



# Ysgol Bae Baglan

*If you dream it, you can achieve it*



## ANNUAL REPORT OF THE GOVERNING BODY TO PARENTS—2021/22

Chair of Governors— Councillor Edward Latham

Vice Chair of Governors— Mr David Davies

Headteacher—Mr Richard Rees

## **Letter of Introduction by the Chair of Governors**

It gives me great pleasure as Chair of Governors to present you with the Ysgol Bae Baglan Annual Report to Parents. We as governors take great pride in our past pupils' achievements while recognising the need to continue to work fully with current pupils, parents and the wider community to maximise our pupils' future performance.

The 2021/22 academic year once again presented some challenges to schools as we recover from the disruption caused by COVID. It is a testament to the hard work and commitment of staff, pupils, parents/carers and the wider community that the GCSE Results were so good. Although not required again this year to publish results, it was pleasing to see the school achieve such a good set of results. Year 11 were the first cohort to sit formal exams after two years of teacher assessed grades which makes the achievement even more commendable.

The wellbeing of our pupils continues to be a key whole school priority and we pride ourselves on the inclusive nature of the school and the strong element of pastoral support which permeates all that we do. Our aim is to return attendance levels to pre-COVID levels but we are also aware of the impact COVID has had on pupils so will provide as much support as possible to pupils and families.

We are planning for ALN Reform which will see major changes in practice as well as the introduction of the new Curriculum for Wales which will be rolled out in September 2022 for the primary phase and September 2023 for the secondary phase. Working together, I'm sure our pupils will maximise their achievements and be prepared as they take on the challenges of the world of work in the 21st century.

We believe pupils are provided with opportunities to engage in their learning as well as benefit from a wide range of extra-curricular activities. Pupils are supported to be the best that they can be.

**Councillor Edward Latham**

**Chair of Governors**

## **The Relaxation of School Reporting Requirements (Wales) Regulations**

The Welsh Government recognises that due to the continued challenges faced by the education sector in responding to the pandemic, governing bodies may still be unable to comply with certain statutory requirements. Therefore, a number of school reporting requirements for the 2021/22 school year were relaxed. This means that governing body annual reports will not include performance and attendance data as this will be incomparable to previous years. The following information is excluded from annual reports:

- The most recent Summary of Secondary School Performance
- The number of authorised and unauthorised absences in the school year; and
- Any information in relation to performance and absence targets.

## **The Governing Body of Ysgol Bae Baglan**

The governors are an integral part of school life in Ysgol Bae Baglan. They are all volunteers from varied backgrounds who give up their own time to ensure our pupils get the best opportunities possible. They have to attend regular training events as well as giving considerable amounts of their own time to undertake their Governor responsibilities. They are critical friends of the school who are able to use their experiences to work with the Senior Leadership Team to drive success at the school.

As a full governing body, they meet termly and additional to this they sit on numerous committees that meet at regular intervals. They play an active role in the staffing appointments in school as well as decisions related to the school budget. Minutes of all these meetings are available at the school. As well as formal meetings, Governors are involved in the full life of the school attending enrichment events, sporting fixtures, school productions and awards events to name a few.

Name	Type of Membership	Term of Office
Richard Rees	Headteacher	
Emma Helling	Clerk to the Governor	
David Davies — Vice Chair	Community Governor	31/10/2024
William Hopkins	Community Governor	31/10/2024
Linda Roberts	Community Governor	31/10/2024
Susan Flavell	Community Governor	31/10/2024
Valerie Michael	Community Governor	31/10/2024
Cllr Ted Latham — Chair	Local Authority Governor	31/10/2024
Cllr Oliver Davies	Local Authority Governor	31/08/2021
Éric Normand	Local Authority Governor	31/08/2026
Dr Natalie Wint	Local Authority Governor	26/10/2026
Roger Williams	Local Authority Governor	16/04/2027
Robert Wood	Parent Governor	31/10/2024
Sarah Richards	Parent Governor	31/10/2024
Scott Gorvett	Parent Governor	25/11/2025
Paul Daniels	Parent Governor	30/11/2024
Samantha Pascoe	Parent Governor	12/12/2025
Claire Garvey	Parent Governor	30/11/2024
Claire Jones	Non-Teaching Staff	31/08/2023
Amy Summerfield	Teaching	10/05/2022
Michelle Mandale	Teaching	31/10/2024

## **UPDATED MEMBERSHIP OF GOVERNING BODY COMMITTEE**

With effect 30/11/22, for the academic year 2022/23 the following Committee memberships are, along with a Senior Management Team member as a named link person for each committee.

