

27, DALE STREET.
LIVERPOOL, L2 2MD.

2nd May 1975

Dear Headmaster,

At the last meeting of the Jewish Studies Committee of the Schools the question was again discussed of the Jewish studies time-table in 4th and 5th years. During those years of the 8 periods only 3 are in the regular time-table, the other 5 precede the normal school day.

The Committee again reaffirmed its views that this was an unsatisfactory situation and that at least 2 of the 5 Assembly periods should be brought into the regular school-day. The Governors' representatives who were present accepted (as we have in the past) the force of this recommendation. For myself I believe it is a reasonable indeed unanswerable request.

I would therefore like you to accept that we have committed ourselves to the proposition that two of the Assembly periods in 4th and 5th years should be incorporated in the regular school-day. I would like you in conjunction with the staff to give immediate attention to the best method of implementing the proposal. It would seem good sense that no subject should lose a period in both the 4th and 5th years. Apart from that it seems a matter suited for staff consideration and decision

rather than Governors but you will appreciate that if our views can be of help to you, you have but to ask.

Yours Sincerely,

Henry L. Lachs

Henry L. Lachs

King David High School Minutes of Staff Association.

Date: Tuesday 6th May 1975.

Time: 12-45p.m.

Present: Pa, Sm, Er, Co, Rn, Mo, Fl, Ct, Jy, Sn, Br, RS, Mo, Bn, Mr, Bk, Nn, Hs.

Apologies: Mr. Owen and Mr. Price.

1. Minutes of last meeting were taken as read and signed as correct.
2. Matters arising:
 - a) Effort Report: All effort reports are now daily and Mr. Beebe and Mr. Savitz have posted lists of those pupils on report to them on the notice board. It was felt that some further discussion with the Head on the way the system of effort reports operates was called for.
 - b) Insurance of school property: A letter had been sent to the Director of Education by the Headmaster asking for guidance with regard to school property while off the premises.
3. Afternoon Break: It was suggested that since this is now 15 minutes in duration, the same procedure as morning break should apply - the building being cleared of pupils with the assistance of prefects.
4. Fire Drill:
 - a) No procedure had been given as to who to inform if, on checking the register absentees were noted.
 - b) Up-to-date fire drill instructions should be present in each room.
5. Jewish Studies:

A letter from the Chairman of the Governors stating that more Jewish assembly periods were to be incorporated into the timetable was read. It asked if we would like to suggest from which subjects two periods could be found in the fourth and fifth years.

The minutes for the extraordinary meeting held in June 1974 were read. It followed from these that we had no grounds for disagreement. The discussion that followed was inconclusive, the number of alternatives appeared to be few:-

 - a) Option groups must lose a period.
 - b) Maths and P.E. lose a period in 4th and 5th years.
 - c) The number of option lines to be reduced by one.

Meeting closed 1-15 p.m.

NEXT MEETING TUESDAY 3rd. JUNE 1975.

KING DAVID HIGH SCHOOL
LIVERPOOL

TIMETABLE - YEARS 4 & 5

by Rabbi Dr. C. Simons

June 75/Tammuz 5735

Introduction

At the Staff Association meeting of 6th May 1975, a letter was read from the Chairman of the Governors which stated that the Governors were committed to the integration of two Jewish Studies periods into the timetable of both the 4th and 5th years in September, 1975.

This point was reiterated by the Headmaster at the Staff Meeting of 5th June 1975. He also stated that the Governors had decided to remove the P.E. from the timetables of the 4th and 5th years to accomplish this.

Great concern was expressed at the complete elimination of P.E. from the 4th and 5th year timetable. Hence in this memorandum, we shall put forward a better method for the committed integration of these Jewish Studies periods.

Minimum number of P.E. periods

One of the recommendations made by the Staff Association at its meeting on 6th May 1975 was that P.E. lose a period in both the 4th and 5th years. (i.e. there will be one lesson per week in each of these years) and the P.E. staff have stated that they would accept this.

