

## Minutes ESCPH Board Meeting

Date: Thursday 20 February 2025  
Time: 16:30-18:00  
Venue: 214, 2<sup>nd</sup> Floor, European School Copenhagen  
Members: Tinne Hoff Kjeldsen (External Member), Andreas Manville (EEA and External Member), Margo Rachat (ESCPH Parent), Stéphanie Horion (ESCPH Parent), Laure Conte (ESCPH Parent), Christen Bagger (ESCPH Parent), Signe Severinsen (ESCPH Staff), Rasmus Hornecker (ESCPH Staff), Muskan Asim (ESCPH Student), Saanvi Parija (ESCPH Student), Øzkan Güteryüz (Director ESCPH)  
Guests: Hella Helvig Jensen (Head of Administration)  
Apologies: Kira Peter-Hansen (MEP and External Member), Laura Rosenvinge (Copenhagen City Council and External Member)  
Minutes: Helene Kristensen

### ESCPH Board Meeting

#### Agenda:

**1. Approval of the agenda (decision) - 1 min.**

Annex 1.1 - Agenda ESCPH Board Meeting 20250220

Tinne Hoff Kjeldsen chaired the board meeting in Kira Peter-Hansen's absence.

#### Decision:

- The board approved the agenda.

**2. Approval of the minutes of the ESCPH board meeting 12 December 2024 (decision) - 1 min.**

Annex 2.1 - Draft ESCPH Board Meeting Minutes 20241212

#### Decision:

- The board approved the minutes.

**3. 2024 accounts for Primary, Secondary, and After School Care (decision) - 5 mins.**

Annex 3.1 - 2024 accounts for Primary, Secondary, and After School Care

Purpose: Hella Helvig Jensen will present the 2024 accounts for Primary, Lower Secondary, and After School Care for approval by the board.

Hella Helvig Jensen presented the 2024 accounts for Primary, Secondary, and After School Care.

### Primary and Secondary:

- The accounts post a surplus of which we can transfer DKK 1.1 million to this year's budget.
- The budget for 2024 was affected by cost savings in the municipality and collective bargaining negotiations, among other things.
- The 2024 budget was tight but sustainable. The assessment was that we needed to save DKK 2.5 million. However, we have received funds throughout the year, resulting in a larger than expected surplus when combined with the savings we made.
- Certain expenses for the building etc. are covered 1:1 by the municipality, so it does not affect our budget.
- Some larger expenses, like pre-paid travelling fees for study trips, can be hard to include in the actual financial year due to the municipality's regulations.
- The culinary school posts a deficit of about DKK 500,000.

### Key points – After School Care:

- Accounts for the ASC look fine and posts a surplus of 207,000 of which 193,00 can be transferred to this year's budget.

It was commented that the deficit of the culinary school is unsustainable. Hella Helvig Jensen responded that it is important to remember that there would be many other costs for the school to cover if we did not have the culinary school. We will follow up and talk to other schools in the area about their culinary schools.

### Decision:

- The board approved the 2024 accounts for Primary, Secondary, and After School Care.

#### **4. 2025 budget for Primary, Secondary, and After School Care (decision) – 10 mins.**

Annex 4.1 – DA 2025 budget for Primary, Secondary, and After School Care

Annex 4.2 – EN 2025 budget for Primary, Secondary, and After School Care

Purpose: Hella Helvig Jensen will present the 2025 budget for Primary, Lower Secondary, and After School Care for approval by the board.

Hella Helvig Jensen presented the 2025 budget for Primary, Secondary, and After School Care.

## Key points – Primary and Secondary:

- The 2025 budget for Primary and Secondary, and After School Care considers decisions made by the municipality, and funds are allocated for the tasks the school must address moving forward.
- There are also funds in the salary budget for the new pedagogical initiatives, which is why it is increasing.
- We expect receiving DKK 54.6 million in grants in 2025.
- There is an expected deficit of around DKK 700.000 for the culinary school in the budget.
- There is an increase in management and administration's salary budget, and this is because management structure has changed and some salary funds have thus been moved to this post instead of teaching salaries.
- In total, the budget comes out with an expected surplus of about DKK 1.3 million.

## Key points - After School Care:

- The ASC budget for 2025 looks fine as expected and posts a small surplus of about DKK 2000.

Hella Helvig Jensen asked that the board plan the April meeting later next year to take into consideration when the accounts for Upper Secondary are ready to be presented. The board took note of the comment.

## **Decision:**

- The board approved the 2025 budget for Primary, Secondary, and After School Care.

## **5. Video surveillance policy (decision) - 5 mins.**

Annex 5.1 – TVO-politik

Annex 5.2 – EN – TVO-politik

Purpose: The board needs to approve the video surveillance policy for ESCPH.

Øzkan Güleriyüz presented the draft for the video surveillance policy for ESCPH. It is a formality that we need a policy, and therefore management has consulted with

the municipality. The municipality has recommended the content of the video surveillance policy.