### **\*PUPIL DISCIPLINARY COMMITTEE/ PUPIL PARENT SUPPORT PANEL: Stewart Davies**

This committee will be made up of any 3 members of the governing body (with the exception of governors who are members of staff), plus one named reserve.

### **ALN COMMITTEE: Chris Prescott**

Dave Davies	Community Governor
Robert Wood	Parent Governor
Scott Gorvett	Parent Governor
Sam Pascoe	Parent Governor
Claire Jones	Non-Teaching Governor

### **CURRICULUM & STANDARDS COMMITTEE: Gareth Williams**

Sue Flavell	Community Governor
Linda Roberts	Community Governors
Amy Summerfield	Teacher Governor
Sarah Richards	Parent Governor
Michelle Mandale	Teacher Governor
Éric Normand	Local Authority Governor

### **FINANCE & STAFFING COMMITTEE: Nicola Williams**

William Hopkins	Community Governor
Cllr Ted Latham	Local Authority Governor
Cllr Oliver Davies	Local Authority Governor
Sue Flavell	Community Governor
Claire Garvey	Parent Governor

### **WELLBEING, HEALTH & SAFETY COMMITTEE: Stewart Davies**

Sue Flavell	Community Governor
Linda Roberts	Community Governor
Paul Daniel	Parent Governor
David Davies	Community Governor and Vice Chair of Governors
Val Michael	Community Governor
Natalie Wint	Local Authority Governor

**STAFFING APPOINTMENTS PANEL**

Sam Pascoe	Parent Governor
Val Michael	Community Governor
Sue Flavell	Community Governor
Richard Rees	Headteacher
Paul Daniel	Parent Governor

**PAY REVIEW APPEALS COMMITTEE/TEACHERS PERFORMANCE MANAGEMENT**

Sam Pascoe	Parent Governor
Val Michael	Community Governor
Claire Garvey	Parent Governor

**HEADTEACHER AND DEPUTY HEADTEACHER SELECTION PANEL**

Cllr Ted Latham	Local Authority Governor
Éric Normand	Local Authority Governor
Linda Roberts	Community Governor
David Davies	Community Governor
<i>Director of Education or Representative for Headteacher appointment</i>	
<i>Headteacher for Deputy Headteacher Appointments.</i>	

**\*STAFF DISCIPLINARY DISMISSAL COMMITTEE**

David Davies	Community Governor and Vice-Chair of Governors
Sue Flavell	Community Governor
Claire Garvey	Parent Governor
Paul Daniel	Parent Governor
Cllr Oliver Davies	Local Authority Governor

**STAFF DISCIPLINE AND DISMISSAL APPEALS COMMITTEE**

Sam Pascoe	Parent Governor
Robert Wood	Parent Governor
William Hopkins	Community Governor
Linda Roberts	Community Governor
Éric Normand	Local Authority Governor

**\*COMPLAINTS COMMITTEE**

Sam Pascoe	Parent Governor
Linda Roberts	Community Governor
Cllr. Oliver Davies	Local Authority Governor
William Hopkins	Community Governor
Éric Normand	Local Authority Governor

**HEADTEACHER PERFORMANCE MANAGEMENT COMMITTEE**

Cllr Ted Latham	Local Authority Governor and Chair of Governors
William Hopkins	Community Governor
Linda Roberts	Community Governor

### **HEADTEACHER PERFORMANCE MANAGEMENT APPEALS COMMITTEE**

David Davies	Community Governor and Vice-Chair of Governors
Val Michael	Community Governor
Claire Garvey	Parent Governor

