

St Joseph's Catholic Primary School Ysgol Gynradd Catholig San Joseff



Governors' Annual Report to Parents 2022/23

**“One Family - Many Gifts”
“Un Teulu – Anrhegion Di-ri”**

The Governors' Annual Report to Parents 2022-23

The Governing body works closely with our team of committed staff to review and evaluate our school's progress and plan our future priorities. It has a statutory obligation to provide specific information to parents but we include additional information which gives a flavour of the work and activity within the school with the Catholic faith and Gospel values at its heart. As a governing body we remain keen for parents and also pupils to have an opportunity to engage with us in developing the school for the benefit of all. To this end we hope that you find this report of interest and encourage any comments or questions that you may have.

The last academic year has had its ups and downs and there was much change. The new leadership team of acting headteacher Philippa Brooks and acting deputy headteacher Chris Anthony have stepped up to the challenges and are coping with the budget demands. The budget becomes ever more difficult as I am sure you are all aware. The governing body are committed to overseeing the financial performance of the school and we have reorganised our committees, one now solely to discuss our finances.

As a Governing body, we are always incredibly thankful for the support shown by the parents, grandparents and carers. Our excellent PTA have been very active in raising funds for the school and we wish to extend our thanks to them also. This year we have once more welcomed new members of staff and we wish them well as they begin their journey at St Joseph's.

I am sure that you will continue to give Mrs Brooks and her team of committed staff your support for the forthcoming year and the governors look forward to receiving reports on activities within the school driven by our four purposes of developing the pupils to become ambitious and capable, enterprising and creative, ethically informed, healthy and confident individuals. We hope that 2023 – 2024 will be a successful and happy one for your child.

Richard Hopkins
Chair of the Governing Body



Richard Hopkins
Chair of the Governing Body

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All of the information has been gathered from Governing Body meetings and the Headteacher, who gave detailed reports on all school matters in each of the school terms. Following the Estyn Inspection (March 2023) and RE Inspections (Nov 2014), action plans have been implemented to address the issues which arose and which you have been made aware. These issues have been addressed in the light of the school's Development Plan and post inspection action plan.

Governing Body Responsibilities.

St Joseph's is a voluntary aided, English medium primary school within Neath Port Talbot, in the Diocese of Menevia. The Welsh language is embedded throughout the school.

The governors have general responsibility for the management of the school and the Headteacher makes the day to day decisions about the running of the school. Governors are responsible for:

- Admissions
- Planning and monitoring the school budget
- Buildings, premises and improvement
- Curriculum and target setting together with the Headteacher
- Employment and performance management of staff in the school
- Discipline

St Joseph's Catholic Primary School

Governors' Annual Report 2022/23

As a result of the School Standards and Organisation (Wales) Act 2013, which came into force on 4th May 2013, a school governing body is no longer required to hold an annual parents meeting unless requested by parents. There was no request for this during the academic year 2022/23.

**Foundation Governors are appointed by the Bishop
and Trustees of the Diocese of Menevia.**

**The term of office of each Governor is 4 years
from the date of appointment.**

Foundation Governors	Term of Office Expiry Date
Mr R Hopkins	09.11.23
Mrs M Caddick	2.07.25
Rev. Fr N Evans	01.9.27
Mr R Clifford	15.11.24
Mr A Potts	26.07.25
Mrs S Fitchett	19.02.26
Mrs B Lee	21.2.27
Mrs C Elias	01.12.23

Elected Parent Governor: Mrs R Weaver
Term of Office expires on 07.10.25

Elected Teacher Governor: Mr C Anthony
Term of Office expires on 19.09.25

Elected Staff Governor: Mrs A Adams
Term of office expires on 17.05.26

Community Governor
Appointed by Neath Town Council: Cllr. Mr R Price
Term of Office expires on 27.05.25

LEA Governor
Appointed by NPT Local Authority: Ms G Davies
Term of Office expires on 21.12.26

Headteacher Governor: Mrs C M Dineen/ Mrs P Brooks
Clerk to Governors: Mrs M Winter

Chair of Governing Body: Mr R Hopkins

Vice Chair of Governing Body: Mr A Potts

Clerk to Governors: Mrs M Winter.

Specific Responsibilities: ALN - Mrs B Lee; **Safeguarding / Child Protection:** Mrs C. Elias; **Health and Safety:** Mrs C Elias, Mrs R. Weaver, Mr R Clifford; **Data** - Mr R Hopkins;

Equality and Diversity: Ms G. Davies; **Emotional and Mental Health Wellbeing:** Mrs A. Adams.

