



# Creunant Primary School

2024 - 2025

## Governors' Annual Report to Parents



Creating children with the roots to  
grow and the wings to fly.

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Dear Parents, Carers and Friends,

A very warm welcome to both our new and returning families. It is a genuine privilege to have the opportunity to support your child on their educational journey here at Creunant Primary School. We believe every child deserves the very best, and we are committed to making their time with us both joyful and successful.

This document is designed to give you a clear insight into our school—our values, our curriculum, and the day-to-day life that makes Creunant such a special place to learn and grow. By sharing our ethos and policies, we hope to strengthen the partnership between home and school, ensuring that together we can provide the best possible experience for your child.

At Creunant, we strive to create a safe, nurturing and inspiring environment where every child feels valued and motivated. Our curriculum is rich and engaging, encouraging children to explore, discover and develop a lifelong love of learning. We aim to equip our pupils with the skills and confidence they need to thrive in the 21st century, and we take pride in recognising and celebrating their achievements—both big and small.

Our school motto, *“Every child, Every chance, Every day,”* is at the heart of everything we do. It guides our teaching, our assemblies, and our extra-curricular activities, reminding us daily of our commitment to each and every pupil.

I look forward to working closely with you as we support your child through this important phase of their education. Thank you for being part of our school community.

Warmest regards,  
Mrs Melanie Teague  
*Head Teacher*



## Foreword from the Chair

On behalf of the Governing Body, I am delighted to present to you the annual Governors Report of Creunant Primary school for 2024-25.

As a newly appointed chairperson, I have had the pleasure to work alongside the Headteacher, staff and pupils. From the moment I took up this position, it became clear to me how the community of Creunant value the history and tradition of this stone-built community school, where generation of family members have attended and gone on to achieve remarkable things. Your continued urge to support the school is appreciated, and I thank the PTA for its fundraising activities and other individual sponsors who have donated money to the school for sports kits and provided transport to sporting events. Every penny counts especially in times where school budgets are extremely tight! Diolch yn fawr!

The school has faced challenges since the publication in March of its Estyn report and its recommendations. However, we must embrace this and welcome the support it offers us as a school. We are committed as a Governing Body to work alongside all partners and provide the best education and outcomes possible for your pupils. This work has already begun, and we will report to you, on a regular basis of the progress and impact of the strategies taken.

The pupils are a credit to you! I have seen the development of their leadership skills in the Wellbeing assemblies and had the opportunity with other governors and officers from the Local Authority to listen to some of them read and talk about the love of reading. It is also important that their voice is heard! The suggestions of the School Council; Digital Leaders and the Criw Cymreig are considered and form part of our school improvement plan.

The Governing Body is made up of voluntary people representing parents, community, and the Local authority. We meet at least once a term, hold regular statutory meetings together with sub committees such as finance; premises /health and safety; curriculum which feed into the termly meeting. We act as a critical friend to the school and work alongside the Headteacher to set the strategic vision of the school and its targets. Rest assured, we have the best interest of your children at heart and will give of our utmost to ensure that your child receive the best opportunities at Creunant school  
On behalf of the Governing Body, we look forward to work in partnership with you.

Warm Regards.

Mrs. Sue Handley

### **Changes in the requirement for an Annual Meeting with parents**

As a result of the School Standards and Organisation (Wales) Act 2013, which came into force on 4<sup>th</sup> May 2013, a school governing body is no longer required to hold an annual parents meeting. Parents are major stakeholders in the school community and have a clear and strong interest in their child's education. It is therefore important that the governing body actively engages with parents, and remain accountable, by providing them with information and opportunities to discuss and have an input into school.

The School Standards and Organisation (Wales) Act 2013 now enables parents of registered pupils at the school to request up to three meetings per year with the governing body via a petition. A brief summary is provided below. The governing body must hold a meeting within 25 school days of receiving the petition, providing that:

1. The petition contains the signatures of the required minimum number of parents of registered pupils at the school, which is the lower of the following:
  - (a) the parents of 10% of registered pupils, or
  - (b) the parents of 30 registered pupils.
2. the meeting requested by parents must be to discuss a matter relating to the school.
3. there will be no more than three meetings held during the year in which the first petition is received.
4. there are sufficient school days left in the school year for the meeting to be held.

The meeting is open to all parents of registered pupils at the school, the headteacher and any other persons invited by the governing body. As soon as reasonably practicable, the governing body must notify all parents of registered pupils at the school in writing, the date of the meeting and the matter to be discussed.