### **ALN GOVERNORS**

Claire Jones	Non-Teaching Staff Governor
Dave Davies	Community Governor

### **HEALTH AND SAFETY GOVERNORS**

Val Michael	Community Governor
Paul Daniel	Parent Governor

### **SAFE GUARDING GOVERNORS**

David Davies	Community Governor and Vice-Chair of Governors
Sue Flavell	Community Governor

### **HEALTHY SCHOOLS GOVERNOR**

Scott Gorvett	Parent Governor
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### **3. Chair and Clerk**

Chair:

C/O Ysgol Bae Baglan, Seaway Parade, Port Talbot. SA12 7BL

Clerk: Mrs Emma Helling

C/O: Ysgol Bae Baglan, Seaway Parade, Port Talbot. SA12 7BL

**\* - Any 3 of the named committee members, plus one named reserve**

## Term Dates 2022/23

		Mid-Term	Holiday		
Term	Term Begins	Begins	Ends	Term Ends	Days
<b>Autumn 2022</b>	Monday 5 <sup>th</sup> September	Monday 31 <sup>st</sup> October	Friday 4 <sup>th</sup> November	Friday 23 <sup>rd</sup> December	75
<b>Spring 2023</b>	Monday 9 <sup>th</sup> January	Monday 20 <sup>th</sup> February	Friday 24 <sup>st</sup> February	Friday 31 <sup>st</sup> March	55
<b>Summer 2023</b>	Monday 17 <sup>th</sup> April	Monday 29 <sup>th</sup> May	Friday 2 <sup>nd</sup> June	Monday 24 <sup>th</sup> July	66
				Total:	196

## INSET DAYS

- Monday 1<sup>st</sup> September 2022
- Friday 28<sup>th</sup> October 2022
- Friday 17<sup>th</sup> February 2023
- Friday 31<sup>st</sup> March 2023
- Monday 3<sup>rd</sup> July 2023
- Monday 24<sup>th</sup> July 2023

## Prospectus

The School Prospectus includes essential information about the running of the school. The Prospectus has been modified for 2022/23. Further information about the school and latest news updates are available on the school website, via social media applications and from the School Office.



## Summary of the School Development Plan 2022/23

### Key Priorities

Learning	<ul style="list-style-type: none"><li>• Continue to improve standards of Literacy across the curriculum</li></ul>
Wellbeing, Care, Support & Guidance	<ul style="list-style-type: none"><li>• Raise attendance and reduce levels of persistent absenteeism</li><li>• Improve behaviour and reduce rates of fixed term exclusions</li><li>• Whole school approaches to developing relationships and regulating emotion</li><li>• Continue to implement ALN Reform</li></ul>
Teaching and Learning and Skill Development	<ul style="list-style-type: none"><li>• Improve pedagogical approaches to questioning and feedback</li><li>• Improve pedagogical approaches to managing behaviour</li><li>• Curriculum planning/school &amp; cluster understanding of progression</li></ul>
Leadership & Management	<ul style="list-style-type: none"><li>• Improve the quality of self-evaluation and improvement planning</li><li>• School as a Learning Organisation: Professional development more closely aligned to school priorities and performance management.</li></ul>

### School Curriculum

Every learner at Ysgol Bae Baglan receives a broad, balanced, differentiated and relevant curriculum. This curriculum seeks to promote:

- the acquisition of knowledge
- the development of a wide range of skills
- the understanding of key concepts
- the development of personal qualities, values and attitudes
- further development of literacy, numeracy and digital competence.

**Lower School-** The lower school is organised into 9 full time classes with the addition of daily morning and afternoon nursery sessions. Children from age 3-7, The Foundation Phase, are taught mainly within the year groups Nursery, Reception and Year 1 and Year 2. Children from age 7-11, KS2, are taught within year groups Year 3, Year 4, Year 6 and Year 7 with there being some mixed classes due to pupil numbers. All pupils follow the programmes of study within the National Curriculum. However, the curriculum in Lower School is transferring to the new curriculum for Wales in a phased approach from the requirements of the National Curriculum.