INFORMATION SHEET

Your right to request a meeting with the school's governing body

The Schools Standards and Organisation (Wales) Act 2013 (The Act) removed the requirement for school governing bodies to hold an annual meeting with parents. Instead, new arrangements were introduced to enable parents to request up to 3 meetings in any school year with a governing body, on matters which are of concern to them. If parents wish to use their rights under the Act to hold a meeting, 4 conditions will need to be satisfied:

- **Parents will need to raise a petition in support of holding a meeting.**

The parents of at least 10% registered pupils will need to sign the petition. If it is a paper petition, then a written signature must be given as well as the name and class of each child who is a registered pupil at the school. If the petition is in electronic format, the 'signature' required is the typed name of the parent plus the name and class of each child who is a registered pupil at the school and the email address of each parent who 'signs' the electronic petition.

There were 119 children registered as pupils with this school at the beginning of this academic year. Exact roll numbers at any time during the year may be obtained from the school office.

- **The meeting must be called to discuss matters which affect the school**

The meeting cannot be called to discuss such matters as the progress of individual pupils, or to make a complaint against a member of the school's staff or governing body. The petition should contain brief details of the matter(s) to be discussed, and the reasons for calling the meeting. This information should be clearly displayed at the top of the petition, with parents' signatures appearing below.

- **A maximum of 3 meetings can be held during the school year**

The law allows parents to use their rights to request up to 3 meetings with a school governing body during the school year.

- **There must be at least 25 school days left in the school year**

The law makes it a condition that at least 25 school days are left in the school year when the petition is received so that the meeting can be held. A "school day" means a day when the school is open to pupils: it does not include weekends, public holidays, school holidays or INSET days. The address for service of a petition requesting a meeting with this school's governing body is:

The Chairperson, The Governing Body of St Joseph's Primary Catholic School, Cook Rees Avenue, Westernmoor, Neath, SA11 1UR.

E-Mail address: stjosephsprimary@npted.org

Further advice on how parents may go about requesting a meeting with a governing body is available on the Welsh Government's website at:

<http://wales.gov.uk/topics/educationandskills/publications/guidance/parents-meetingsstatutory-guidance/?lang=en>

Yours sincerely,

Mrs. P. Brooks, Acting Headteacher

Inspections/Post Action Plans

Post Inspection Action Plans were put in place following two inspections, namely Estyn and Section 50 religious Education; during the autumn term of 2014. In addition to this, the school undergoes tri annual reviews from the Local Authority on its' performance. Recommendations from all reports dovetail with those in our School Development Plan and Self Evaluation Report.

Targets for 2022/23 were:

- **“To thank God for my beautiful body and to show respect for one another’s bubbles.”**
- **“To improve my speaking and listening, so that I am confident when speaking to others.”**
- **“To improve my number skills, so that I am confident when doing activities in class.”**
- **“To ask questions about my learning; form my own opinions and create new ideas.**

Progress against targets;

RSE- To develop provision for RSE within the school in order pupils’ knowledge and understanding of how their bodies will change and to develop their understanding of healthy relationships. This links to the target: “To thank God for our beautiful bodies and to show respect for one another’s bubbles.”

A staff meeting took place to discuss this SDP target; why it is a priority?

The Head teacher and RE link governor attended the Autumn co-ordinators meeting to ensure that the school is up to date with current developments. 18/10/22.

The RE co-ordinator also attended an RE coordinators meeting on 15th November.

Performance management meetings have taken place and the above target has been discussed between teaching staff and Mrs Dineen.

RE co-ordinator has enrolled on further RSE training from the Catholic Education service in partnership with Ten Ten resources. This is an accredited course which will focus on the new Relationships and Sexuality Education (RSE) Statutory Code and Guidance for the Curriculum for Wales.

RE coordinator has ensured that teachers have a good understanding of the Ten Ten Life to the Full scheme and Programme Pathway 3 which has been implemented within the classroom.

The Welsh National Catholic Conference Day for RSE which took place on Friday 17th February 2023 was attended by all staff. Mrs Caddick also attended. Philippa Brooks completed the RSE training from the CES. Philippa Brooks tracked Ten Ten against the Curriculum for Wales RSE Code.

All teachers continued to embed Life to the Full scheme of work. Mrs Brooks attended some sessions alongside Mr Anthony when discussing the more delicate aspects of girls and boys bodies.

Oracy - To develop pupils' oracy skills so that they are able to talk collaboratively. This links to the target: "To improve my speaking and listening so that I am confident when speaking with others."

Debbie Thomas delivered training to all staff focused on developing an understanding of listening skills and collaborative talk. Inset day 16/09/22 & Adds 03/10/22. Training was aimed at developing an understanding of;

- How to develop oracy skills in line with the LLC proficiencies as outlined in Curriculum for Wales.
- What does effective learning look like in oracy.
- What does good teaching of oracy look like?
- How this will impact on teaching approaches?

Throughout Adds sessions, staff have started to collaborate, share examples of learning experiences to support the development of pupils' oracy skills and to consider how progression will be ensured.

