



# Ysgol Bae Baglan

*If you dream it, you can achieve it*



## GOVERNORS' REPORT TO PARENTS 2023 / 2024

Chair of Governors: Councillor Edward Latham

Vice-Chair of Governors: Roger Williams

Headteacher: 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. The school continues to go from strength to strength and this report highlights some of its achievements over the last twelve months.

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 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. It is a rewarding role, and I would urge people to get involved with the Governing Body when opportunities arise.

We were saddened by the news of the passing of Mr Dave Davies last year. He carried out his role as Vice Chair of Governors for eight years with great pride, commitment and humour. Dave loved his community and always supported the staff and children of YBB. Having been the Chair of Governors in Sandfields previously, he brought a wealth of knowledge, and his legacy will not be forgotten.

**Councillor Edward Latham**

**Chair of Governors**

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

Academic year 2024/25 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 three members of the governing body (with the exception of governors who are members of staff), plus one named reserve.

### **ALN COMMITTEE: Ria Williams**

Dale Price	Community Governor
Robert Wood	Parent Governor
Scott Gorvett	Parent Governor
Sam Pascoe	Local Authority
Karen Evans	Non-Teaching Governor
Roger Williams	Local Authority Governor

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

Sue Flavell	Community Governor
Christine Prescott	Community Governors
Lauren Bell	Teacher Governor
Olena Samsonenko	Parent Governor
Michael Larkman	Teacher Governor
Éric Normand	Local Authority Governor

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

Robert Wood	Parent Governor
Cllr Ted Latham	Local Authority Governor
Cllr Oliver Davies	Local Authority Governor
Sue Flavell	Community Governor
Chris Prescott	Community Governor

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

Sue Flavell	Community Governor
Dale Price	Community Governor
Rebecca Tucker	Parent Governor
Leanna Lawer	Parent Governor
Michael Larkman	Teacher Governor
Roger Williams	Local Authority Governor

### **STAFFING APPOINTMENTS PANEL**

Sam Pascoe	Local Authority
Roger Williams	Local Authority Governor
Sue Flavell	Community Governor
Richard Rees	Headteacher
Christine Prescott	Community Governors

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

This committee will be made up of any 3 members of the governing body (with the exception of governors who are members of the finance and staffing committee or members of staff)

### **HEADTEACHER AND DEPUTY HEADTEACHER SELECTION PANEL**

Cllr Ted Latham	Local Authority Governor
Éric Normand	Local Authority Governor
Sue Flavell	Community Governors
Robert Wood	Parent Governor
<i>Director of Education or Representative for Headteacher appointment</i>	
<i>Headteacher for Deputy Headteacher Appointments.</i>	

### **\*STAFF DISCIPLINARY DISMISSAL COMMITTEE**

Roger Williams	Local Authority Governor
Sue Flavell	Community Governor
Dale Price	Community Governor
Olena Samsonenko	Parent Governor
Cllr Oliver Davies	Local Authority Governor

### **STAFF DISCIPLINE AND DISMISSAL APPEALS COMMITTEE**

Sam Pascoe	Local Authority
Robert Wood	Parent Governor
Rebecca Tucker	Parent Governor
Leanna Lawer	Parent Governor
Éric Normand	Local Authority Governor

### **\*COMPLAINTS COMMITTEE**

Sam Pascoe	Local Authority
Dale Price	Community Governor
Cllr. Oliver Davies	Local Authority Governor
Olena Samsonenko	Parent Governor
Éric Normand	Local Authority Governor

### **HEADTEACHER PERFORMANCE MANAGEMENT COMMITTEE**

Cllr Ted Latham	Local Authority Governor and Chair of Governors
Sue Flavell	Community Governor
Leanne Lawer	Parent Governor

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

Roger Williams	Local Authority Governor
Dale Price	Community Governor
Rebecca Tucker	Parent Governor

### **LINK Governors**

### **ALN GOVERNORS**

Karen Evans	Non-Teaching Staff Governor
Sam Pascoe	Local Authority

### **HEALTH AND SAFETY GOVERNORS**

Roger Williams	Local Authority Governor
Cllr Oliver Davies	Local Authority Governor

### **SAFEGUARDING GOVERNORS**

Dale Price	Community Governor
Sue Flavell	Community Governor

### **HEALTHY SCHOOLS GOVERNOR**

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

Chair: Cllr. Edward Latham

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

**\*These committees must be an odd number and will be made up of a minimum of 3 governors**

## Term Dates 2024/25

		Mid-Term	Holiday	
Term	Term Begins	Begins	Ends	Term Ends
<b>Autumn 2024</b>	Monday 2 <sup>nd</sup> September	Monday 28 <sup>th</sup> October	Friday 3 <sup>rd</sup> November	Friday 20 <sup>th</sup> December
<b>Spring 2025</b>	Monday 6 <sup>th</sup> January	Monday 24 <sup>th</sup> February	Friday 28 <sup>th</sup> February	Friday 11 <sup>th</sup> April
<b>Summer 2025</b>	Monday 28 <sup>th</sup> April	Monday 26 <sup>th</sup> May	Friday 30 <sup>th</sup> May	Monday 21 <sup>st</sup> July