**Years 7, 8 and 9 (KS3)** - On entry to Year 7 pupils are placed in academic registration groups or “forms” and remain with the same pupils for most of the day. Regular reviews are taken to monitor progress at key points throughout the year. All pupils are taught by specialist subject teachers where the emphasis is on developing knowledge, understanding, experience and skills. The Literacy and Numeracy Framework and the Digital Competence Framework are fully met across the curriculum.

Where necessary several smaller classes are created for pupils who require greater support in acquiring the necessary basic skills to enable them to fully access the curriculum. In addition, those needing extra help in the basic skills development are withdrawn for additional support.

### **Years 10 & 11 (KS4)**

In Years 10 and 11 pupils will generally remain in the same registration groups as in Year 9 based on their academic grouping.

### **Foundation Phase**

The Foundation Phase has 7 areas of learning:

- Personal and Social Development, Wellbeing and Cultural Diversity
- Language, Literacy and Communication Skills
- Welsh Language Development
- Mathematical Development

- Knowledge and Understanding of the World
- Physical Development
- Creative Development

The children will be given opportunities to develop their skills across the curriculum, building on their previous learning experiences, knowledge and skills. Children will learn through first-hand experimental activities using indoor and outdoor environments that are fun, exciting, stimulating and safe places for them to learn. Children in Year 1 and Year 2 are also taught Religious Education.

## **Key Stage 2**

The National Curriculum consists of subjects: English, Mathematics, Science, Information Communication Technology (ICT), Welsh, Design and Technology (DT), Physical Development (PE), Religious Education (RE), Music, Art, History and Geography. The Cornerstones thematic curriculum is used to support teaching and learning across the foundation subjects.

## **Key Stage 3**

At Key Stage 3 the following subjects are studied: English, Mathematics and Science (the Core subjects). In addition, the following Foundation subjects are studied: History, Geography, RE, French, Welsh, Art, Music, Drama, Technology, ICT, Games, PSE and PE.

All pupils have the opportunity to study Welsh culture within individual subjects. The school also organises an annual Eisteddfod.

## **Key Stage 4**

At Key stage 4 pupils follow a compulsory curriculum of English, Mathematics, Science, Health and Fitness, RE, Welsh and The Skills Challenge Certificate. The school operates an open options system. This means that pupils can opt for any 3 subjects from the foundation subjects on offer. Pupils can choose from GCSEs, IVET's and BTEC courses which are offered either at school or collaboratively with local providers.

## **14-19 Learning Pathways**

The courses offered at YBB form part of a pupils 14-19 Learning Pathway and can lead onto further studies at Neath Port Talbot College or any other post 16 provider, work-based learning or employment. The College offers the broadest range and choice of A levels, AS levels and Vocational Courses within the LA's post 16 education provision. YBB has strong links with the College and representatives will regularly visit the school to provide transition information with pupils and attend parent evenings. Many YBB pupils will also benefit from bursaries awarded by the College to assist them with their studies.

## **Additional Learning Needs**

The Additional Learning Needs Coordinator (ALNCo) and the Learning Support Team provide excellent support for students with Additional Learning Needs. There are many extension activities to challenge the More Able and Talented as well as a weekly Enrichment Club where over 100 pupils experience at least 12 different activities. Ysgol Bae Baglan is an inclusive school and pupils have the opportunity to access a full range of national curriculum subjects. There are a variety of smaller groups catering for pupils who experience difficulties in their learning. Other pupils requiring assistance with their learning receive help either on an individual or small group basis for short periods of time. The school, in line with the local authority, embraces the fundamental principles outlined in the code of practice. Staff monitor progress, support learning and keep in contact with Parents and Carers, in accordance with the Welsh Assembly Government Code of Conduct. Feedback from parents and carers has been excellent.

The school currently has 164 students with a Statement of Special Educational Need, supported by a team of Learning Support Assistants and a dedicated specialist of HI / S&L/Dyslexia/ ASD / Severe and Profound learning difficulties/ Behaviour support.