Teachers are implementing the development of pupils' oracy skills through the use of listening ladder, group work, and other strategies for enhanced group work.

Teachers are using and modelling the identified language associated with the oracy skills they are teaching.

Teachers are providing the time for pupils to develop their oracy skills.

Oracy sessions have been monitored by Claire Dineen and Philippa Brooks and feedback was given to staff.

Teaching staff received training from Teacher Development Officer, Debbie Thomas, on 16/1/23. Teachers implemented ideas and planned specific oracy tasks during the Spring Term.

Staff continued to develop oracy skills in class and use the ideas provided by Debbie Thomas.

Maths & Numeracy -To develop pupils' understanding of place value. This links to the target: "To improve my understanding of place value, so that I am able to confidently work my answers out in a variety of different ways; explaining my thinking using a range of different mathematical vocabulary. "

A staff meeting took place to discuss this SDP target. Staff discussed why it is a priority. Staff discussed the vision for pupils' mathematics and numeracy skills in line with the principles of progression.

Whole school training took place with Debbie Thomas to discuss how pedagogy needs to evolve in order to develop pupils' mathematical proficiencies as outlined in Curriculum for Wales.

Training took place on White Rose Maths with partner teachers – PB& CE, OW&CA. 14 & 15/09/22.

School purchased manipulatives to support the development of pupils' conceptual understanding. For example, Dienes base ten, place value counters, Cuisenaire rods etc.

Teachers have been developing the pupils' conceptual understanding through verbal, concrete, visual, digital and abstract approaches via White Rose Maths.

Teachers are using and modelling the identified mathematical language associated with the concept they are teaching.

All teaching staff attended a meeting about White Rose Maths and brought a sample of books to discuss its implementation so far.

Chris Anthony carried out monitoring, observing lessons, and scrutinising books against the scheme of work. Debbie Thomas met with TA's to discuss the implementation of White Rose Maths and the role of

the TA. She also met with KS2 staff to offer advice regarding the groupings of children and managing differentiation within White Rose Maths. Staff continued to work with the scheme throughout the spring term.

Staff continued to use the WRM scheme of work. The scheme of work and its coverage was discussed during staff meetings.

HOTS- To continue to develop pupils' higher order thinking skills (HOTS) This links to the target: "To ask questions about our learning; form our own opinions and create new ideas."

All staff attended an INSET day 05/09/22 to discuss this SDP target and how it can be developed through our concept of "Belonging". Staff were reminded why it is a priority and how pedagogy needs to evolve in order to develop the four purposes at St Joseph's school.

Adds took place on 26/09/22 with Owain Hyett from the local authority looking at thinking skills linked to "Evaluating".

All teachers attended concept support sessions with Anne Stoker (LA support) to incorporate "Evaluating" into our planning. KS2 – 07/10/22, FPH 10/10/22.

All teaching staff met to discuss how Concept Planning is evolving at St. Joseph's. We brought our Belonging Planning and a sample of books. We discussed what was working and possible changes that we would make.

Teaching staff brainstormed some ideas for possible concepts for the Spring Term. A decision was made that we would develop the concept of "Change" for the Spring Term.

Owain Hyett (Local Authority) attended St. Joseph's 28.11.22 to discuss planning for the Spring Term. Colleagues from Cwmavon Primary also attended.

Mrs Brooks & Mr Anthony created a bank of essential Analyse and Evaluate vocabulary and shared with staff. Analyse and Evaluate vocabulary have been made explicit in new concept planning linked to specific activities. On 19/1/22 Owain Hyett came into school to do HOTs monitoring with a group of pupils. Our target was to continue to develop pupils' language of thinking and analysis.

Staff continued to embed HOTs across the curriculum throughout the summer term.

Although staff continued to make progress against the SDP, our focus transferred to the formulation of a Post Inspection Action Plan (PIAP). We began to address recommendations and targets within the PIAP during the spring and summer terms.

Targets for 2023/24, taken from the Post Inspection Action Plan (PIAP) are:

- Address the safeguarding and health and safety issues identified during the inspection.
- Improve strategic leadership at all levels and implement effective evaluation and improvement processes that focus on improving outcomes for pupils.
- Improve teaching and assessment.

- Improve the curriculum and provision for pupils' skills including their independent learning skills.

Progress against the PIAP 2022-23.

The following points were addressed during the spring and summer terms.

(R1.6) That all Health and Safety issues are addressed (the door between the early years and school hall.

(R2.1) The acting Head Teacher will further develop their school leadership and management. HT to undertake the Coaching and Mentoring programme provided by the LA.

(R2.4) To create a recovery plan to address the budget deficit. The acting Head Teacher, bursar and the LA will all help to create a plan to address the financial overspend. This will be reviewed, at least, termly by the Finance Committee of the Governing Body.