### **Duties of the Governing Body**

Governors have to work closely with the Head teacher and Staff to ensure that the school runs smoothly and efficiently.

- Promoting high standards of educational achievement and behaviour
- Setting targets for pupil achievement
- Ensuring that all learners have access to a broad and balanced curriculum
- Determining and monitoring the school's budget
- Staffing – e.g. staff appointments, performance management
- Providing parents with information regarding the school
- Producing an action plan and monitoring progress following an inspection by Estyn
- The wellbeing and safeguarding of learners.
- Are responsible for preparing an annual report to parents and for holding an annual meeting with the parents when needed to discuss the report and any other matters concerning the running of the school.

All Governors are expected to attend a training course organised by the LA.

Three termly meetings are held during the year. In addition, regular meetings are held for the Governors' Sub-committee Groups - finance, building, curriculum.

## **Our School Context**

Creunant Primary School is situated in the village of Crynant in the Dulais Valley, approximately six miles from Neath. The village is a predominantly rural setting, and with the closure of Blaenant Colliery in the early eighties, there is very little industry in the vicinity. All but a few of the pupils come from the village, which is neither an advantaged nor disadvantaged community.

Children are admitted to school at the age of 3. There are 5 classes consisting of Nursery, Reception/Year 1, Year 2, Year 3/4 class and a Year 4/5/6 class and they are taught by 4 full time teachers and a HLTA. The school has one main building and an outdoor classroom. A private Child Care setting is also situated on site. The main building houses the Head Teacher's Office, the Administration Office, the Discovery Room, six classrooms, toilet facilities, a disabled toilet and washroom, canteen and the school hall. The Head's office and a separate meeting room are situated upstairs. There is also a separate enclosed play area which has both hard and grassed surfaces.

The pupil toilet facilities in this building fully comply with statutory requirements. Toilet facilities ensure the school is fully inclusive. They are cleaned daily with any emergency spills dealt with immediately. Liquid soap and toilet paper is frequently checked and refilled when necessary. Hand driers and paper towels are provided for pupils' use.

## **Home Links**

Strong Home/School links are vital, and we work hard to develop good working relationships with parents and carers. Regular opportunities are provided for parents to come into school and keep up to date with children's progress. The school holds an open evening every September inviting parents and numerous outside agencies into school. Letters, newsletters, photographs and texts through Schoop ensure up to date information is always available.

Our school website: <https://creunant-primary-school.j2bloggy.com/> is an ideal way of keeping up to date with diary dates, enjoying photographs and gaining answers to many questions you may have. Our Governors, Head teacher and Staff are always eager to meet and discuss any queries you may have at a mutually convenient time.

## **School Information (2025 – 2026)**

Name: Creunant Primary School

Address:	School Rd, Crynant, Neath, SA10 8NS
Telephone :	01639 750224
Email:	<a href="mailto:office@creunant.npt.school">office@creunant.npt.school</a>
Website:	<a href="https://creunant-primary-school.j2bloggy.com/">https://creunant-primary-school.j2bloggy.com/</a>

Education Authority:	Neath Port Talbot County Borough Council.
Pupil Age Range:	3-11
Number on Roll:	101
Headteacher:	Mrs. Melanie Teague
Deputy Head Teacher:	Mrs. Catherine Thomas
Chair of Governors:	Mrs. Sue. Handley
School Clerk:	Mrs. Deborah Lewis
Bursar:	Mrs. Louise Davies
Clerk to Governors:	Mrs. Alison Grey

### **Number of Pupils and Staffing 2025 - 2026**

90 Full time pupils, 10 Part Time pupils

Staff	Class	Number of pupils
Mrs. Catherine Thomas (Teacher / ALNCO) Mrs. Rhian Williams (HLTA) Mrs. Emma Jones (TA)	Class 1	Nursery: 11 Reception: 14
Mrs. Abigail Williams (Teacher) Mrs. Kim Morgan (TA Part Time) Mrs. Laura Amos. (TA Part Time)	Class 2	Year 1: 12 Year 2: 8
Mrs. Donna Davies (Teacher)	Class 3	Year 3: 15 Year 4: 11
Mr. David. Allen (Teacher ) Mrs. Gillian Ashby (TA 1:1 Support)	Class 4	Year 5: 16 Year 6: 14

### **Our School Day**

Breakfast Club:	8:10am – 8:30am
Doors open for all pupils:	8:40am
Session One:	8:50am – 10:25am
Break time:	10:25am – 10:45am
Session Two:	10:45am– 12:00pm
Lunchtime:	12:00pm – 1:00pm
Session Three:	1:00pm – 3:20pm
Morning Nursery Session:	8:50am – 11:30am

## **School Organisation**

Our class structure is governed by our variable year group numbers. Where classes are involved in a mixed age arrangement, the Governors agree that classes are organised according to a number of factors, including date of birth, balance of gender, dynamics, ability and friendship groups.