## **Welsh Language Provision**

As an English Medium school, we deliver Welsh (second language) lessons to all students in Key Stages 3 and 4. We strive to develop our students use and understanding of Welsh and the achievements of students has improved year on year reflecting the improved provision and teaching within the Welsh Department. Teaching and Learning incorporates learning

activities that reinforces pupils' skills in speaking and listening, reading and writing Welsh. The school has taken steps to ensure that it meets the statutory requirement to teach Welsh to all pupils up to school-leaving age. Pupils at KS3 receive 3 hours teaching per week. Welsh has been removed from the option programme and currently all year KS4 pupils are being taught the Full Course GCSE. Transition arrangements with all cluster Primary schools allow a smooth progression into KS3. We aim to use incidental Welsh throughout the School daily as part of our commitment to improve bilingualism in line with Welsh Government policy.

## **Healthy Eating**

Currently under review, the old award framework is going (with the assumption most of it has been embedded) and we are awaiting a new way of working that is more in line with Curriculum for Wales, based on progression rather than standards for an award. More emphasis will be placed on mental health and emotional wellbeing and schools are expected to review that whole school approach annually. We have once again completed the School Health Research Network Student Health and Wellbeing Survey which provides data on food & fitness, wellbeing & emotional health, substance use & misuse, relationships. This information is compared with national trends and helps the school to tailor its PSE programme to meet emerging issues.

## **Toilet Facilities**

As a new build, toilet facilities were consulted upon extensively together with looking at research on best practice. We currently have open, mixed use toilet facilities on each wing on every floor of the school so that pupils do not have to walk far to access them. Each set of facilities also includes full disabled access toilets. In interviews with pupils most pupils liked the toilets and felt safe and happy to use them.

## **Links With The Community**

Links with the community continue to prove strong as visitors are invited to teach during PSE lessons and lessons with our police liaison officer PC Garlick, the Fire and Rescue Service and Road Safety. The school also organises careers events involving a number of agencies.

## **Provision Made for Pupils to Participate in Sport at the School Including Provision For Extra-Curricular Activities**

We continue to provide a wide-ranging and diverse curriculum to our pupils both during the school day and also during extra-curricular hours. In Key Stage 3 pupils get 4 hours of P.E. sessions per fortnight and these have been covering activities from all areas of the curriculum. In addition, pupils have been encouraged to follow exit-routes to further develop their performances across the activity range with links to community clubs promoted.

Tuesdays-Thursday are the afternoons when matches/training usually take place

Rugby fixtures are played regularly and we have used Arron Bramwell (WRU hub officer) to deliver lunchtime and after school sessions to boys and girls. Football and netball matches are also played regularly in local and county competitions with additional competitions included such as the Urdd proving popular. Pupils have also had the opportunity to participate in national dance competitions.

The department also use the Afan Lido pool to provide a personal survival option to our GCSE P.E. pupils.

The AYP department have also used school sports ambassadors and young leaders to assist with a lunchtime activity once a week in the sports hall- aimed at KS3 pupils.

## Destination of School Leavers 2021/22

### Year 11 COHORT: Information provided by Careers Wales

	FEMALE	MALE	TOTAL
Continuing in full-time education - Same School	0	0	0
Continuing in full-time education - School	20	5	25
Continuing in full-time education - College	70	94	164
Continuing in full-time education - HE	0	0	0
GAP Year	0	0	0
Continuing in Part time Education	0	2	2
Entering employment outside WBYP	4	6	10
Entering WBYP (employed status)	1	11	12
Entering WBYP - (without employed status)	12	6	18
Able to Enter Emp, Ed or WBYP (Unemployed)	1	0	1
Unable OR NOT READY to enter Emp, Ed or WBYP (e.g. due to illness, custodial sentence)	0	4	4
Known to have left the area	0	0	0
Not responding to follow-up and therefore unknown	0	0	0
<b>Total number of 2022 statutory school leavers</b>	<b>108</b>	<b>128</b>	<b>236</b>

