



Alderman Davies Church in Wales
Primary School



Annual Report of Governors to Parents

Adroddiad Blynyddol

Autumn Term 2024-2025



Address from our Chair of Governors

Dear Parents/Carers,

It is a privilege to be the chair to the Governing Body of Alderman Davies Church in Wales Primary School. I would like to thank my fellow governors for their support throughout the time I have been appointed as chair and also you the parents for your continued support. Most importantly of all, I would like to thank the children for their commitment to learning.

The Governing Body at ADS will always aim to provide positive, strategic support and challenge to the Headteacher and staff at the school. Providing a welcoming, safe, friendly environment and ensuring we provide an excellent standard of learning and teaching with well-being at the heart. This will always remain our main priority.

This report will provide you with a summary of developments across the school year. As a Governing Body we play an active role in supporting and challenging the progress and development of the school.

The curriculum will provide children the opportunity to develop a sense of belonging to the school community, strengthen pupil voice across the school and ensure learning is authentic and relevant to all children.

I would like to thank the staff for working extremely hard to ensure our children have the very best opportunities to thrive during their primary education. This includes engaging with parents, carers, professionals and the wider community to support their progress.

If you would like to have a paper copy of the annual report, please contact the Clerk to Governors. Thank you for taking the time to read the report.

Yours sincerely,
Mrs. Karleigh Davies
Chair of Governors



Address from the Headteacher

Dear Parents/Carers,

It is with great pleasure that I extend a warm welcome to both new and returning families to our happy, joyful community at Alderman Davies CIW Primary School. It is truly an honour to be entrusted with the responsibility of providing your child with the excellent education they deserve. As a school we are committed to making their time in primary school a successful and happy one, filled with opportunities to experience a broad, balanced and creative curriculum, making positive memories to last a lifetime.

At Alderman Davies CIW Primary School, we believe that every pupil deserves a safe, secure, and stimulating environment where they are inspired and motivated to learn. We strive to provide each child with ample opportunities to develop a love for learning, This approach enables us to offer a broader and more balanced learning experience, rooted in a child-led curriculum which is driven by our pupils' natural curiosity. By nurturing curiosity, we foster critical thinking and problem-solving skills, aligning closely with our school's collaborative vision.

We are dedicated to recognizing and developing the full potential of each pupil. Our children know that their efforts are valued, and they are always respected and treated with fairness. We encourage them to believe in themselves, support them in achieving their goals, and empower them to succeed in their ambitions.

I look forward to working closely with you all to ensure the very best for every child.

Cofion Cynnes,
Mrs Sarah Williams
Headteacher



Governors

It is the duty of the Governing Body to make decisions about how the school is run.

Governors have legal duties, powers and responsibilities as a body but cannot act individually.

The Governing Body believe the aims of the school as set out in the School Prospectus should continue to be pursued. Underpinning these aims is Alderman Davies Church in Wales Primary School's vision, that all our pupils are entitled to the very best education possible, which the school endeavours to provide, in close partnership with parents and carers.

Each term the following sub-committees will meet and report back to the main Governing Body meeting.

Headteacher: The Headteacher attends all meetings of Governors and Committees in a professional capacity but is not a member of the governing body.

Deputy Headteacher: The Deputy Headteacher attends appropriate meetings of Governors and Committees as an observer when required.

Other issues relating to the budget, pupil activities, school performance and the Learning Support Centre are discussed. This meeting is viewed as an opportunity to celebrate our success as well as plan for the future.

We also hold a 'Governors in Action' Day once a term for governors to work closely with the pupil voice groups across the school. They share good practice and talk about their plans to develop their areas of learning.

Healthy Eating and Drinking at ADS

At Alderman Davies CIW Primary School, we promote healthy eating through a whole-school approach. We help children make good food choices and share positive messages about healthy lifestyles.

Health and well-being are central to our curriculum, helping pupils understand the benefits of nutritious eating and empowering them to make healthy decisions. Children are encouraged to bring water bottles and enjoy a healthy snack at break time. Nursery and Foundation Phase pupils receive free milk, which they enjoy alongside a nutritious snack during snack time.