Therefore in these proposals we shall aim for a minimum of one period of P.E. in the timetable, for each pupil and we shall look for the best place to put it.

4th and 5th Year Timetables

The timetables of the 4th and 5th years are based on an options system and pupils in the same class can be studying as many as five different subjects at the same time.

A number of subject heads have stated that they are able to manage with one period less. However, since groups for P.E. must contain a viable number of pupils, only when several of these subjects occur on the same option line are we able to consider such possibilities. We are therefore only able to consider lines 2 and 4 of the options scheme.

4th Year

- (i) In line 2, everything except Chemistry has offered to drop a period. Bringing in Chemistry, the problem would immediately be solved and all the pupils could have P.E. in line 2.
- (ii) In line 4, Biology and Typing have offered a period. With the addition of History (which is a subject involving no laboratory nor linguistic work), 94% of the fourth year pupils could be accommodated for P.E. in line 2 and/or line 4, as follows:-

	<u>Boys</u>	<u>Girls</u>
Line 2	19	29
Line 4 (without History)	12	23
Line 4 (with History)	33	41

- (iii) It has been considered undesirable that there should be P.E. in the timetable only for the non-Jewish pupils. However, if there is P.E. in the timetable for Jewish pupils, there seems to be no reason why non-Jewish pupils should not have additional P.E. periods whilst the Jewish pupils have 2 periods of J.S.

Continued..

This is in fact the case at present for all the first three years. Hence the non-Jewish pupils in the 4th year will have a minimum of two periods and almost all will in fact have three periods.

- (iv) In the above table, the sizes of the various groups are in about the same size range as take place in the school at the moment. The only exception is the girl group of 41 which is a little large but this can be solved in several ways. e.g. some of the non-Jewish girls in this group who will already have 2 periods of P.E. can have a private study period whilst the remainder have P.E. or the History pupils can have P.E. whilst the Biology and Typing have their subjects and in another period of line 4 we will have the converge.
- (v) All non-Jewish pupils will have at least two P.E. and the majority three.

Jewish pupils: Total 48.

Number accommodated in line 2 and/or line 4.

Boys: Total 26		Girls: Total 22	
Without History	10	Without History	16
With History	20	With History	22

Total Pupils in 4th Year 92

Number accommodated

Without History 70

With History 86

every girl and all but 6 boys would have P.E. i.e. 94% of the pupils.

Alternatively if Chemistry was brought in it would only be necessary to use line 2 and every pupil would have P.E. (N.B. In such a case, it would not be necessary for Biology, Typing or History to lose a period).

- (vi) The above type of arrangement of P.E. lessons is not an unusual idea, and is at present being used for the 6th forms.

5th Year

Even though the introduction of two assembly periods is already an agreed compromise, we are prepared to make a gesture and in the 5th year integrate only one Jewish Studies period.

Therefore non-Jewish pupils will have 2 P.E. lessons
Jewish " " " 1 P.E. lesson

CONSEQUENCES OF NON-INTEGRATION

- (1) The commitment to integrate two Jewish Studies periods in both the 4th and 5th forms in September has been read out to the staff and has also filtered through to the pupils. A retraction would immediately lower the prestige of the Religious Instruction at the School and would give the impression that football, netball etc. were considered more important than Religious Instruction. The constitution of The King David Foundation clearly states that the object of the School is its religious instruction.
- (2) In addition the various other advantages arising from an integration would be lost e.g. Seminary stream for girls, Senior Jewish assembly. (See my memorandum of May 1975 for details)
- (3) I have been asked to preserve the status quo for another year and I have strongly objected to this. About this time last year, we were in a similar situation and it was then decided to preserve the status quo and I was given an undertaking that in the Autumn Term discussions would take place to solve the problem. However, nothing in fact was done.