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 'age' and '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 peripatetic teachers for Spanish and music.

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.

Teaching Assistants deliver various programmes including Language Link, Speech Link and Smart Moves to various identified groups of learners each week. This ensures children are receiving tailor made opportunities to reach their full potential.

The new Curriculum for Wales was introduced from September 2022. Pupils enjoy a broad and balanced curriculum which places Cynefin at the heart of each concept covered.

Pupils in all years (Year 3 – Year 6) are tested annually in various aspects of Mathematics and English. The results of these tests help us to set school targets and more importantly to check that pupils are making expected progress in their learning. As from May 2013, all pupils from Years 2 – 6 sit a National Test in Literacy (Reading) and two tests in Numeracy – one Procedural Number and the other in Reasoning. Results of these are reported to parents in the summer term.

## **Teaching and Learning**

A variety of teaching methods are employed in various lessons. Whole class teaching takes place as well as group, paired and individual work. Work is also differentiated to suit the needs of individual pupils.

Read Write Inc is used as a basis for the teaching of Phonics. This is followed up with Language and Literacy in KS2 and Fresh Start is used to support pupils with additional needs in Literacy.

White Rose Maths is used to structure the teaching of maths.

Teaching assistants are employed in the school and work with individuals and groups of children under the direction of the class teacher.

### **Educational Experiences**

Many trips and visits are undertaken during the year which complements the curriculum. Last year pupils enjoyed visits to Sony Bridgend, Swansea Museum, Ninja Warrior, Crucial Crew and regular visits to the local community. One experience is residential in nature and are only available due the commitment of staff who give up considerable amounts of their private time. All year groups take part in a wide range of activities. Trips such as these provide great benefits for the children involved. We are indebted to the support from staff to make these visits possible. When possible, grants are applied for to enable all pupils to engage in school visits.

We encourage visitors to school to enhance the learning and experiences of the pupils. Pupils have enjoyed working with therapy dogs, PC Kent, The School Nurse, Introduction to Sign Language, Lifesaving Skills, UK Parliament Action for Children, Missionaries from Brazil, CAMHS, Dwr Cymru, Spectrum Project, and the Fire Service.

Children are also encouraged to participate in whole school events such as Show Racism the Red Card, World Book Day, Macmillan, Anti Bullying Day and Comic Relief, Wellbeing Day, Sports Day and St. David's Day.

### **Pupils**

Date	Who	Focus
11.9.24	All pupils	Fortnightly sessions with Teddy the Therapy Dog begin
12.9.24	Y2-6	Race Equality First training.
13.9.24	All pupils	Road Safety Sessions
16.9.24	Class 3 and 4	Dogs Trust Workshops
17.9.24	Pupils Groups	After School Pupil Groups begin
17.9.24	Class 4	Visit to Swansea Museum and Theatre NaNog
18.9.24	Pupils in class 4	Café Cymraeg
20.9.24	Class 4	Technocamps
23.9.24	Pupils who have signed up.	Mad Science after school club begins
24.9.24	Class 3 and 4	Bikes and Scooter Classes
7.10.24	Whole School	Urdd Assembly
10.10.24	Whole School	Wellbeing Day
18.10.24	All pupils	Show Racism the Red Card Day
6.11.24	Class 3	Behaviour and Safety talk Aled Musselwhite
8.11.24	All Pupils	Assembly with PC Kent on anti-social Behaviour
12.11.24	All pupils	Odd Socks Day
13.11.24	All Pupils	World Kindness Day Assembly
13.11.24	Group of Pupils	Joined Café Cymraeg in the Community Centre
15.11.24	All Pupils	Children in Need Games afternoon