ECO Schools

At Alderman Davies CIW Primary School we aim to educate and empower our children to become passionate protectors of our planet. We nurture a lifelong love for nature and a commitment to protect our environment., with the goal of making our school and community more environmentally sustainable. We raise awareness about issues like waste, energy, and biodiversity, organizing practical projects such as litter picks and planting, and implementing school-wide campaigns to reduce the school's environmental impact.



Our 'Governors in Action' day was a chance for our children to showcase areas of learning they have been leading. The safety squad, attendance monitors, sports ambassadors, wellbeing warriors, Criw Cymraeg & digital leaders answered all questions posed to them [#ADSGOVS](#) [#ADSPUPILVOICE](#)



Composition of the Governing Body Committee Structure for 2024/2025

Governor	Appointed by	Tenure of office ends	Committee Member
Mrs Karleigh Davies	Chair of Governors	31.10.25	Data/PDR/Finance/Pay
Judith McCutcheon	Vice Chair	10.10.27	Safeguarding/Premises/Finance/Pay
Reverend Lynda Newman	Foundation	10.10.27	Curriculum/ALN/PDR/Cymraeg
Mrs Jan Lockyer	Minor Authority	15.11.25	Curriculum
Mrs Beverley Shaddick	Foundation	17.01.26	
Mrs Lynda Williams	Foundation	30.09.27	PDR
Mr. Robert Price	Foundation	25.01.27	
Miss Rebecca Simons	Teacher	11.04.25	Curriculum
Miss Vicky Morgans	Non teacher	24.11.28	
Mrs Jade Barwick	Parent Governor	24.11.28	
Mrs Pauline Redwood	Foundation	08.12.28	
Clerk to the Governors:	Mrs Suzanne Horrell. Email address: Horrells12@hwbcymru.net		
Chair of Governors:	Mrs Karleigh Davies. Email address: daviesk1478@hwbcymru.net		

Headteacher and Deputy Headteacher Appointment Panel : Chairperson (KD)/Reverend Newman/Mrs Jan Lockyer / Mrs Beverley Shaddick

a) Staff Dismissal and Disciplinary Committee: Vice Chairperson (JM)/Mrs L Williams/ Mrs Beverley Shaddick

b) Staff Dismissal and Disciplinary Appeals Committee: Mr Robert Price/Mrs J Lockyer +1(Parent Governor)

c) Pupil Disciplinary Committee: Chairperson (KD)+ 2 governors (alphabetically chosen)

d) Admissions Committee: Headteacher/Reverend Newman/Mr Price/Mrs J McCutcheon/Non-teacher governor

e) Complaints/Grievance Committee: Mr R Price/Mrs J Lockyer/+1

f) Grievance Appeals Committee: Vice Chairperson (JM)/Mrs B Shaddick /Mrs L Williams

g) Professional Development Review Committee (Headteacher): Chairperson (KD) /Reverend Newman/Mrs L Williams

h) Professional Development Review Appeals Committee (Headteacher): Vice Chairperson (JM)/Mr R Price/ Foundation Gov

i) Finance Headteacher/Chairperson /Mrs J McCutcheon +Parent Governor/Mrs F Williams (Bursar)

Pay Review Headteacher/Chairperson /Mrs J McCutcheon +Parent Governor/Mrs F Williams (Bursar)

Premises – Headteacher/Chairperson /Mrs J McCutcheon +Parent Governor/Mrs F Williams (Bursar)

j) Pay Review Appeals Committee: Reverend Lynda Newman/ /Mrs Jan Lockyer/Mr R Price

Curriculum – Headteacher/Reverend Newman/Mrs J Lockyer/Rebecca Simons

Mrs L Williams/ Non-teacher Governor

Staffing and Wellbeing – All Governors

Link Governors

Safeguarding – Judith McCutcheon

Data – Karleigh Davies

ALN – Reverend Newman

Welsh – Reverend Newman



Class Structure

Our class structure is governed by our variable year group numbers. If and when classes are involved in a mixed age arrangement, the Governors agree that classes, when possible, are organised according to age. We would consider individual cases whereby factors such as dynamics, and individual needs of the child/ren would be considered.