(R1.3) That Governors ensure safeguarding and health and safety is a standing agenda point in every FGB meeting.

(R1.5) - Highfield Health and Safety Level 3 training (Acting Head Teacher completed 27/06/23)

(R2.10) Complete self-evaluating activities with members of the LA focusing on teaching and pupil progress.

(R4.5) Visits to other school, organised by the LA, to look at how pupils development is supported by the environment.

INSET

School INSET days and weekly staff meetings focus on the recommendations set from school development targets and the inspection findings. These continue to form the focus of our targets for the next academic year and thereafter.

During the academic year 2022 - 23, in accordance with Welsh Assembly legislation; the school was closed for staff development as follows:-

- 5/09/22 – Curriculum Planning.
- 16/9/22 – Safeguarding/ Child Protection, Oracy.
- 23/12//22 – Curriculum Planning
- 9/01/23 – Assessment, Recording & Reporting & ALN Reform
- 17/02/23 – Diocesan Inset Day – RSE, “Life to the Full”.
- 24/7/23 - Progression and the impact on long term planning, Curriculum for Wales refresher training and planning.

Personnel

St. Joseph's is fortunate to have a team of extremely talented, enthusiastic and dedicated individuals who do their utmost to provide the best possible education for all our pupils.

The staff continue to deliver a broad, balanced and differentiated curriculum within the context of the teachings of the Catholic Church. They have attended extensive In-Service training courses

organised by Neath Port Talbot LA and other outside agencies as well as having weekly staff meetings, school based training and curriculum development to further develop their professional skills.

Teaching and Non Teaching Staff (Including curriculum posts of responsibility)

Teaching Staff

Teacher Name	Additional Responsibility
Miss E Evans	School Council
Mrs C. Edwards	Welsh & Criw Cymraeg (Autumn 22- Spring 23) Eco (Summer 23)
Miss Beesley	Welsh & Criw Cymraeg (Summer 23)
Mr C Anthony	Acting Deputy Headteacher Deputy Safeguarding Person 1st Aid DCF/ICT Maths Data Curriculum & Progression (TLR)
Mr Wright	Eco (Autumn 22 – Spring 23)
Mrs Brooks	Acting Head Acting Designated Safeguarding Person Fire Warden RE English

Non-Teaching Staff

Mrs J Gibbons: School Administration Officer/ Emergency First Aider

Mrs A Adams: NNEB/Teaching Assistant L4

Mrs S Evans: Teaching Assistant/Lunchtime Assistant/ First Aider

Miss J Corse: Teaching Assistant/Lunchtime Assistant

Miss N Jones: Teaching Assistant/Lunchtime Assistant/ Paediatric First Aider

Miss E Vincent: Teaching Assistant /Lunchtime Assistant/ Paediatric First Aider

Mrs S Plescia: Teaching Assistant/Lunchtime Assistant/ Paediatric First Aider

Mrs S Baker: Cook in Charge

Mrs M Jones: Kitchen Assistant

Mr N Rees: Caretaker/Site Manager

Peripatetic Teaching Staff

Mrs Alison James, our peripatetic music specialist teacher continues to work with pupils throughout the school. In order to allow all pupils to access her expertise, a class rota has been set up whereby she teaches lessons to specific year groups on a fortnightly basis.

Curriculum organisation

The school delivers all aspects of the Curriculum for Wales. The pupils are generally taught in mixed ability classes with work carefully focused on pupils' particular needs. The Headteacher has oversight of the whole school and is assisted by class teachers, one of whom is the Deputy Headteacher. In addition, learning support staff work throughout the school. All staff have responsibility for the pastoral care of the children in the school.

Class sizes

At the *beginning* of the academic year 2022-2023 classes were structured as follows:-

Nursery& Reception	Age 3-5	27 pupils	Mrs P Brooks
Year 1&2	Age 5-7	23 pupils	Mrs C Edwards
Year 3&4	Age 7-9	28 pupils	Mr Wright
Year 5&6	Age 9-11	32 pupils	Mr C Anthony

The Governing Body's Statement of Curriculum Aims:

"We aim at St Joseph's to provide the highest quality in terms of educational provision for our children within the distinctive framework of a Catholic Voluntary Aided School. The 'educational provision' is defined as the totality of experiences that the school can offer through its catholic ethos and gospel values, the explicit curriculum and extra-curricular activities that develops the God given gifts of the whole person. Thereby we provide for the children's social, emotional, physical, spiritual and intellectual needs in becoming fully human. In organising the educational provision we recognise the fundamental importance of the role of the school in preparing children for adult life, developing their individual potential and enabling them to make a contribution to society and be a witness of Christ's values to the wider world. Moreover, children are already part of our society, which demands that their education must be relevant to the present as well as the future. The school therefore aims to foster the acquisition and application of skills and attitudes ensuring equality of opportunity for all pupils".