20.11.24	KS2	International Children's Rights Day. Live Online Assembly
21.11.24	Class 3 and 4	Welsh Water Workshops
27.11.24	Class 2,3 and 4	Dogs Trust Workshops
28/29.11.24	Class 2,3 and 4	SPECTRUM – Safeguarding lessons for pupils
7/1/25	Year 5/6	Pupils begin rehearsing for Holocaust Evening in Swansea University
16/1/25	Year 4/5	Woodwind lessons begin
3.2.25	Class 4	Renewable Hydrogen Workshop
11.2.25	Year 6	Lifesaving Skills / Introduction to sign language
20.2.25	Year 6	PC Kent – Internet Safety
10.3.25	Class 4	Talk on UK Parliament
14.3.25	Classes 1 and 2	Bike and Scooter Training
27.3.25	Year 6	Child Exploitation
10.4.25	Year 2 and 6	Fire Safety
14.5.25	16 pupils	Football Festival
16.5.25	10 pupils	John Harris Cup
20.5.25	3 pupils	Bronze Ambassadors
4.5.25	Class 4	Film Making with Sony
18.6.25	Football Team	Football Tournament
20.6.25	Whole School	Sports Day
26.6.25	Year 6	Crucial Crew
3.7.25	Nursery	Nursery Graduation
4.7.25	Nursery	Teddy Bears Picnic
7.7.25	All pupils	Visit from Brazilian Missionaries
9.7.25	Class 4	Ukelele Workshop
9.7.25	Class 3	Multi Sports Event
10.7.25	All pupils	Trip to Ninja Warrior
16.7.25	Year 6	Leavers' Presentation

### **Curriculum Arrangements for Pupils with Additional Learning Needs**

In September 2021, the Additional Learning Needs (ALN) Framework became statutory and school ensured that we are fully compliant with the new regulations. Procedures are in place to identify children who present as having ALN and a careful process is followed involving parents, children, teachers and our ALNCO to ensure all reasonable measures are being taken to meet his/her needs.

The school enters into regular consultation with representatives of the LA in order to support pupils with additional learning needs. We want all pupils to feel equally valued at Creunant Primary School. When necessary, pupils may be withdrawn from class to work in a small group or on an individual basis with a teaching assistant. The school also makes use of LA support staff to provide additional, specialised, teaching resources and advice. Staff are in regular receipt of up-to-date training which is appropriate to the needs of pupils in our school. The LA has a policy for inclusion of all pupils including disabled pupils, which the school has adopted. The Additional Learning Needs Policy and The Code of Practice is adhered to stringently. The school's policy for Additional Learning Needs can be viewed at

school. At the present time we have a total of 12 pupils on the ALN register across the whole school, with a variety of additional needs. A range of appropriate intervention strategies and support is given to these pupils on a daily basis.

## **Healthy Eating**

At Creunant Primary School, we are committed to promoting healthy lifestyles and encouraging our pupils to make positive choices about food and nutrition. We believe that healthy eating plays a vital role in a child's overall wellbeing, concentration, and ability to learn effectively.

Throughout the year, we have taken several steps to support healthy eating across the school:

- **School Meals:** Our school meals continue to meet the Welsh Government's nutritional standards. We offer a balanced menu that includes fresh fruit and vegetables daily, and we cater for a range of dietary needs.
- **Snack Time:** Pupils are encouraged to bring healthy snacks such as fruit or vegetables for break times. We discourage sugary treats and fizzy drinks in line with our Healthy Schools policy.
- **Water Access:** Children have access to fresh drinking water throughout the day, and we encourage them to bring reusable water bottles to stay hydrated.
- **Curriculum Links:** Healthy eating is embedded in our curriculum through science, health and wellbeing lessons, and themed activities. Pupils learn about food groups, nutrition, and the importance of a balanced diet.
- **Parent Engagement:** We share healthy eating tips and updates through newsletters and parent workshops, helping families support healthy habits at home.
- **Celebrating Success:** We celebrate pupils who make healthy choices and take part in related activities, reinforcing positive behaviour in a fun and encouraging way.

We are proud of the progress we've made and will continue to work in partnership with families and local services to promote a healthy, happy school environment.

## **Wellbeing**

At Creunant Primary School, we place great importance on the emotional wellbeing of our pupils. We believe that happy, supported children are best equipped to thrive both academically and personally. Our approach to wellbeing is woven into the fabric of school life, creating a nurturing environment where every child feels safe, valued and heard.

One of the highlights of our wellbeing programme is the **fortnightly visit from Teddy, our beloved Therapy Dog**. Teddy brings joy and comfort to pupils across the school, helping to reduce anxiety, build confidence, and promote positive emotional connections. Children look forward to Teddy's visits, and his presence has become a cherished part of our school routine.