The needs of each child are catered for through the hard work and commitment of our dedicated teachers and teaching assistants. Detailed planning, a wide range of formative and summative assessments and a thorough knowledge of the ability of each child all ensure that a broad and balanced curriculum is delivered through a differentiated approach.

Regardless of whether children are placed in a 'straight year group' or a 'mixed year group', each specific cohort of children will display a range of abilities and qualities which our staff are highly trained to cater for. Each year group has access to stage appropriate experiences.

At our school, there will be times when each child will work in a variety of different learning areas both inside and outside the classroom.

We are supported by Teacher Development Officers for Welsh and music and children in will be given the opportunity to learn to play an instrument in year 5 and 6. We take the national priorities of raising standards in literacy, numeracy and tackling poverty issues very seriously. Regardless of which class a child is placed in, our highly trained staff cater for specific 'groups of learners' to ensure that each child is challenged at their appropriate level. The success of this approach rests with the expertise of our teachers and teaching assistants who are eager to ensure we continue to raise standards of achievement at our school. Our school is fully inclusive.

Teaching Assistants deliver various programmes including RWI, Language Link, Speech Link, Smart Moves, sensory circuits, Forest school, Relationship based play, ELSA, Talkabout, Flourish and Lego to various identified groups of learners each week. This ensures children are receiving tailor made opportunities to reach their full potential.

The school works with a number of outside agencies to support work with children e.g. Speech therapy, Specific Learning Difficulties, Attendance and Well-Being Team, Speech and Language Unit, Educational Psychology Service, Ethnic Minority Language and Achievement, Social Services, Local Health Authority and the Educational Welfare Officer.

Strategic Equality Plan

At Alderman Davies CIW Primary School, we are committed to ensuring equality of education and opportunity for disabled pupils, staff and all those receiving services from the school. We aim to develop a culture of inclusion and diversity in which people feel free to disclose their disability and to participate fully in school life. The achievement of disabled pupils and students will be monitored, and we will use this data to raise standards and ensure inclusive teaching. We will make reasonable adjustments to ensure that the school environment is as accessible as possible. At ADS, we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

General Information

Address: St. David's Street, Neath , SA11 3AA

Age Range of pupils: 3-11 years

Phone Number: 01639 769772

Email Address: office@ads.npt.school

Website: [Alderman Davies CIW Primary School](#)

Director of Education: Mr. Andrew Thomas

Headteacher: Mrs. Sarah Williams

Deputy Headteacher: Mr. Adam Morgan

Administration Officer: Mrs. Claire Hopkin

Bursar: Mrs. Frances Williams

New Appointments

Headteacher: Mrs. Sarah Williams, April 2024

Deputy Headteacher: Mr. Adam Morgan, June 2024

ALNCO: Miss Tamara Langdon, July 2024

Administrative Officer: Mrs. Claire Hopkin, November 2024



Mission Statement and Vision



Working collaboratively, we now have a clear understanding of our shared purpose and goals. A common purpose which will support us to be unified to work in pursuit of excellence for every child and creating our school community with a Christian ethos.

Our Vision

Our school will provide a warm, welcoming place filled with wonder. Each and every child will be treated with kindness and dignity so they can live, learn and grow joyously together. All children will be enabled ambitiously, supported compassionately and supported persistently.

Every child will be encouraged to do something well, explore their interests, find their talents and pursue them with ambition. Every child can do something well; it is in all of them; we have to find it.

We will offer a broad, balanced, creative and experiential curriculum which cultivates curiosity and enables a love of learning to grow and thrive. Children will be encouraged to be resilient and ready to learn throughout their lives whilst ensuring the emotional and mental well-being is at the heart of what we do.

We offer opportunities for everyone, cherishing diversity and inclusion and with an aim to instil a love of learning for all.

We aim for all our children to require a deep understanding and connection to the natural world and create a sense of belonging.

Our Christian ethos teaches us to be civilised, courteous, thoughtful, healthy and active, questioning, ethical, spiritually aware, creative, vibrant, real human beings of high importance, with self-control. We promote the development of secure, happy, well-adjusted individuals who are equipped for lifelong learning.



In the words of our children...

We want our school to be creative and joyful, a place full of new experiences. It should be fun, active and courageous. Our school is a school for everyone where we are all kind to each other and our wonderful, precious planet.