Religious Education

The aim of Religious Education at St Joseph's is to enable pupils to develop their awareness of the spiritual aspects of life, to experience Christian worship and, through the daily life of the school, to experience Christianity in action as a relevant foundation of their lives. We encourage pupils to develop awareness of other people and their needs, often in appropriate practical ways. In following the Catholic Bishops of England and Wales' National Project for Catechists and Evangelisation for Primary Schools, "Come and See!", the school fully complies with the requirements of the Catholic Church regarding Religious Education.

We integrate the Catholic Virtues into everyday life. These values have their roots in the Gospel and are based on Jesuit Values whose aims are "improvement in living and learning for the greater glory of God and the common good." Staff promote two values per half term, using examples which the pupils can relate to and can incorporate into their daily lives.

Prayer and Worship

Prayer and worship are an integral part of the life of St Joseph's. Assemblies and Religious Education are based on the Catholic faith. Daily Acts of Collective Worship take place throughout the school. A special celebration assembly takes place weekly. A Golden Star Award Assembly takes place at the end of every half term. Teachers take every opportunity to pray with the children at appropriate times of the day. Mass is celebrated every half term and on special occasions. Opportunities for the celebration of the Sacrament of Reconciliation are provided during Advent and Lent. Throughout the year a range of services are provided to celebrate the major feasts and seasons of the Church's Calendar.

Personal and Social Health Education

"Life to The Full" (the Diocesan approved RSE scheme), is delivered to all pupils throughout the school. Questions and matters relating are dealt with naturally and sensitively when the need arises. The School Nurse also delivers a "Health and Hygiene Programme" to Year 5 & 6 pupils.

Pastoral Care

The class teachers have day-to-day responsibility for the pastoral care of pupils. This is supervised and supplemented by the Headteacher.

We aim to meet all needs in a caring way within the resources we have at our disposal. Where appropriate, and after discussion with parents, referrals can be made to the Educational Psychologist and other specialists. The school's policy conforms to the Additional Learning Needs Code of Practice for Wales (2021). A copy is available in the school for parents who wish to seek further information.

Learning is the core purpose of St Joseph's School, we aim for high standards of achievement as well as a strong sense of fun and enjoyment of learning. These standards are carefully monitored at all levels of the school, from Nursery to Year 6. Pupils are formally tested every year from Year 2 using the personalised assessments provided by Welsh government. Each pupils' progress throughout the school is carefully tracked, to ensure their potential is reached.



At St Joseph's, our Strategic Equality Plan ensures that all pupils are entitled to participate fully in the whole school curriculum. The school is committed to a positive policy of promoting equal opportunities and eliminating any unlawful or unfair discrimination, by providing equal opportunities for all pupils in all aspects of the curriculum.

- ❖ We encourage respect for and tolerance of people of different gender, race, religion and way of life, to ensure that all pupils feel included, secure and valued.
- ❖ We assess our teaching materials and resources to provide a secure, challenging and safe environment for all pupils, using both the indoor and outdoor learning areas to promote pupils' natural curiosity to explore and learn.

- ❖ We work together ensuring a school community based on mutual respect, offering equal opportunities for everyone, establishing positive relationships with parents and guardians, developing happy, confident, inquiring children.

The school's Mission statement "One Family, Many Gifts" encourages pupils to support and enrich one another :-

- ❖ To share gifts, talents and resources with all.
- ❖ To celebrate and live out the Catholic Virtues.
- ❖ To show respect for the family, for life, for truth, for the property of others and for each person's contribution.
- ❖ To enable and encourage one another to become living witnesses to Christ.

The school aims to offer a broad and balanced curriculum to meet the needs of all pupils. We follow guidelines laid down by the Curriculum for Wales documents and those given by the Local Authority and the Diocese of Menevia in the following subjects.

1. RE
2. Languages, Literacy and Communication
3. Mathematics and Numeracy
4. Science & Technology
5. Humanities
6. Expressive Arts
7. Health & Wellbeing



Written policies are in place to cover the curriculum. Core subjects are taught separately and where cross curricular links occur, these are used to enhance pupils' learning. A concept based approach is used throughout the school which incorporates literacy, numeracy and DCF across the curriculum.

Moral and Religious Education permeates the atmosphere of the school. All members of staff have specific responsibilities for designated areas of the curriculum.

High standards are expected and the ethos of the school is to develop highly motivated pupils who will achieve their maximum potential.

All classes are mixed ability and teachers will plan activities according to the differing abilities within their class. Pupils will experience class, group and individual teaching.

Academic and social development is continually monitored and assessed.