Ms. Hawkes is a fully trained ELSA (Emotional Literacy Support Assistant) and provides extra support to pupils such as Lego Therapy.

We also celebrate kindness and support through our **Wellbeing Wednesday Assembly**. Each week, pupils come together to recognise and celebrate acts of kindness, empathy and encouragement shown by their peers. These assemblies help foster a culture of respect and compassion and give children the opportunity to reflect on the importance of looking after one another.

In addition to these initiatives, wellbeing is embedded throughout our curriculum and daily interactions. Staff are trained to support pupils' emotional needs, and we work closely with families to ensure every child receives the care and encouragement they need.

We are proud of the warm, inclusive atmosphere at Creunant Primary School, and we remain committed to supporting the wellbeing of every child, every chance, every day.

Date	Who	Focus
27.9.24	Classes 3 and 4	Emma - CAMHS Sessions on Self Esteem
16.10.24	Selected group	Emma CAMHS – Pupil group
23.10.24	Selected group	Emma CAMHS – Pupil group
11.11.24	Selected Group	Emma CAMHS – Pupil group
9.1.25	Selected Group	Emma CAMHS – Pupil group
9.5.25	Selected Group	Emma CAMHS – Pupil group
Every other Wednesday	All on rota	Teddy the Therapy Dog

### **Links with Parents**

The school is fortunate to be part of the Community Schools Pilot which enables Creunant to support parents with their own Family Engagement Officer. Gemma Addis-Fuller works with the school to support families and pupils with their participation and provide families with the opportunity to have their voice heard. A range of support is offered including information on local services, links with pre-school and holiday opportunities, transition support to comprehensive school and information to help parents apply for funding.

Over the last year workshops for parents and pupils have included science fun, cooking on a budget, literacy skills, Christmas crafts and many more. A school display shows what events have taken place, what is still on offer and further support for parents.

### **Parents and Carers**

Date	Who	Focus
16.10.24	All Parents	Open Evening
Every Tuesday Morning	Parents	Welsh Lessons
Every Tuesday Afternoon	Parents	1st Half Term- Outdoor Learning workshops (Parents and Pupils) 2 <sup>nd</sup> Half Term - Cooking on a budget
27.9.24	Parents / Carers	Macmillan Coffee Afternoon

	Parents / Carers	Halloween Craft Workshop
11/13.11.24	Parents / Carers	Progress Meetings
Wednesday Mornings	Parents / Carers	Relationship Based Play
Wednesday Afternoon	Parents / Carers	November – 4 week course – Computer Sessions
12.11.25	Parents / Carers	Welsh (AM) Cooking (PM)
22.11.24	Parents / Carers	Christmas Craft Workshop
9.12.24	Grandparents and community members	Christmas Concert
13.12.24	Parents / Carers	Cookie Workshop
18.12.24	Grandparents and community members	Christmas Carol Concert
7.3.25	Parents / Carers	St. David's Day Celebrations
31.3.25 / 1.4.25	Parents / Carers	Progress Meetings
26.25	Parents / Carers	RWI Information Sharing Evening
16.6.25	Y6 Parents / Carers	Transition Meeting
20.6.25	Parents / Carers	Sports Day
3.7.25	Parents / Carers	Nursery Graduation
14.7.25	Parents / Carers	Book Look for Parents
16.7.25	Y6 Parents / Carers	Y6 Presentation Evening

### **Links with the Community**

There are many visitors to the school throughout the year, all of whom greatly enrich the pupils learning. The Governors are grateful to all of them for giving their time and expertise. Pupils have enjoyed working with community members from Café Cymraeg who visit the school regularly to develop their Welsh language skills with the pupils.

Cynefin has formed a large part of the school curriculum over the past year. Pupils have enjoyed visiting local places such as Saron, Segadelli's and going on local walks throughout the community.

The school has strong links with our Cluster Secondary and Primary Schools. Staff meet with colleagues from our cluster of schools to train and share good practice. The schools also work together to plan engaging transition activities for the pupils.

### **School Special Achievements**

Special achievements are celebrated every fortnight in a whole school assembly. Children are awarded with certificates and stickers for their achievements in curriculum and attendance. Pupils are also encouraged to bring in trophies and cups for their achievements outside of school. These have included achievements in girls' football, rugby, motor biking and horse riding. This year we were very proud of our pupils achieving joint first place in the John Harries Cup for rugby.