Staffing Structure for Academic Year 2024-2025

Name	Role
Sarah Williams	Headteacher
Adam Morgan	Deputy Headteacher. Curriculum lead. Leader of Progression Step 3
Tamara Langdon	ALNCO. Leader of Progression Step 1.
Natalie Brown	TLR Holder. Leader of Progression Step 2.
Rachel Skinner	TLR Holder.

Name Teachers	Year Group	Roles and Responsibilities
Natalie Brown	1/2	Leader of Health and Well-Being AOLE. Leader of Sports Ambassadors
Rachel Skinner	PPA	Leader of Humanities, shadow lead of Science and Technology tbc.
Emma Gwyther	1/2	Welsh lead. Leader of Criw Cymraeg
Michelle Island	2	Leader of Language, literacy and communication. Read, Write Inc. Lead
Caitlin O'Reilly	Reception	Leader of Mathematics and Numeracy. Shadow lead of Expressive Arts. ECO Committee lead.
Sally Madge	3/4	Leader of Science and Technology.
Rebecca Simons	3/4	Leader of Science and Technology.
Yvonne Yorkshades	5/6	Leader of Language, Literacy, Communication
Andrea Partington	5/6	RVE lead. Shadow lead in Mathematics and Numeracy
Shannon Lewis (Supply)	5/6	Shadow lead in Health and Well-being. Leader of BSL

ESTYN Report June 2025

We were delighted to receive such positive feedback from our ESTYN inspection team. Please see a link to the full report below:

<https://estyn.gov.wales/app/uploads/2025/06/Inspection-report-Alderman-Davies-C.I.W.-School-2025.pdf>

The report highlights the school's nurturing environment and the strength of its leadership:

"Alderman Davies CIW School promotes a kind, supportive and nurturing environment successfully.

The headteacher provides strong leadership through clear communication and strategic direction for school improvement. Alongside other school leaders, she fosters a strong culture of care and respect, ensuring that pupils feel safe, secure and happy at school."

It also acknowledges the school's deeply embedded Christian ethos and the positive impact of its mission on pupils' personal development:

"Through the school's mission statement — Empowering all through Christ's love — pupils display values of courtesy, compassion and understanding across all areas of the curriculum and daily school life.

These attributes enable most pupils to develop as ambitious and ethical learners."

ESTYN SPOTLIGHT

We were thrilled that our commitment to equality and inclusion was also recognised within a spotlight:

The Benefit of Expressive Arts for all Pupils

The school's rich, varied and meaningful provision of experiences in the expressive arts gives all pupils imaginative opportunities to develop a broad range of skills and values. Authentic contexts and stimulus from the local community in art and music enable pupils of all backgrounds to develop core values of collaboration, mutual respect, compassion and resilience. The whole-school approach reflects the values and caring ethos of the school.

Safeguarding

At Alderman Davies CIW Primary School, we have rigorous child protection procedures based on a clear policy, designed to make sure children and young people are safe and feel safe. All staff are inducted into our safeguarding procedures and receive child protection awareness training according to Local Authority guidelines. We are aware that safeguarding is not just about protecting children from deliberate harm. It includes pupil's health and safety, all aspects of behaviour such as bullying, racist and homophobic abuse, harassment and discrimination, both in school and travelling to and from school. Use of physical intervention, meeting the needs of pupils with medical conditions, providing first aid, drugs and substance misuse, educational visits, attendance, internet safety, site security and professional allegations. If you have any concerns or something you'd like to share, please feel free to speak to any member of staff. We will always handle your concerns professionally, promptly, and with discretion.

Designated Safeguarding Officer: Mrs Sarah Williams- Headteacher

Deputy Safeguarding Officer: Mr Adam Morgan- Deputy Headteacher

Governor Safeguarding Lead: Mrs Karleigh Davies – Chair of Governors

LA Child Protection and Safeguarding Officer: Anneliese Donovan

Additional Learning Needs (ALN)

ALN stands for 'Additional Learning Needs,' replacing the previous term 'Special Educational Needs (SEN).'

The Additional Learning Needs and Education Tribunal (Wales) Act 2018 introduced a new system to support children and young people with ALN. This law replaces the old Special Educational Needs (SEN) framework and aims to make support more consistent and fair for everyone.