The video surveillance records from 17 – 7 when there are no students and staff.

The policy has been reviewed by the MED committee who suggested the following corrections:

- More clarity on the placement of cameras, as it is not specified whether they are placed in the Primary or Secondary building on the different floors
- There is one missing line in the English translation that needs to be added

There was an inquiry about putting up a camera outside the locker rooms because of theft. Management will investigate this possibility.

There was a discussion on public availability of the video surveillance policy because it contains information on exact placement of the video surveillance cameras that is potentially a risk for the school.

#### **Decision:**

- The board approved the video surveillance policy subject to the incorporation of the two corrections stated above.

#### **6. Strategic focus point 2: Development of European School as a whole school community**

##### **Strategic focus point 3: ESCPH strives to be a sustainable school (discussion) – 30 min.**

Annex 6.1 – Strategic focus points 2024-2025

Purpose: Management will present strategic focus point 2: *Development of European School as a whole school community* and strategic focus point 3: *ESCPH strives to be a sustainable school*.

Øzkan Güleriyüz presented the current status of the school's work with strategic focus point 2: *Development of European School as a whole school community* and strategic focus point 3: *ESCPH strives to be a sustainable school*.

Going forward, the board has decided on the implementation of a two-year Strategic Focus Point cycle with an aim to approve the strategic focus points in June to prepare for the next school year. A mid-way evaluation among teachers is starting to ensure progress and alignment with goals.

#### **Strategic Focus Point 3: ESCPH strives to be a sustainable school**

- Establishment of sustainability-focused groups and initiatives like an Eco council and a Sustainability committee to keep climate and sustainability central to the students' education.
- Sustainability Day and Primary Sustainability theme week.
- Efforts to reduce waste, such as increased recycling, less printing, and focus on reducing food waste.



- Discussion on the sustainability of study trips, with consideration of more eco-friendly travel options.

## **Strategic Focus Point 2: Development of European School as a whole school community**

- Initiatives across language sections such as Sports Day, Children's Rights Day, and a newspaper in Secondary.
- Focus on transitions, e.g., P5 to S1 and S5 to S6, to improve continuity in education.
- Common professional development on low arousal. Pedagogical day for all staff focusing on marginalization in an international school context. Staff photos presented together on the website.
- A school-wide event on 24 May 2025 to celebrate school culture and community involvement.
- Collaboration with the local Carlsberg community – school cinema with Reservoir and performances in Dansehallerne.

## **7. Various updates and information – 15 mins.**

### **• Information from students**

#### Lower Secondary:

The Lower Secondary student council are currently working on raising money for the gala and planning school Saturday in May. They are collaborating with the Eco committee on organising a sustainable fashion show with the Red Cross on 6 March.

#### Upper Secondary:

The Upper Secondary student council are working more with CoSEEA and are starting working groups aimed at bringing the European Schools closer together. Currently looking into EuroNight where S5 – S7 go to Luxembourg with the other European Schools. The SC have their General Assembly soon.

### **• Information from staff**

#### Primary and Secondary:

It has been a good year so far. Currently working on developing the staff handbook that will benefit all colleagues.

#### Upper Secondary:

Upper Secondary teachers have recently done a course on coaching young people which will be beneficial in the communication with students.



- **Information from management**

We are working on engaging even more with the French community. We are working on offering a French language diploma – the French equivalent to the Deutsches Sprachdiplom. Institute Francais are visiting the school.

An Erasmus+ project has just been approved and 15 of our students will participate along with schools in France and Germany. This will help towards our accreditation as an Erasmus+ school.

#### Bac report 2024

The Bac report shows that our students are above average within the European Schools. Converted to Danish grades, our average last year was 7.9 whereas the overall STX average in Denmark was 7.6. We have great results both regionally and nationally when compared to the STX. However, we are below average in Maths 5, which is on our scope to work on.

#### Well-being survey 2025 (TU25)

The municipality's well-being survey will be sent out to employees in the beginning of March. TRIO and MED will discuss results and identify areas of action before the summer holiday. In TU23, we were above average in the municipality.

#### Audit report for the ASC

The municipality has conducted their pedagogical audit of the After School Care as is standard procedure. There are 6 areas of evaluation, and we are in the top in 4 areas, whereas 2 areas need adjustments. We are working on these areas.

#### Admission

We have received around 300 applications for our Nursery classes, out of which 30 are for the French section, and the rest are split equally between the English and Danish section.

The Upper Secondary is waiting for the deadline on Optagelse.dk to get an overview of the final admission numbers. At the moment, fewer Secondary students have applied compared to 2024. We continuously work on increasing the number of Secondary students continuing to the Upper Secondary.

### **8. AOB – 5 mins.**

Øzkan Güleriyüz brought up the idea of a seminar for the board about the role and framework of the board with an external facilitator again. The board are positive towards a seminar.