Further Disadvantage of Assembly Periods

In addition to the numerous disadvantages of assembly periods, which I have listed in previous memoranda, I envisage an additional disadvantage which will operate from next September:

During the last few years, the start of the assembly period has advanced from about 9.00 a.m. in 1971 to 8.45 a.m. today. On a number of occasions, especially Laining days, the Shacharit service ends after 8.45 a.m. In practice this service starts at about 8.15 a.m. and since boys come voluntarily to this service, it has not been found possible to begin earlier. At present a number of the boys who attend are in Year 3 and they do not have an Assembly period. Next year, however, they will be in Year 4 and if there is no integration, they may well regularly be late from their Assembly period. An integration would largely minimise this fact.

SUMMARY OF P.E. IN 4TH AND 5TH YEARS

4th year - 2 periods of Jewish Studies integrated.

Non-Jewish pupils - 2 periods of P.E. whilst Jewish pupils are studying Jewish Studies plus further period(s) in line 4 and/or line 2 of options.

Jewish pupils - P.E. in line 4 and/or line 2 of options.

5th year - 1 period of Jewish Studies integrated.

Non-Jewish pupils - 2 periods of P.E. as at present.

Jewish pupils - 1 of these periods of P.E.

KING DAVID HIGH STAFF ASSOCIATION. EXTRAORDINARY MEETING.

Monday 9th June 1975.

Present: Pa, Sn, So, Jy, Co, Rn, Me, Da, Ey, Bk, Hs, Ph, Bn, Bt, Fy,
RS, Hn, Rd, Nr, Sn, Br, P, Kt, Mo, Ct, On, Nn, Er, St. (29)

Apologies: Mr. Thomson (Basketball practice).

1. Copies of the "Statement from P.E. Advisers, Education Authority" were circulated and the association overwhelmingly endorsed the points and request, that the decision be reconsidered.
2. The idea of a staggered start (or "flexi-timetable") incorporating academic subjects was then discussed. It was the feeling of the staff that our opinion, as stated in the minutes of June 24th 1974, was unchanged. We felt that the objections of the Jewish staff to using this time would apply equally to other subjects.
3. It was felt that for the future some re-organisation of options, so that P.E. is included in the timetable for 4th & 5th years was needed. The staff also felt that the pupils are overloaded with academic subjects in these years. Therefore, to cut down the number of lines, spreading the options over four lines could resolve both problems.
4. Short-Term - What can be done to save 4th & 5th year P.E. next year? The Association as a whole felt that it would be preferable for certain option lines to lose one period next year rather than the pupils in the 4th & 5th years to have no P.E..

Meeting closed 1-20p.m.

-O-O-O-O-O-O-O-O-O-O-

STATEMENT FROM THE P.E. ADVISERS, EDUCATION AUTHORITY - 9TH JUNE, 1975

The P.E. Advisers offer the following points for your consideration regarding the decision to exclude P.E. from the timetable of 4th and 5th year pupils:

1. P.E. Staff:

- a) Career structure: Promotion prospects will be seriously curtailed by limited experience in present post. (1st three years only).
- b) Job satisfaction: Little incentive to establish a really sound basic course which cannot be developed as the children begin to achieve maturity.
- c) Future staff: We cannot see how staff of a suitable calibre would be attracted to a school which affords them such little opportunity.

2. Children:

We doubt whether the junior children would continue to take the subject seriously when they learn that it is to be disregarded at fourth and fifth year level. 6th form involvement would also be difficult to re-establish.

4th and 5th years are particularly vulnerable to disruptive social influences. If they are encouraged to opt out at this stage it could have serious long term effects.

3. School:

Good facilities for P.E. have been provided and the proposed timetable would result in them being seriously under-used. This problem is under close scrutiny by the Committee at present.

We fully appreciate the problems involved, but would earnestly request you to reconsider your decision.

Mr. G.E. Caine
Miss P.M. Williams

KING DAVID HIGH SCHOOL

12th June, 1975

NOTES ON STAFF MEETING RE TIMETABLE YEARS 4 AND 5.

