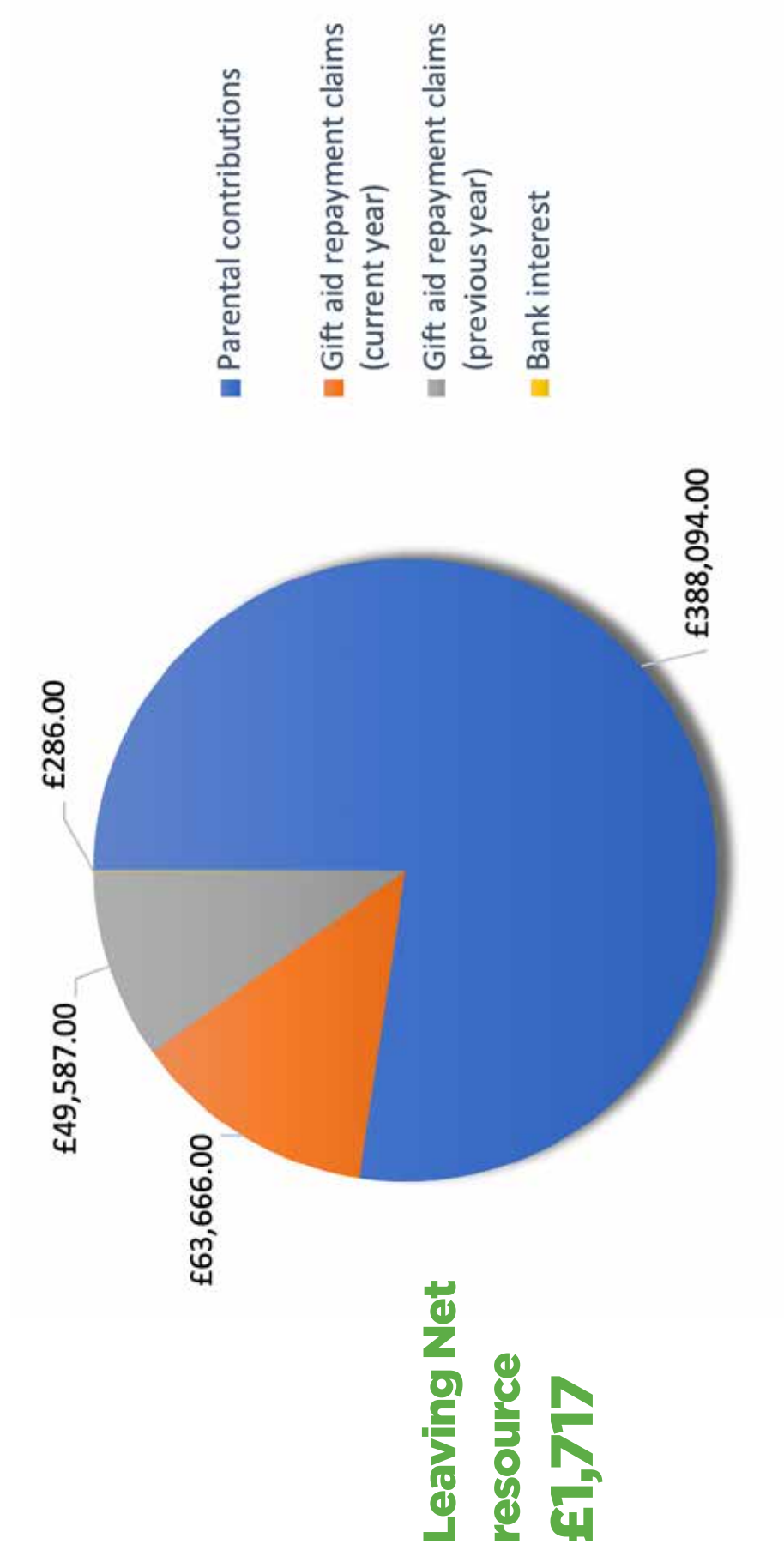
## Total expended £499,916





# Where Our Funding Comes From

## Total Income £501,633





# Match Funding Campaign



On Sunday 15th December and Monday 16th of December 2019, North West held a highly successful 36-hour matched funding campaign. Our target was to raise the £750,000 needed to help fund, among other things, our school's high staff-to-pupil ratio and exceptional Special Educational Needs support.

2020 marks a landmark anniversary for the school – our 75th. This innovative fundraiser – the first time we had ever raised funds for the school in this way – was a wonderful way to mark the start of this special year. Thanks to generous supporters, including Harold and Nicola Pasha, every pound donated was doubled up to £375,000. Not only did we reach our target, but we went well beyond, finally reaching a total of just over £853,000.

In early January 2020, the Allocations Committee met for the first time. This committee will be overseeing the projects on which the money is to be spent and making sure that all funds pledged are collected. Not all donations have come in yet, and not all the money has been made available immediately,





# Match Funding Campaign

as some donations will only gradually be released to the school over a period of up to 4 years. Some of the funds raised have been earmarked for special projects, including a new Creative Curriculum classroom.

The Allocations Committee met for the second time in February, and plans were already underway for a number of projects. However, the Covid-19 pandemic has meant that some of those plans have had to be paused in the short term.

Following a meeting in July, plans are now being prepared for several projects in the next year and will be meeting over the summer holidays, we are hoping to replace all the Interactive White Boards in the school – a change that will immediately benefit the children when they return to school, all being well, in September.

The committee will be meeting again early in the Autumn term, when we look forward to sharing details of further progress.

Thanks to Sharon Gertler Starr for her work as chair of the Fundraising Committee. Thanks to Rabbi Broder, Sara Elias, Ashley Donoff, Martin Kerem and Judith Caplan and all the teams for their work on our successful 75th Anniversary Fundmatch Campaign in December 2019.





# North West London Jewish Day School is a **Charity!**

The government continues to make cuts to funding within education and our school is no different.

Our children receive the very best education a state school can provide, with a much higher ratio of teaching staff to pupils than most other state schools.

We do not make enough money to sustain our quality of education without your help.

## How Can You Help?

### DONATE NOW!

1. Pay **voluntary contributions** on time and in full
2. Ask family and friends to help with the education of your children by making a one off or on-going **donation**
3. Become a **legend** by making a donation when your child moves on to secondary school.
4. Make a donation or fundraise with your **simcha** such as a Bat/Bar Mitzvah - support the next generation of pupils.

### ONLINE

1. **Smile.Amazon** - every time you buy something on Amazon shop through this link - <https://smile.amazon.co.uk> and add The Parents Association Of The North West London Jewish Day School as your supporter.
2. **Easyfundraising** - click here <http://bit.ly/2xuYOqG> and go shopping.
3. **JustGiving** - start raising funds for the school now.





# North West London Jewish Day School is a **Charity!**

## How Can You Help?

### FUNDRAISE

1. **Join** our fundraising committee to help raise much needed funds
2. **Organise an event** - put on a challah bake or poker evening, run a marathon, abseil down a building, tip a bucket of ice over your head - have some fun and make North West money while you do it

### VOLUNTEER

1. Attend all of our fundraising events
2. Help organise our fundraising events
3. Tell everyone that North West is a charity - other parents, grandparents, cousins, long lost friends, anyone you think will be able to help
4. Get involved in your child's/childrens' education by making a positive difference - join a committee or help sell challah on a Friday Morning

Please contact Sara Elias if you can help - [selias@nwljds.org.uk](mailto:selias@nwljds.org.uk)



**Thank you  
so much for  
being part of  
the North West  
community**