

Wednesday 17th November 2021 at 6:30pm

Sikh Academy Trust (SAT) meeting Khalsa Secondary Academy (KSA) Parents at KSA

In attendance:

Sikh Academies Trust – Jujar Singh (Chair of Trustees) Gurminder Singh (Vice Chair of Trustees), Tony Ark (Trustee), Raminder Singh Vig (Executive Principal), Rajvinder Kaur Gandhum (PA to Executive Principal), Jasbir Mahil (KPS DSL/Head of School)

Khalsa Academy Trust – Mr Sukhdev Shoker, Mr Jon Gibson, Mr Manjit Kaley (Parent and part of KAT Leadership)

RSV introduced the SAT and those in attendance from the SAT Board. The objective of the meeting was to provide confidence and reassurance in the future for parents, children and Khalsa Secondary Academy.

Jujar Singh then introduced himself and said Sikh Academies Trust is a new Trust formed to manage KPS which was converted into an academy and joined SAT on 1st February 2021. Trustees of SAT have a wide range of experiences, HR, Finance, Educational, Legal, Business, Banking, STEM education.

Following the DFE's decision to terminate the funding to KAT last year, SAT was chosen as the preferred Trust to take over KSA. SAT have had a productive meeting with KAT and are working together to ensure a smooth transition of KSA to SAT. The due diligence process will be commencing soon.

RSV discussed his experience which included his 8th headship, with 2 headships of 3 - 18 schools. He also mentioned that he was Director of Education of 12 schools of which two were secondary schools. He went on to cover:

SAT's Vision – We help to develop our pupils to become exemplary British Citizens. We foster a stimulating and challenging environment. All members of the school community are respected, motivated and prepared for the challenging world in which we live.

SAT's Values – Compassion, Truth, Humility, Love and Contentment.

SAT is aware that the teaching and learning at KSA is good. Teachers are very dedicated and supportive. SAT believe this can be further developed and give you the confidence to take yourselves and the school further. Emotional Health and Wellbeing is the highest priority for SAT.

KSA has many strengths and SAT wants to use those strengths as we go forward. The immediate priorities are safeguarding, SEND and capacity building.

SAT's aim is to move KSA to OUTSTANDING in 4 years. This can only happen if everyone works together with a shared vision.

RSV said that SAT wants to have parents as key members in the education of all our children. He said that a partnership of school students and parents is vital in developing the children. RSV said he saw the role of parents as key as we go forward.

RSV mentioned that he operates an open door policy and parents will be able to meet him.

Further meetings with the parents for an update will take place in January 2022.

The session was then opened up to questions from parents.

Questions	Answers
Communication needs to be better at KSA	Communication is important. At KPS regular communication is issued to parents via newsletter or parentmail. There are also regular parent sessions, an established PTA and an open door policy to meet the Head. These will be implemented at KSA once transfer to SAT is completed.
<p>There is no PTA at KSA. KSA don't have a parent voice.</p> <p>Parents want to be more involved.</p> <p>There is no TRUST. Parents are shut down the minute they speak.</p>	<p>A PTA can be introduced and it is encouraged by SAT.</p> <p>From when the transfer is complete (targeted by 1st March 2022) the Executive Principal will operate an open door policy for whenever parents want. Same policy applies at KPS and some KSA parents are aware of this.</p> <p>Until the transfer is complete, the parents first point of contact still has to be the leadership at KSA.</p>
The library is not there/up to scratch	During the walk around at KSA, the Executive Principal confirmed that there was a library in place, however it is likely that more books are required. On average, a library at a secondary school should have 27 books per child. This will be reviewed post transfer as it is estimated that currently there are about 3000 books.

<p>SENDCo, children's needs are not met. Parents are constantly chasing teachers and not listened to.</p> <p>Parents need more engagement, the school is failing the children.</p> <p>Everyday matters.</p> <p>A parent's child who has now left the school needs were not met whilst attending school. The child has a condition which has made their child go blind. All the parents want is for their child to be given the best opportunity in life.</p> <p>SEN is a letdown in this school. Parents want more transparency on SEN. Safeguarding/SEN is a high priority at KSA</p>	<p>Once SAT takes over, we are looking to employ one-person full time and 3/4 staff part time to help with the SENDCo needs of the children.</p> <p>EHCP plans will indicate the needs of each child. The money is allocated to the school to meet these needs and processes need to be put in place. SAT asked parents to refer to these concerns and raise them with KSA. SAT cannot practically do anything until after transfer.</p> <p>Parents asked RSV to take over SEN and Safeguarding with immediate effect, but this is not possible. Due diligence must take place and complete first.</p> <p>All queries must be raised with KSA until the transfer is complete.</p> <p>RSV mentioned there will be a full time Safeguarding Lead and adequate staff will be employed to review the SEN provision.</p>
<p>KSA use Google classroom but more communication needs to be had with parents, especially around when assessments take place.</p>	<p>SAT will review this post transfer.</p>
<p>If a wider curriculum is to be introduced then how will this impact children. There is already a gap in the children's learning through COVID-19.</p>	<p>It was noted lockdown has taken a toll on all children's learning and is not looking to put a bigger gap in their learning.</p> <p>RSV mentioned that each child will be set with a target and is expecting that targets will be met with added value.</p>
<p>A parent mentioned they had raised safeguarding concerns with the school staff, leadership, Trustees but nothing has come of it. They've had no choice but to contact the Baroness/DfE.</p>	<p>RSV was unable to comment and asked the parent to speak to the KSA/KAT staff that were in the room after the meeting.</p> <p>Once transfer is complete, (hopefully 1st March), SAT will be able to resolve any problems that may arise.</p>
<p>It was noted the teachers are disconnected from Leadership.</p>	<p>RSV praised the teachers and noted they level of teaching is good from what he had observed so far.</p>