### **Attendance and Punctuality**

Attendance and punctuality are rigorously monitored, with parents being reminded in newsletters about the importance of contacting the school on their child's first day of absence. We operate a First Day Response system. If no message has been received, a phone call and/or text is made to parents. Letters are sent out to parents detailing any concerns and consequent procedures.

Pupils with 100% attendance during a term or those who have made significant improvement are rewarded with prizes.

Personalised colour coded individual pupil attendance percentages are sent to parents half termly with a reminder of how important regular attendance and punctuality is. A breakdown of the consequences of poor attendance is also included. This is helpful to keep parents and carers fully informed. We offer support regarding attendance to any family should they require it.

Pupil attendance for the last year stood at 93.1%. This year we aim to at least hit 93.5%.

Please remember that holidays should **not** be taken within term time and will be classed as unauthorised.

An Education Welfare Officer Mr. Simon Jones visits the Head Teacher on a regular basis and will visit families who require support and encouragement regarding attendance and punctuality.

### **Finance**

A detailed finance statement is shown in appendix1. No member of the Governing Body claimed expenses during the financial year

### **Child Protection and Safeguarding**

Safeguarding of our children is paramount in all we do at Creunant Primary School.

Mrs. M. Teague is our Designated Safeguarding Officer

Mrs. C. Thomas is our Deputy Designated Safeguarding Officer

Mrs. S. Handley is our Child Protection Governor.

All staff attend annual safeguarding training face to face and complete on-line safeguarding training every two years.

There are 5 qualified first aiders in school.

### **Security Arrangements**

External gates are locked between 8:50 and 3:10. All pupils and visitors entering the school during this time must do so through the main doors.

All visitors to the school are asked to sign in and wear visitor badges so they can be easily identified.

### **Language Category**

Creunant Primary is an English Medium School.

### **Welsh Second Language**

Welsh is introduced as a second language, mainly Welsh oracy lessons from the time the child enters school. Enjoyment in learning the language is incorporated in a variety of situations: incidental, conversational, display and in singing. Welsh is used in most areas of the curriculum and is an integral

part of classroom life. As pupils progress, they develop reading and writing skills in Welsh in addition to oral skills. We receive support and relevant teaching materials from peripatetic Welsh teacher visits, delivering lessons and providing support to all staff throughout the school. We aim to promote bilingualism across the curriculum and aim to enable pupils to communicate effectively in English and Welsh at a level appropriate to their age and ability. Bilingual development is on-going within the school and is often apparent in most areas of the curriculum.

### **Provision for the Disabled**

Disability / Equality Policy- The School has a comprehensive Policy for Equal Opportunities which has been adopted by the school's Governing Body. The Governing Body, Head Teacher and all staff, seek to promote equal opportunities and good relations between persons of different racial groups, able bodied and disabled persons and between males and females. Equal opportunity is promoted for everyone and throughout all aspects of school life at Creunant Primary School. Governors also follow legal requirements in making appointments and receive advice from the Local Authority's Human Resource Department. At Creunant Primary School, we are committed to ensuring equality of education and opportunity for all 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 participate fully in school life.

### **Review of School Policies**

During the year 24-25 the school has adopted / reviewed the following policies: -

Admission Policy 2025/2026

Adoptive Parents Pay and Leave Scheme

Assessment and Progression Policy

Capability Policy for Schools

Code of Professional Conduct

Dealing with persistent or vexatious complains in school policy

Leave of absence regulations for School based Non-Teaching Staff

Leave of absence regulations for Teachers

NPT Attendance Punctuality Policy

NPT Schools Admission Policy

Policy for Reviewing Professional Development

Professional Development Review Policy

Redundancy and Redeployment Policy

Safeguarding Policy 2024

Schools Maternity Scheme

Teachers Pay Policy 2024 /2025

Travel and Subsistence Payments Policy

Unreasonable Behaviour Policy

## **Governing Body as at the end of Summer Term 2024**

<b>Status/designation</b>	<b>Tymor yn gorffen Term of office expires</b>
<b>Community</b>	
Joy Cobb	21.09.2026
Sarah Griffiths	21.09.26
Alan Kingdon	4.12.28
<b>Minor Authority</b>	
Chris Hart	08.06.2026
<b>Headteacher</b>	
Melanie Teague	
<b>LEA</b>	
Kirsty Williams Ambrose	31.12.2027
Alan Jones	31.12.28
<b>Non-voting Clerk</b>	
Mrs Maureen Winter	
<b>Parent</b>	
Stephanie Flew	04.05.2026
Hayley Clapham	28.03.2027
Ruan Holt	08.03.2027
<b>Teacher</b>	
Donna Davies	06.06.2028
<b>Non- Teaching Staff</b>	
Kim Morgan	11.05.2026
<b>Additional Governors</b>	
Sue Handley	
Carol Bassett	
Bev Newman	

Governors are appointed for a period of 4 years. At the end of a Parent Governors term of office all parents are sent a letter asking for nominations for the vacant position(s).