Parents are expected to play an active part in their child's education. Parents' Evenings are arranged 3 times a year and parents are welcome to meet with teachers at other times by mutual consent.

Additional Learning Needs

This ALN policy takes account of the Education Act 1996, the SEN code of practice for Wales 2002, the Equality Act 2010, the Additional Learning Needs Code of Practice for Wales (2021) policies and guidelines issued by the Directorate of Education Leisure and Lifelong Learning.

In July 2023 there were 10 pupils on the ALN register identified in terms of additional learning needs. To assist some of these pupils, the school sought support from variety of outside agencies.

Our aims in St Joseph's for children who have additional learning needs are fundamentally the same for all of our pupils in that we believe:-

- ❖ All children are individuals with their own unique strengths and weaknesses and through a Christian environment they should grow an understanding of themselves, their families and their world.
- ❖ Each child should feel valued and encouraged by being able to experience success.
- ❖ Each child should have access to a broad and stimulating curriculum, including the national curriculum, in order to develop a desire to learn.
- ❖ Each child should be encouraged towards attaining a high standard of behaviour.
- ❖ Each child should feel confident to express their own ideas, thoughts and feelings.

Emotional Literacy

13 pupils were able to access the various forms of emotional literacy sessions (ELSA, Relationship Based Play and Lego Therapy) during the academic year. This provision is led by Mrs Adams. The school obtains Parental / Guardian consent prior to pupils starting the programme.

Child Protection

During the autumn term, the Headteacher, Mrs C Dineen, was the Designated Child Protection Officer for the school. The Deputy Headteacher, Mrs P Brooks, was the Deputy Child Protection Officer for the school. Mrs P Brooks is currently the Designated Child Protection Officer and Mr C Anthony is the Deputy Child Protection Officer. Both also have the responsibility for promoting the educational achievement of Looked After Children. Mrs Carolynn Elias is the nominated Designated Child Protection Governor.

Use of Welsh Language

Welsh is taught as a second language and is also used daily throughout the school. Pupils are taught to say a range of prayers through the medium of Welsh. Wythnos Cymraeg is held to celebrate St David's Day, giving pupils the opportunity to use the Welsh language and share their

Welsh cultural experiences. The school has been awarded the Bronze Award for Siarter Iaith and is currently working towards the Silver Award.

Sport

The school aims to develop pupils' physical skills to the full with the emphasis firmly on taking part and enjoyment. There are opportunities to participate in a wide range of activities e.g. rugby, football, gymnastics, dance, cricket and organised games. Older pupils attend swimming lessons during the year.



Educational Visits and School Journeys

Educational visits are arranged to enrich the curriculum, both day trips and residential. Parents must sign the appropriate consent form before their child can take part in such visits. Well-structured visits such as these, considerably enhance the children's learning.

The School Council

Older and younger pupils are given the opportunity to serve on the School Council. This is a democratically elected body made up of two representatives from each class. The council allows children to be part of the running of the school in appropriate circumstances. These pupils have a chance to air their views and those of children in their class.

Parish/Community Links

The aim of Religious Education at St Joseph's is to enable children to develop their awareness of the spiritual aspects of life, to experience Christian worship and, through the daily life of the school, to experience Christianity in action as a relevant foundation of their lives. We encourage children to develop awareness of other people and their needs, often in appropriate practical ways. In following "Come and See", the school fully complies with the requirements of the Catholic Church regarding Religious Education.

Rev. Fr.Neil continues to provide a great support to the school.

Prayer and worship are an integral part of the life of St Joseph's. Assemblies and Religious Education are based on the Catholic faith. A special celebration assembly takes place weekly.



Teachers take every opportunity to pray with the pupils at appropriate times of the day.

The Catholic Virtues are integrated into everyday life. These values have their roots in the Gospel and are based on Jesuit Values whose aims are "improvement in living and learning for

the greater glory of God and the common good.” Staff promote two values per half term, using examples which the pupils can relate to and can incorporate into their daily lives.

Mass is celebrated every half term and on special occasions.

Opportunities for the celebration of the Sacrament of Reconciliation are provided during Advent and Lent.

Throughout the year, a range of services were provided to celebrate the major feasts and seasons of the Church’s Calendar, we thank Rev. Father Neil for his support at these occasions. Mass celebrations were held regularly throughout the autumn, spring and summer terms in accordance with liturgical themes in the school and the Church.

We would like to thank parents for their support in making these occasions uplifting.

The school participated in a variety of community events, namely, Outreach for Parliament, Mission Together, Go green – Size of Wales, Uni Sack – the Life Cycle of Clothes, Road Safety, Kerbcraft, Dwr Cymru, Young Carers, HSBC, Childline, The Sennedd and the local Fire Service to name but a few.

After School Club

After School Clubs took place every Monday and Tuesday during the autumn term. Outside providers are currently being sought to run After School Clubs.