<p>Will any of the leadership team from KAT be part of SAT.</p>	<p>He noted there are gaps in the leadership which has resulted in SAT taking over.</p> <p>At KPS, teachers and leadership meet weekly and decisions are made jointly. This approach will be used for KSA. It's a team effort, it's not about individuals.</p> <p>None of leadership from KAT will be coming to SAT. They are two separate entities.</p>
<p>Gurdwara is disrespected.</p> <p>It was noted KSA are already making changes to the Gurdwara.</p> <p>There is a disconnect in the way Sikhi is taught in KPS and KSA.</p>	<p>In RSV's mind, he would like to introduce ½ hour in the Gurdwara for KS3 and the next ½ hour for KS4. This should be a daily morning routine. It starts the day off on a calm/relaxed basis with fresh minds.</p> <p>SAT is not aware of what changes are being introduced as KAT remains in control of any changes until transfer is complete.</p> <p>At KPS, the Sikh Ethos is overseen by the Trusts religious Authority which is Slough Sikh School Trust and the intention is that KSA will follow a similar approach where more religious activities, like the assemblies and celebrations will be incorporated into the curriculum.</p>
<p>Well-being of children is crucial</p>	<p>RSV agreed and this all stems from the top down. Teachers must be treated with respect and TRUSTED. This will then flow to the child.</p> <p>If a teacher has an idea, providing the idea has a positive impact on the child this will not be disregarded. They will be encouraged to trial it.</p> <p>Wellbeing of staff will be reviewed regularly. On INSET days, Staff at KPS are taken out on day trips to places like Bruges or Black Park to assist with team cohesion. The wellbeing of staff is important. If the staff are not looked after, then this will impact how they teach the children.</p>

<p>Year 11 options were introduced, commenced, parents paid for resources and then the options were dropped after 8 weeks due to lack of student numbers. £300 was paid for books.</p>	<p>This needs to be raised with KSA/KAT. SAT are unable to comment on what was offered, why it was taken back and the amount of parents paid for resources.</p>
<p>There is no taster session on a-level subjects. Can a taster session for 2 weeks be brought in like other schools?</p>	<p>RSV would look into this for future A-level provisions.</p>
<p>Sports needs to be improved. After school activities are set up but there is no engagement from the school to support this. There are no trained staff for the activities.</p>	<p>SAT believe that all child should take part in some sort of sports activity and this will be reviewed post transfer.</p>
<p>Will SAT be following Akal Takhat Rehat Maryada when teaching our children Sikh studies at KSA</p>	<p>SAT follows the Akal Takhat Rehat Maryada (Code of Conduct) in all matters related to the Sikh Ethos, this includes all activities in the Darbar Sahib, Teaching and events. This is clearly stipulated on the KPS website and the same will apply at KSA.</p>
<p>Will children and staff have to cover their heads all day</p>	<p>No. Head coverings are required in the Darbar Sahib (Gurdwara) only.</p>
<p>There are several queries about AKJ and its beliefs in relation to Sikh Studies and Ethos (Turban, Food preparation, head coverings)</p>	<p>SAT follows the Akal Takhat Rehat Maryada only. SAT is not aligned to any group and if there are questions concerning beliefs of AKJ then these need to be addressed directly to AKJ.</p> <p>We can assure you that only Akal Takhat Rehat Maryada is followed by SAT.</p> <p>Furthermore, the Funding Agreement states:</p> <p><i>"The Academy Trust must ensure that so far as is reasonably practicable and consistent with ...the Equality Act 2010, the policies and practices adopted by the Academy (in particular regarding curriculum, uniform and school food) enable pupils of all faiths and none to play a full part in the</i></p>

	<i>life of the Academy, and do not disadvantage pupils or parents or any faith or none."</i>
<p>Parents pleaded with the KSA/KAT to take something away from this session and that is to make the most of the time they have left and do something about the needs of the children.</p> <p>Everyday matters and March seems too far away. This could have a huge impact on the SEN/Safeguarding children.</p>	