### **Action taken to develop the school – evaluation of priorities**

#### **(R1.1) Governing body and LA to formally discuss and review the leadership capacity of the school, at all levels.**

- 11/5/25 Additional governors appointed. New Chair appointed Sue Handley. Beverly Newman and Carol Bassett appointed as extra governors.
- 29/4/25 and 13/5/25 Sue Handley met with all staff.

**(R1.2) Headteacher to review the school senior leadership team (SLT). Review to include exploring the possibility of developing a new SLT role focused on teaching and assessment.**

- 1/5/25 Mr. David Allen awarded TLR for Teaching and Learning. Mr. Allen stepped down from role of ALNCO.
- 1/9/25 Mrs. Thomas appointed as ALNCO
- 1/9/25 Weekly SMT meetings planned.

**(R1.5) Headteacher and Deputy Headteacher to undertake NPT Leadership training**

- 14/5/25 Reflective Leadership course attended by head teacher.
- 20/10/25 Your Personal Leadership Brand: Building the Story of You

**(R1.8) ESO and TDO to provide training to SLT, teachers and TAs on the new Professional Development Review system and expectations.**

- 7/4/25 MT, DA, AW met with Darren Long to go over the PDR online system.

**(R1.13) (Communication with parents)**

- All Schoop IDs checked
- 24/3/25 Parent survey on communication (See appendix 3)
- 6/4/25 New communication form set up in Schoop for Parents and Carers
- 7/4/25 Website reviewed. All newsletters sent out Via Schoop, Website and for individuals on paper by request
- 9/5/25 Parent survey on Progress Meetings
- 6/5/25 Termly reports issued
- 7/5/25 8/5/25 Progress meetings with parents
- Fortnightly classroom updates from class teachers
- Fortnightly news from Headteacher shared on Website and on Schoop
- Wellbeing Wednesday updates shared with parents on Website and on Schoop
- Progress reports issued
- Book Look for parents – Week Beginning 10<sup>th</sup> July

**(R1.14) Headteacher to canvass parents' views on the school's extra-curricular offer.**

- 31/3/25 Goal Getters after school club started
- 29/4/25 Extracurricular clubs reviewed. New Sports Clubs added. Headteacher to strengthen opportunities for pupils to participate in extra-curricular sporting events. For example, developing pupils' ball skills via Goal Getters.
- 14/5/25 Football Tournament
- 16/5/25 Rugby Tournament
- 18/6/25 Football Tournament
- Class 3: multisport Event 9th July Llangatwg 9:30am-11:45am

**R2: Improve the quality of self-evaluation and improvement activities so that leaders identify, prioritise and address successfully the areas of the school's work that are in most need of improvement.**

**(R2.2) LA to work alongside senior leaders to model monitoring activities focusing on the quality of teaching and its impact on pupil progress.**

- 9<sup>th</sup> June (Morning) Lesson observations
- 10<sup>th</sup> June (Morning) Learning walk and book look
- 19<sup>th</sup> June (Morning) Higher order Reading Skills

**R4: Ensure that pupils develop their literacy, numeracy and digital skills progressively over time.**

(R4.3) Leaders and teachers to make informed decisions and invest in the school's future policy and practice for the teaching of early reading skills including phonics.

- New resources purchased 11/4/25
- 2/5/25 RWI Training Day for all staff and stakeholders
- 2/6/26 RWI Training Day for all staff and stakeholders
- 30<sup>th</sup> June Parent Information Session on RWI

**2025/2026 ACADEMIC YEAR**

Schools will be closed to pupils for INSET/Staff Preparation on six days between Monday 2nd September 2024 and Monday 21st July 2024.