School Prospectus

The School prospectus is a useful Guidebook for parents. New parents find it a very helpful source of information. It celebrates the life at St Joseph’s and highlights all we have to offer as a school, not just academically, but spiritually, emotionally and physically.

The school prospectus is reviewed annually. It is available for the parents of the new intake each year and for those who request permission to send their child to our school. They are available to any parent upon request and can also be viewed or downloaded from our school website: stjosephsprimary@npt.school

It includes the most up to date information about all school matters and is reviewed regularly for accuracy.

School Policies

Policies held by the school are reviewed, amended and adopted by the Governing Body.

Teaching Strategies

Teaching strategies are continually addressed to meet the changing needs of our pupils. Pupils are taught according to their needs, where possible. The curriculum content is differentiated so that each child realises their full potential.

Assessment and Target Setting

Literacy & Numeracy Tests

National Personalised Assessments took place at the end of the summer term for all pupils in Years 2 to 6. Information from these tests were shared with all parents. Results were analysed and appropriate targets and interventions were put into place, to support pupils.

Foundation Phase Profile

Nursery and Reception pupils undergo a WellComm on a termly basis. In addition to this, Reception pupils undergo an on entry assessment. Reception pupils also undertake Language Link assessments within the first six weeks of joining the Reception class. This gives information about their developing skills and aptitudes across the areas of learning. We use this information when planning for individual needs.

Residential

Year 5 and 6 pupils were given the opportunity to attend a 3 day residential visit to “Call of the Wild”; 23 pupils attended. We would like to thank Mr Anthony and Miss Corse for volunteering to lead the group.

Healthy Eating

Healthy eating is promoted throughout the school.

Sporting Activities/Achievements

The school offers a range of sporting activities, e.g. rugby, football, netball, rounders, gymnastics, dance, swimming and cricket within the PE curriculum. School Sports Day is organised during the summer term. All awards pupils receive from participating in activities outside of school, are shared with the whole school during assembly.

Parental consultation meetings

Parental consultation meetings took during October and March of this year. On average 70% of parents attended.

Strategic Equality Plan

The school's Strategic Equality Plan ensures equality of opportunity in its day to day practice. Fundamental to this is the belief that every individual in the school community is of equal importance and has something of value to offer to the whole school. It is available on the school website. If you require a hard copy, please contact the school office.

School Session Times

School session times are as follows:

Nursery pupils : 8.50am to 11.20am

Full time pupils : 8.50am to 3.05pm

Numbers on Roll

	Autumn 2022	Spring 2023	Summer 2023
Nursery	9	12	13
Rec	21	21	19
Year 1	12	12	13
Year 2	12	12	12
Year 3	11	11	12
Year 4	20	20	20
Year 5	13	13	14
Year 6	19	19	20
Total	117	120	123

Attendance

Below is a monthly percentage of attendance.

Month	2015/16 Percentage	2016/17 Percentage	2017/18 Percentage	2018/19 Percentage	2019/20 Percentage	2020/21 Percentage	2021/2022 Percentage	2022/23 Percentage
September	95.78%	94.99%	95.07%	95.20%	94.23%	90.17%	90.24%	93.98%
October	96.04%	94.16%	95.72%	94.68%	94.36%	91.72%	89.01%	89.8%
November	96.35%	94.83%	94.74%	93.07%	94.06%	88.39%	89.81%	91.02%
December	95.65%	95.77%	92.78%	95.0%	90.57%	81.14%	80.4%	79.94%
January	95.19%	95.54%	95.03%	94.93%	94.82%	98.67%	92.01%	92.97%
February	95.32%	94.70%	94.41%	92.94%	94.37%	95.57%	91.72%	91.14%
March	92.73%	95.52%	96.26%	94.6%	90.12%	89.99%	89.26%	92.83%
April	95.66%	95.38%	96.08%	91.92%	Closed (Covid-19)	91.89%	89.37%	93.13
May	97.09%	94.31%	92.74%	93.90%	Closed (Covid-19)	90.96%	91.18%	91.67
June	92.89%	93.46%	93.71%	91.64%	Closed (Covid-19)	90.32%	88.49%	91.9
July	91.81%	93.01%	93.37%	90.71%	Partially Open (Covid-19)	87.55%	77.07%	90.62

The school encourages and promotes regular attendance and punctuality. We award an Attendance Cup to the class with the highest attendance, and an Alarm Clock to the class with the best punctuality throughout the week.

The Education Welfare Officer visits the school regularly to monitor pupils' absence.
NB. I would like to bring to your attention the fact that there is a direct link between pupils' attendance and pupils' performance.