Under the Act, every child or young person with ALN will have a **statutory Individual Development Plan (IDP)**, which outlines the support they need. The new approach focuses on:

Early identification of learning needs

Person- centred planning

Ongoing support and monitoring

Working together with families, schools, local authorities, and health services

The goal is to make sure every learner gets the right help at the right time, so they can achieve their full potential. The Act supports children and young people aged 0 to 25 years who have ALN.

Individual Development Plans (IDPs) and Pupil Voice

As part of the Additional Learning Needs (ALN) system, every child with identified needs will have an **Individual Development Plan (IDP)**. This important document sets out the support and strategies needed to help each child reach their full potential.

The planning process is **person- centred**, meaning it includes the views of the child, as well as input from parents and carers. Pupil Voice is a key part of this approach, ensuring that children are listened to and involved in decisions about their learning and support.

Additional Learning Needs Continued

Supporting Pupils with Additional Learning Needs (ALN)

At Alderman Davies CIW Primary School, we are committed to providing inclusive, high-quality support for all pupils with Additional Learning Needs (ALN). The **ALN and Education Tribunal (Wales) Act 2018** introduced important changes to how support is planned and delivered.

Individual Development Plans (IDPs)

This document outlines the specific support and strategies needed to help each child succeed. The IDP is easier to update than the previous SEN statements, helping us keep support relevant and effective.

Working Together

We believe in **positive collaboration**. By sharing information and working closely with families, professionals, and other agencies, we aim to identify needs early and provide the right support from the start. If disagreements arise, we focus on resolving them quickly and respectfully. If needed, families have the right to appeal to a tribunal.

Clear Guidelines and Welsh Provision

The **ALN Code** sets out clear rules that schools and local authorities must follow. It also ensures that if a child needs support in Welsh, this is recorded in their IDP, and every effort is made to provide provision in Welsh.

Our Inclusive Approach

At Alderman Davies CIW Primary, we celebrate the uniqueness of every child. Pupils with ALN are fully included in our school community. Those needing extra help receive daily support from our skilled Teaching Assistants, tailored to their individual needs.

We also work closely with local primary and secondary schools to ensure smooth transitions. Our team collaborates with professionals such as physiotherapists, speech and language therapists, and specialists in visual and hearing impairments to make sure every child receives the support they are entitled to.

Admissions

As a Church School, we proudly manage our own admissions for Reception and in-year transfers. Our admissions policy is available via our school website and, an application form is available from our school or in the section of the Neath Port Talbot Council website.

In line with the Welsh Government's School Admission Code, parent/carers have the right to express a preference for the school they would like their child to attend. While this does not always guarantee a place, it ensures that families can make informed choices based on what's best for their child.

For more information, please visit the Welsh Government's website or contact the school office. The School has adopted and follows the Local Authority Admission Procedures. Full details of the Neath Port Talbot admission policy can be found in the Information for Parents Handbook which is available from School and Family Support Team 01639 763600.

We are always happy to support with any queries.

Nursery

We're proud that our school places are in high demand. Our nursery runs every morning from 8:50 to 11:20am Monday – Friday. Once all available places are filled, any further applications will be added to our waiting list, and you will be contacted as soon as a place becomes available.

Children start full-time education in the September after their fourth birthday.

We warmly welcome all families to our happy, friendly school. If you'd like to get to know us better, why not come along to our weekly 'ADS Acorns' baby and toddler group, a lovely way to meet staff and explore our school community.

Early Years and Baby and Toddler Sessions

From September 2024, Stay and Play sessions were introduced as a means for transition for our newest edition to the ADS community. All pupils who are due to start nursery at ADS within 1 year, are invited into school termly with their parents and carers to familiarise themselves with the setting, the staff and meet new friends. It also provides the opportunity for parents and carers to meet other parents/ carers, ask any questions they may have or to share any concerns they have about their child's development so that support can be put in place early to enable the best possible start for all of our children starting their learning journey at ADS.