## Policy Update

The following documents, many of which are available on the school website, were reviewed throughout the year:

<b>Statutory Policies</b>
Admissions Policy ( <i>Voluntary Aided and Foundation School only</i> )
Charging Policy
Child Protection
Complaints Procedures
Curriculum Policy
Data Protection Policy
Equality Policy
Health and Safety Policy
Pay Policy
Performance Management Policy
Pupil Discipline (including anti-bullying policy)
Safeguarding policy
Sex Education Policy ( <i>Secondary Schools</i> ) ALN
Special Educational Needs Policy
Staff Discipline, Conduct, Capability and Grievance Policies
<b>School Policies</b>
Anti-Smoking
Bilingual Policy
Calculations Policy
CAT Policy
CAT Staff Responsibilities
Collective Worship Policy
Cwricwlm Cymraeg
Discipline for Learning
Disposal Policy
E Safety
Educational Visits
Exam - Equal opportunities and Disability Discrimination
Exam Contingency Policy
Exam Policy
Fire Evacuation Policy
First Aid
Food and Fitness
Health Care Policy
Internal Appeals Policy
Internet Usage Policy
Intimate Care Policy
LAC Policy



Literacy Policy
Marking and Feedback
MAT Policy
Non-Examination Assessment Policy
Numeracy Policy
Positive Handling
Remote Learning Policy
Request for Twitter
School Session Times
School Uniform
Social Media Policy
Staff Acceptable use of ICT
Teaching and Learning Policy
Traffic Management
Word Processor Policy (Exams)
Young Carers Policy

LA Policies
Attendance Policy
Capability Policy
Drug and Alcohol Policy
Driver and Vehicle RM Policy
Equality Policy
Flexible working Policy
Gender Reassignment
Grievance Policy
Intimate Care
Leave of Absence Policy
Maximising attendance at work policy
Maternity Policy
Redundancy and Redeployment
Race Equality
Severe Weather Policy
Safer Recruitment
Travel and Subsistence Policy
Whistle Blowing
Dignity at Work Policy

## Financial Statement 2021/22

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL					
Department of Education, Leisure and Lifelong Learning					
Total Budget		Budget Monitoring Report			
Budget Heading		Revised Total Budget 2021/22	Actual to Date Total Budget 2021/22	Projected Out-Turn 2021/22	Variance Total Budget 2021/22
Staffing costs		£7,596,972	£7,705,444	£7,705,444	-£108,472
Administration & Resources		£46,800	£42,601	£42,601	£4,199
Examination Fees		£125,000	£88,341	£88,341	£36,659
Local Authorities		£199,306	£201,626	£201,626	-£2,320
Transport		£12,350	£6,970	£6,970	£5,380
Contracts		£12,640	£44,922	£44,922	-£32,282
Premises		£898,033	£1,014,998	£1,014,998	-£116,965
Catering		£375,281	£370,721	£370,721	£4,560
Department Learning Resources		£270,600	£272,052	£272,052	-£1,452
TOTAL EXPENDITURE		£9,536,981	£9,747,675	£9,747,674	-£210,693
Local Authority Income		-£805,029	-£1,396,143	-£1,396,143	£591,114
Catering Income		-£289,521	-£274,915	-£286,915	-£2,606
Community Use Income		-£75,000	-£71,941	-£71,941	-£3,059
Miscellaneous Income		-£23,402	-£62,429	-£62,429	£39,027
External Grants		-£10,000	-£18,498	-£18,498	£8,498
COVID Reimbursement		£0	-£145,792	-£133,792	£133,792
TOTAL INCOME		-£1,202,952	-£1,969,718	-£1,969,718	£766,766
Reserve Movement		-£267,813	£262,802	£288,260	-£556,073
NET EXPENDITURE		£8,066,216	£8,040,759	£8,066,217	£0
PROJECTION OF SCHOOL RESERVES					
Budget Share		£8,066,216			
Reserve Movement - Surplus/Shortfall		£288,260			
Reserves as @ 1/4/21		£531,184			
Estimated Reserves as @ 31/3/22		£819,443			