The meeting was well attended, but there were inevitably a few absences due to examination invigilation, conferences and a cricket match.

1. Proposal - to try to find one period of P.E. for each P.E. teaching group (2 groups in each year) within normal timetable. This lesson to be located period 4 or 8 and to be continued into lunch-break or after school.

Miss Burke and Mr. Harkness thought it would be unworkable to extend such a lesson.

- Reasons:
- i) loss of time normally given to extra-curricular practices, games and clubs.
 - ii) impossibility of organizing such classes in lunch-break when rest of pupils were out in the yard and on the field.

Miss Burke said she would reluctantly accept one lesson rather than try such an extension. There was no dissent from her point of view.

2. Exploration of practical consequences of proposal in item 4 of Staff Association Minutes 9th June: "...it would be preferable for certain option lines to lose one period next year ...".

A subject-by-subject examination of Year 4 options showed that Commerce, Typing, Pottery and Domestic Science could cope with one period less. French, where it is for CSE only, and Biology, where it is for O-level only, could probably also cope. It was pointed out that GED was already receiving somewhat less time than was prescribed by the examination regulations.

There were thus 3 subjects offering 1 period from Option Group II, viz. Com, Fre & Pot. The remaining subject, Chemistry, accounts for 45 pupils out of the total of 95. Rabbi Simons suggested that an examination of individual pupils' options might reveal a possibility of these 45 pupils having a P.E. period in lieu of one of their other options and he offered to do the research.

3. Proposal - a 9-period day within 9 a.m. to 4 p.m. This would mean shorter periods for some lessons, 30 minutes instead of 35, and the proposal was unanimously rejected.
4. Item 3 led two teachers to mention Bluecoat School timetable. From this it appeared that Bluecoat's lesson time is 25 minutes per day longer than ours, though they have in fact only 8 periods per day. Mr. Meeson remarked that the NAS took exception to the fact that Bluecoat and a few other schools were working what the NAS considered excessive hours, but the NAS seemed unable to alter the situation. I pointed out that our Governors had readily conceded the issue of hours when they had been approached a few years ago and that it was therefore especially disappointing that their request for 'flexi-time' had been turned down by the staff. Mr. Meeson thought that NAS and possibly other unions might find 'flexi-time' unacceptable. I doubted this and said that I, and probably the Governors, would be happy to discuss the question with the appropriate officers. One teacher said that, if he were faced with the choice he would prefer to work flexi-time rather than lose a lesson from his subject.

Continued....

Objections by secular teachers to the 'assembly' period lesson were:

- a) the Jewish teachers found them awkward (this was disputed by Mrs. Capek and me).
 - b) substitutions for absent teachers would fall more heavily on certain colleagues if others left school after Period 7, having taught in the 'assembly' period.
5. There was a short discussion of the other suggestion contained in the Staff Association minutes regarding a reduction in the number of option lines in future years. The point was made, and received a fair measure of support, that pupils of Years 4 and 5 were under great pressure, whereas most of Lower Sixth had too much free time. Many Year 5 pupils, perhaps the majority, dropped one or more subjects after the trial examinations and this indicated that they should have been given fewer subjects to begin with.
6. Timing - secular staff were unanimous in feeling that decisions regarding 1975 - 76 timetables were being taken under pressure and with undue haste. They would like to retain the status quo for a further year whilst a solution was actively pursued. Rabbi Simons objected strongly and I suggested we might compromise on one term, but he was against this too.

41. MENLOVE GARDENS WEST
LIVERPOOL
L18 2ET
051-722 5936

19th June 1975

Dear Mr. Parkin,

The Governors at a meeting on Monday evening gave further consideration to the question of integrating two periods of Jewish studies in 4th and 5th year into the normal time-table.

We were aware of your reaction to our proposal to change the structure of P.E. and that at a meeting of the Staff Association on June 9th you asked us to reconsider this proposal. We also had the Headmaster's notes of the Staff Meeting on June 12th when the staff discussed a number of suggestions aimed at solving the problem in a practicable and acceptable way.