Due to the success of these stay and play sessions, we were thrilled to announce that our ADS Acorns Playgroup has been established to continue to build those relationships with new families and to ensure that our new starters are comfortable and settled to aid transition into school once they turn 3 years old. The session will be run by staff within the Early Years department, and we are all very much looking forward to further developing this new group.

We look forward to continuing our strong partnership with you as we work together to support your child's educational journey.

ADS Acorns

St. David's Street
Neath, SA11 3AA
01639 769772

Every Wednesday
2:00pm - 3:10pm

0-3 years
All are welcome, based in our
Nursery Classroom

Meet our lovely Staff
and other parents in
our wonderful School

Stay and Play
Baby and Toddler
Session

Alderman Davies CiW
Primary School

Strong Home/School links

It is vital that the school works hard to develop good working relationships with parents and carers. Regular opportunities are provided for parents to keep up to date with children's progress. Letters, newsletters, X/Twitter, coffee mornings and text messages ensure up to date information is always available.

Our school website is an ideal way of keeping up to date with diary dates, newsletters and gaining answers to many questions you may have.

Our Governors, Headteacher and Staff are always happy to discuss any queries you may have at a mutually convenient time.

Thank you to all those who attended our coffee mornings this week. We are so grateful to you for your support, ideas, questions etc. Working together to build a vision for our school
[#ADSCOMMUNITY](#) [#ADSCYNEFIN](#)
[#ADSGOVERNORS](#)



Yn Gwella Ein Hysgol Gyda'n Gilydd



Improving our School Together

It is so important that we all work together to make our school the best it can be for all children. Please could you chat to your child/children about what you think we do well as a school and what we could further develop or improve? We used the responses we received last term to support our new school priorities, which can be found in detail on the school website. Your feedback is so valuable to us so we can aim to provide the very best for your children. **Diolch yn fawr iawn.**

Current School Priorities

1. To further develop the school's curriculum
2. To further develop the CVA approach in teaching mathematics and numeracy
3. To improve pupil attendance

Areas of Strength

Areas for Development

Any other comments:

Breakfast Club

We currently run a free breakfast club at Alderman Davies CIW Primary School. The doors are open between at 8:15am and 8:30am.

It is the responsibility of parents and carers to ensure that children are safely escorted into school and signed into Breakfast Club. Please note that staff cannot be held accountable for the safety of unsupervised children who have not been signed in before 8:40am (KS2) or 8:50am (Foundation Phase). Unfortunately, parents/carers cannot accompany their children into the school building. Once signed in, children are fully supervised until the start of the school day. They are offered a healthy breakfast to start their morning, with a variety of nutritious options including toast, cereal, and fruit juice.

All children must be registered with Breakfast Club prior to attending for the first time. Registration forms are available from the school office.

Site Security

The safety and security of our pupils and staff is a top priority. At the beginning of each school day, children enter via the back entrance which is then secured until the end of the day.

During school hours, access is restricted to a single electronically operated entry point at the front of the school via the school office. Children arriving late or leaving early must do so through the main entrance, where they will be officially signed in or out.

Playtimes are fully supervised, and all playground gates remain locked during these periods. Trained First Aiders are always on site, and all staff follow the school's Health and Safety Policy, which is available on the school website or upon request from the office.

Regular health and safety checks are carried out throughout the year by the Headteacher, Governors, and external agencies.

Extra-Curricular Opportunities

Our children from year 1-year 6 have been given the opportunity to participate in a range of after school clubs this term. Please see some examples below:

Lego Bible club

Creatives

BSL (British Sign language)

Lego Coding

Sportacular

Sports Stars

Joyful Noise

The Cwtsh Club (Health and Well-Being)

ECO Nature Detectives

Cooking

Our BSL club is off to a fantastic start! We've mastered the alphabet and can confidently fingerspell our names. Miss Lewis is incredibly proud of everyone's hard work and enthusiasm. Just look at the concentration on those faces! 🙌👏👏 #ADSBSL #ADSLIT #ADSWELLBEING



Our Creative Club explored mushrooms. We synchronised art, science & history. Our observational work in charcoal was excellent, using new techniques and challenging ourselves #ADSCREATIVE #ADSCROSSCURRICULAR #ADSSCI #ADEXP