Period	2025 – 2026
Autumn Term 1	Monday, 1 September to Friday, 24 October
Autumn Half Term	Monday, 27 October to Friday, 31 October
Autumn Term 2	Monday, 3 November to Friday, 19 December
Christmas holiday	Monday, 22 December to Friday, 2 January
Spring Term 1	Monday, 5 January to Friday, 13 February
Spring Half Term	Monday, 16 February to Friday, 20 February
Spring Term 2	Monday, 23 February to Friday, 27 March
Easter holiday	Monday, 30 March to Friday, 10 April
Summer Term 1	Monday, 13 April to Friday, 22 May
Summer Half Term	Monday, 25 May to Friday, 29 May
Summer Term 2	Monday, 1 June to Monday, 20 July

**Key Dates for the Academic Year 2024 – 2025**

**PUPILS**

Show Racism the Red Card Day – Friday 17<sup>th</sup> October

PTA Halloween Disco – Thursday 23<sup>rd</sup> October

Wellbeing Day – Monday 10<sup>th</sup> November

Children in Need Day – Friday 14<sup>th</sup> November

Christmas Concerts – 9<sup>th</sup> and 11<sup>th</sup> December

Christmas Trip to Pantomime – Tuesday 16<sup>th</sup> December

St. David's Day – Monday 2<sup>nd</sup> March

World Book Day – Friday 6<sup>th</sup> March

### **PARENTS / WIDER COMMUNITY**

Open Evening: Monday 15<sup>th</sup> September

Emotional Regulation with CAMHS - Tuesday 16<sup>th</sup> September

Managing Anger with CAMHS - Tuesday 23<sup>rd</sup> September

Macmillan Coffee Morning – Friday 26<sup>th</sup> September

Managing Worries with CAMHS – Tuesday 30<sup>th</sup> September

Building Self Esteem with CAMHS – Tuesday 14<sup>th</sup> October

Progress Meetings with Parents – 18<sup>th</sup> and 19<sup>th</sup> November

St. David's Day – Tuesday 3<sup>rd</sup> March

Progress Meetings with Parents – 14<sup>th</sup> /16<sup>th</sup> April

Nursery Graduation / Transition Meeting (Nursery) – Friday 3<sup>rd</sup> July

Year 6 Leaver's Presentation – Wednesday 15<sup>th</sup> July

### **INSET DAYS**

Monday September 1st

Friday October 24<sup>th</sup>

Monday June 29<sup>th</sup> (Cluster Inset Day)

Monday July 20<sup>th</sup> (Worked as Twilight training sessions)

### **STAFF**

RWI Development Day – Thursday 9<sup>th</sup> October

RWI Development Day – Thursday 29<sup>th</sup> January

### **Year 6 Transition Days**

Tuesday 30<sup>th</sup> September

Tuesday 24<sup>th</sup> March

Tuesday 28<sup>th</sup> April – Transition Meeting for Y6 Parents.

Wednesday 8<sup>th</sup> July

School budget statement

Neath Port Talbot CBC Period: Apr24-Mar25

Creunant Primary	
<u>DELEGATED COSTS 2023/24</u>	
	<i>YTD-Actual</i>
TEACHERS SALARIES	406,297
SALARIES	158,090
WAGES	0
OTHER EMPLOYEE EXPENSES	318
PREMISES	35,171
ADMINISTRATION	0
TRANSPORTATION	1,025
SUPPLIES AND SERVICES	38,040
FIXED CONTRACTS	0
RESOURCES	0
SUPPORT SERVICES	96,250
GOVERNEMENT GRANTS & CONTRIBUTIONS	-133,131
SALES	0
FEES AND CHARGES INCOME	-9,310
INTERNAL RECHARGES	-11,728
RENTS	0
INTEREST RECEIVED	-6,392
TRANSFERS	-55,374
TOTAL	<u>519,256</u>

<u>NON-DELEGATED COSTS 2023/24</u>	
	<i>YTD-Actual</i>
TEACHERS SALARIES	0.00
OTHER EMPLOYEES	13,982.00
OTHER DIRECT COSTS	0.00
MISC INCOME	0.00
GRANTS	0.00
CAPITAL CHARGES	
CONTRIBUTIONS TO/(FROM) RESERVES	
TOTAL	<u>13,982.00</u>

### *Acknowledgements*

The Governing Body wishes to thank pupils, staff and the community who all play a huge role in helping the school achieve its goals. Our school continues to grow from strength to strength and when we all work together and when each and every learner believes in themselves, they can achieve their goals and succeed in their chosen path.