Designation of Year 6 Pupils

10 Pupils - transferred to St Joseph's Comp & 6th Form College

9 Pupils - transferred to Cefn Saeson

1 Pupils - transferred to Ysgol Bae Baglan

School Terms and Holiday Dates 2023/24 Academic Year

Term	Term Begins	Mid Term Holiday Begins	Mid Term Holiday Ends	Term Ends	Days
Autumn 2023	Friday 1st September	Monday 30th October	Friday 3rd November	Friday 22 nd December	76
Spring 2024	Monday 8th January	Monday 12th February	Friday 16th February	Friday 22 nd March	50
Summer 2024	Monday 8th April	Monday 27th May	Friday 31 st May	Friday 19th July	69
Total:					195

Schools will be closed to pupils for INSET/Staff Preparation for 6 days between Friday 1st September 2023 and Friday 19th July 2024. The INSET/Staff Preparation days are to be determined by the schools.

Bank Holidays

Good Friday, 29th March 2024

Easter Monday, 1st April 2024

May Day, 6th May 2024 (All Schools Closed)

Spring Bank Holiday, 27th May 2024

Sites, Buildings and Equipment

A great deal has been achieved this year in terms of purchasing new equipment, resources, specific areas for learning and general refurbishment. These have been made possible from the continued support of all families at school events and Local Authority contribution.

- ROSPA – Playground Equipment Inspection – 22/09/22
- Fire Alarm Testing – 3/10/22
- Fire Extinguisher Tests – 21/10/22

- Barrier outside Junior Yard entrance installed – 25/10/22
- Changing bed installed in Disabled Toilet – 31/10 – 4/11/22
- School Heaters serviced – 1/11/22
- Kitchen Shutters Serviced – 30/11/22
- Servicing of school dining tables 08/02/23
- Asbestos Inspection 23/02/23
- PAT Electrical Devices Testing 07/03/23
- Play equipment repaired Jan '23
- Metal Pipe embedded in the ground – NPT resolved the issue Jan 23.
- Shutters serviced 28/6/23 Installation of new fencing and gate – Junior Yard June 2022
- Gutters cleaned out 12/7/23

Finance

The financial statement for the year 2021/22 is summarised below. A more detailed statement will be available for inspection at the school on request.



Delegated Costs 2022/23

Teaching Salaries	£423,638.02
Salaries	£164,508.05
Other Employee Expenses	£0.00
Premises	£18,290.35
Supplies and Services	£33,351.06
Third Party Payments	£0.00
Interest Received	
Support Services	<u>£72,707.29</u>
 GROSS EXPENDITURE	 £712,494.77
INCOME	£204,503.77
 NET EXPENDITURE	 <u>£507,991.00</u>

School Funds

The school holds its own bank account. Money which is collected from concerts, half termly tea/coffee refreshments, fetes and raffles are used to provide invaluable resources for the school. School Funds were audited by Mrs C Elias & Mr Richard Clifford on 18/05/23. The balance stands at £13061.50 as of 23/05/23

Charities

As a Catholic School, one of our primary aims is to help our pupils appreciate the importance of caring for others. Many awareness raising and fundraising activities took place throughout the year. Once again this year proved to be very successful in terms of our contributions to different charities. We have given to:

- CAFOD
- Neath Port Talbot Food Bank
- Mission Together
- NSPCC

Friends of St Joseph's

We are very grateful for the continued support of all parents in the many projects and activities organised by school. School is a partnership of home, school and parish and with such good relationships; school is able to work in a more productive way, enabling all children to work in a happy environment accessing all aspects of the curriculum, rooted in the Gospel values.

This group continues to work hard to generate funds to provide a wide variety of resources for the school. If you are able to commit to supporting this worthwhile partnership we would look forward in welcoming you on board. The dates of meetings are sent out via text message and on our Facebook page.

PTA accounts were audited on 22/05/23. The balance stands at £1212.10 as of 22/05/23.

And finally... a word from Fr. Neil Evans.

The Catholic Church has always given primacy to parents in the education of their children. In other words, it is parents who have the responsibility of the education of their children. This is a responsibility which cannot be taken lightly.

Catholic schools were established by the Church in order to assist parents in the upbringing of their children.

We are blessed in Menevia in having schools which provide a rounded and holistic education for the children committed to their care. St Joseph's, Neath is no exception.

In reading this report you will see that St Joseph's has over the past year, sought to address the spiritual, moral, social, academic and personal dimensions of your child's education.

Catholic education is a partnership between diocese, parish and school. We should look upon this partnership as one family working together with the children at the very heart of that family.

Please continue to support St Joseph's in whatever way you can.

We thank the Headteacher, teachers, governors and all those involved in the day to day running of the school. It is a true partnership. We are all called to contribute to building up God's Kingdom in this part of his world at this particular time. We pray that our efforts will be blessed and rewarded.

Rev. Fr. Neil

Reverend Fr. Neil Evans