We accept that there is considerable force in the criticism of our rather drastic proposals in relation to P.E., and we certainly ought to reconsider it. Your meeting of June 12th seemed to us to have been fruitful in producing a number of possible steps which call for further study. We accept too that decisions like this should not

41. MENLOVE GARDENS WEST
LIVERPOOL
L18 2ET
051-722 5936

be taken under pressure of time and we therefore agree that the matter should be deferred for further exploration.

I am however very anxious that we should actively continue our search for a solution as the Governors do remain very concerned to pursue the policy of incorporating these two periods into the normal time-table.

What I would very much like to do is to carry on the search and analysis together and I would suggest that at the beginning of next term we set up a Working Party consisting of the Headmaster and a selection of the Governors, and as many of the staff as you think appropriate (it would probably be advisable to have all Heads of Departments) and that we try to hammer out a solution.

That means that there will for the moment be no change in the time-table and the allocation of periods. I would like you particularly to

41. MENLOVE GARDENS WEST
LIVERPOOL
L18 2ET
051-722 5936

reassure Miss Burke and Mr. Harkness (to whom I am very conscious of having caused dismay) that, although P.E. might again be looked at together with other subjects, there is unlikely to be any revival of the rather drastic pruning of P.E. which we suggested.
The chorus of criticism was pretty deafening!

With sincerest regards

Henry Lachs

Henry L. Lachs

Report on meeting with Governors re. 4th, 5th year curriculum ~~Thursday~~
Wednesday 1st Oct

The three possible solutions to the problem of incorporating two extra periods of J.S into the school time-table were discussed.

1. Reduction of option lines. This ~~is~~, at present, is not acceptable to the Governors. Mr Lachs particularly is concerned with the lack of choice that would be available to those taking three sciences. It also affects five periods while the necessary changes involve only two.

2. Reduction of periods available to selected subjects to four.

It is not, at present, possible to achieve agreement among Heads & Departments about which subjects can afford to lose a period.

3. Flexi-time.

This is still the solution favoured by the Head and the Governors.

The proposal this time was that 4th and 5th years should work a longer week than the first three years. The teaching of extra periods would be shared among the whole staff.

Working a nine-period day would be compensated by an early finish elsewhere in the week. Whether the start & finish of the day should be uniform for the whole school was left open. The Head would work out in detail for Staff consideration what these proposals involve.

Alastair

MINUTES OF STAFF ASSOCIATION MEETING TUESDAY 7th OCT. '75.

Present: Pa, Sm, Rn, Me, Co, RS, Bn, Bt, Mo, Tr, Kt, Di, Hs, Bk, Fy,
Nn, On, Ph, Ct, Er.

Apologies: Mr.Thomson (Basketball) Mrs.Stoops and Mr.Dale (Hospital).
Mrs. Hershon (Choir).

1. Minutes of Last Meeting:

It was pointed out that Miss Burke's name should have appeared in the list of staff on the working party.(Point 2).

Secondly, that the staff newspaper is the Telegraph and not the Guardian.(Point 4).

These amendments having been pointed out the minutes were signed as an accurate account of our last meeting.

2. There were no matters arising from the minutes.

3. Re-organisation of 4th and 5th year timetable.

The Chairman read out his report of the meeting between the staff working party and the Governors, which took place the previous Wednesday.

It was pointed out by several members that as an Association we have rejected the idea of 'flexitime' on several occasions.(See minutes of July 1st.1975 Point 2a; June 9th 1975 Point 2, Extraordinary Meeting of June 24th 1974).

This left two possibilities, the reduction of Option Lines, or the losing of periods from certain subjects. After much discussion it was decided that the staff working party on 4th & 5th year timetable, would meet soon to discuss the pros and cons of each of these proposals.

Meeting Closed 1-15p.m.

Next Meeting NOVEMBER 4th 1975.