Thank you to our amazing ECO club who have been working tirelessly to make our school environment more welcoming & beautiful and better for the environment. We have planted lavender and pretty flowers to attract more bees 🐝 #ADSECO #ADSHUM



ADS 📍 @ADCIW · 17/10/2024
What a lovely time we had at Cwtch Club. The children made sensory bottles which help promote calmness and relaxation. #wellbeing #mindfulness



Our first Creatives Club meeting was fantastic! We learned about the properties of clay and how it changes. Science and Art came together. We made our first pinch pots which were inspired by mushrooms #ADEXP #ADSCREATIVITY #ADSSCI



Financial Statement

Neath Port Talbot CBC Period: Mar 24-Apr 25

ADS CIW Primary School	
Delegated Costs 2024-25	
	YTD-Actual
TEACHER SALARIES	829,096.94
SALARIES	409,999.78
WAGES	0.00
OTHER EMPLOYEE EXPENSES	244.50
PREMISES	67,852.19
TRANSPORTATION	238.65
SUPPLIES AND SERVICES	73,064.16
THIRD PARTY PAYMENTS	0.00
SUPPORT SERVICES	194,548.52
GOVERNMENT GRANTS AND CONTRIBUTIONS	-326,372.90
SALES	-582.49
FEES AND CHARGES INCOME	-8,142.80
RENTS	-1,463.33
INTEREST RECEIVED	0.00
TRANSFERS	-182,434.22
INTERNAL CHARGES	-25,999.00
TOTAL	1,030,050.00
<i>NON-DELEGATED COSTS 2024/25</i>	
TEACHERS SALARIES	0.00
OTHER EMPLOYEES	24,995.00
OTHER DIRECT COSTS	0.00
MISC INCOME	0.00
CAPITAL CHARGES	?
TRANSPORATION	3,250.00
RESERVES	-716,636.00
TOTAL	-688,391.00

Attendance and Punctuality

We continue to work with all pupils to maximise their attendance at school and this is one of our school priorities for the year.

We appreciate that children are unwell at times and that they may have medical appointments; however, we aim for all pupils to have their best attendance possible. We are striving to give them the best opportunities in school and their attendance at the school maximises their progress and achievement.

***Our attendance leaflet is now available to view via the school website or there are hard copies in the office if you wish to receive one.**

We have also introduced a 'Holiday Request' form if you intend on taking a holiday during term time. These can be found on the school website, or you can request one from the school office.

Neath Port Talbot council have launched a campaign to raise the awareness of how important school attendance is. Please click on the link for further information.

Please click on the link for further information - ['Miss School, Miss Out' Campaign](#)

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All parents/carers have a legal responsibility to ensure their child regularly attends school.

***Please ensure your child attends daily and on punctually at 8.50am.**

This is crucial to allow your child to maintain positive friendships, and it improves their wellbeing. Children are able to arrive alongside their peers and also serves to develop good habits for later in life. As with attendance, even missing small portions of the school day quickly builds into a more significant amount.

We have an Education Welfare Officer (EWO) who visits the school on a weekly basis. A child with lower than 95% attendance is monitored. If a child's attendance does not improve then it is likely you will be invited in to discuss this with the school and EWO. This is an important meeting to evaluate attendance and to look for strategies to return to 95% attendance and above.

We are really happy to support you, so please reach out for help if you need it.

Charging and Remissions

We follow a Charging and Remissions Policy, which is available upon request. While most school-time activities are free of charge, we may invite parents and carers to make **voluntary contributions** towards the cost of educational visits that support our broad and balanced curriculum.

We work hard to keep costs low and often subsidise educational visits through regular fundraising. If a family is unable to contribute, their child will **not be excluded** from the activity. However, if there are not enough contributions to cover costs, the visit may need to be cancelled for the whole class or group.

If you have any concerns about costs, please speak confidentially with our headteacher, Mrs. Sarah Williams

Equal Opportunities and Strategic Equality Plan

At Alderman Davies CIW Primary School, we are committed to **equality and inclusion** for all. We welcome and support every member of our school community, regardless of race, gender, disability, gender reassignment, sexual orientation, pregnancy and maternity, religion or belief, or marital status, as outlined in the **Equality Act 2010**.

We aim to create a school culture where everyone feels proud of who they are and can take part fully in school life.

A copy of our **Strategic Equality Plan** is available from the school office upon request.

Celebrating Pupil Voice at Our School

At Alderman Davies CIW Primary school, we truly value Pupil Voice and believe it's important for children to share ideas and help shape how the school is run. Every year, we hold elections for our Senedd, giving pupils the chance to vote for their own representatives. Y Senedd plays a key role in decision-making and making sure everyone's ideas are heard.

This year, pupils from across the school shared that they all would like more opportunities for outdoor learning and Forest school sessions. Since September, all classes from Nursery to Year 6 have enjoyed accessing more outdoor learning opportunities. We have even started developing a food and farming garden space to learn more about nature.

We also have Sports Ambassadors and Criw Cymraeg, who help promote physical activity and the Welsh language across the school.

Pupil Voice goes beyond these groups—every child is encouraged to share their thoughts and ideas. Pupils work with teachers, local councillors, and other community members to help shape school policies and improve our community.

By giving children a say in how things are run, we help them feel proud, responsible, and connected to both their school and community.

Cymraeg

Curriculum Cymreig is addressed through cross-curricular themes and is strengthened by use of incidental Welsh throughout the school day. At Alderman Davies Church in Wales Primary School the main language for teaching is English. However, Welsh is taught as a second language as required by the Welsh Assembly. Pupils respond to Welsh commands, answer the register through Welsh and sing Welsh hymns and prayers. We really feel that it is important that our children learn about the Welsh culture and their Welsh heritage. St. David's day is celebrated with a week Welsh activities, e.g., Gwmanfa Ganu, cooking Welsh recipes, listening to Welsh folk tales, music and art competitions, concerts and enjoying Welsh visitors to the school.

The school have developed a curriculum with a sense of 'Cynefin' running through it. A curriculum where pupils learn and have a good understanding of their locality and the wider Wales.

A Welsh peripatetic teacher visits the school every half term where guidance and training is given to the staff and the subject is monitored. All pupils at the school follow the appropriate Welsh Language development programmes as laid out in the 6 Areas of Learning in the Curriculum for Wales. Pupils are assessed annually and reported on in the end of year reports.

Holiday dates for Academic Year 2024-2025

	Dates
Autumn Term	Monday, 2 September to Friday, 25 October
Autumn Half Term break	Monday, 28 October to Friday, 1 November
Autumn Term	Monday, 4 November to Friday, 20 December
Christmas holiday	Monday, 23 December to Friday, 3 January
Spring Term	Monday, 6 January to Friday, 21 February
Spring Half Term break	Monday, 24 February to Friday, 28 February
Spring term	Monday, 3 March to Friday, 11 April
Easter Holiday	Monday, 14 April to Friday, 25 April
Summer Term	Monday, 28 April to Friday, 23 May
Summer Half Term	Monday, 26 May to Friday, 30 May
Summer Term	Monday, 2 June to Monday, 21 July

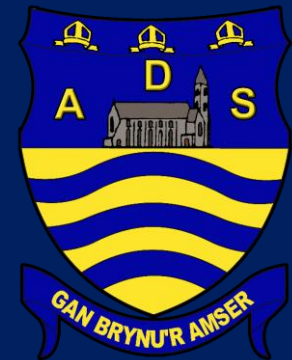
Session Times	Morning	8:50am-12:00
	Afternoon	13:00-15:20pm
	Nursery	8:50am-11:20am

Attendance 2024-2025 Autumn Term	2024-25	
	% attendance	92.18%
	Authorised Absence	4.72
	Unauthorised Absence	3.51

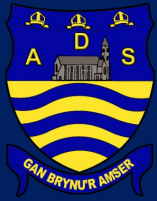
Policies & Schemes of work

All school policies are kept under review and updated as necessary via governor sub-committees. The school has all policies available to view at the school or many are now on-line at:

[Documentation and policies – Alderman Davies CIW Primary School](#)



We are always delighted to welcome Parents, Carers and friends into school to participate in any of our activities such as 'Y Senedd' meetings, FADS committee meetings, curriculum talks, coffee mornings etc. to further enhance the children's experiences and to build strong relationships with the community.



Diolch yn fawr