### INSET DAYS

- 6<sup>th</sup> September 2024
- 4<sup>th</sup> November 2024
- 6<sup>th</sup> January 2025
- 17<sup>th</sup> February 2025
- 7<sup>th</sup> July 2025
- 21<sup>st</sup> July 2025

### Summary of Secondary School Performance (SSSP) – 2023/24 Qualifications Outcomes, Attendance and Contextual Information

You can find information about Key Stage 4 qualifications outcomes for the school, alongside comparative and other data, on the My Local School (MLS) website. This link will take you directly to this school's page on MLS or you can go to 'mylocalschool.gov.wales' and type the name of the school into the search bar in the top right corner of the screen. The Welsh Government updates MLS throughout the year as and when data becomes available from an annual cycle of data collections and statistical releases – a list of key dates can be found <http://www.gov.wales/welsh-government-schoolinformation-data-releases-2023-update>. Qualifications outcomes data is usually updated in January in relation to the preceding academic year. It should be noted that the different assessment arrangements and grading approaches in place in response to the lasting effects of the pandemic mean it is not appropriate to use this data for 2023/24 to judge or compare schools.

## Attendance 2023/24

Year Group	% Attendance
1	87.29
2	89.89
3	87.17
4	87.66
5	88.30
6	88.11
7	87.02
8	86.72
9	84.06
10	84.78
11	80.29

## Primary Phase Total: 87.95%

### 1.4 Attendance and absence

**Table 1.4a - Attendance - % half day sessions attended**

Title	2017	2018	2019	2020	2021	2022	2023
School:6715500	91.8	92.7	92.6	-	-	-	84.4
Family Average	93.0	92.9	93.1	-	-	-	83.5
Local Authority	93.6	93.5	93.5	-	-	-	86.0
Wales	94.1	93.9	93.8	-	-	-	87.5

**Table 1.4b - Authorised absence - % half day sessions missed**

Title	2017	2018	2019	2020	2021	2022	2023
School:6715500	5.4	5.8	4.7	-	-	-	7.9
Family Average	4.7	4.9	4.5	-	-	-	8.8
Local Authority	4.7	4.8	4.0	-	-	-	7.8
Wales	4.5	4.6	4.4	-	-	-	8.0

**Table 1.4c - Unauthorised absence - % half day sessions missed**

Title	2017	2018	2019	2020	2021	2022	2023
School:6715500	2.8	1.5	2.7	-	-	-	7.7
Family Average	2.3	2.2	2.4	-	-	-	7.7
Local Authority	1.7	1.7	2.5	-	-	-	6.2
Wales	1.4	1.6	1.7	-	-	-	4.5

## Prospectus

The School Prospectus includes essential information about the running of the school. The Prospectus has been modified for 2024/25. 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 2024/25

### 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**

As a school, we have placed a lot of emphasis 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. Other activities involving the community are also regularly posted on the school's website and social media channels.

## **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-Thursdays 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 2023/24

### 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	12	14	26
Continuing in full-time education - College	73	79	152
Continuing in full-time education - HE	0	0	0
GAP Year	0	0	0
Continuing in Part time Education	0	0	0
Entering employment outside WBYP	1	12	13
Entering WBYP (employed status)	2	4	6
Entering WBYP - (without employed status)	23	12	35
Able to Enter Emp, Ed or WBYP (Unemployed)	0	0	0
Unable OR NOT READY to enter Emp, Ed or WBYP (e.g. due to illness, custodial sentence)	1	2	3
Known to have left the area	0	2	2
Not responding to follow-up and therefore unknown	0	0	0
<b>Total number of 2024 statutory school leavers</b>	<b>112</b>	<b>124</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 2023/24

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL						
Department of Education, Leisure and Lifelong Learning						
Total Budget		Budget Monitoring Report				
Budget Heading	Revised Total Budget 2023/24	Actual to Date Total Budget 2023/24	Projected Spend 2023/24	Projected Out-Turn 2023/24	Variance Total Budget 2023/24	
Staffing costs	£8,680,408	£9,231,798	£0	£9,231,798	-£551,390	
Administration & Resources	£37,500	£33,530	£0	£33,530	£3,970	
Examination Fees	£130,000	£125,999	£0	£125,999	£4,001	
Local Authorities	£207,619	£258,845	£0	£258,845	-£51,226	
Transport	£6,750	£9,637	£0	£9,637	-£2,887	
Contracts	£45,200	£21,626	£0	£21,626	£23,574	
Premises	£886,095	£1,297,557	£0	£1,297,557	-£411,166	
Catering	£367,144	£450,921	£0	£450,921	-£83,776	
Department Learning Resources	£263,000	£142,936	£0	£142,936	£120,064	
<b>TOTAL EXPENDITURE</b>	<b>£10,623,717</b>	<b>£11,572,849</b>	<b>£0</b>	<b>£11,572,849</b>	<b>-£948,836</b>	
Local Authority Income	-£1,118,525	-£1,152,041	£0	-£1,151,893	£33,220	
Catering Income	-£290,453	-£536,786	£0	-£536,786	£246,333	
Community Use Income	-£90,000	-£63,347	£0	-£63,347	-£26,653	
External Grants	-£53,000	-£138,412	£0	-£138,412	£85,412	
Interest	-£20,000	-£8,770	£0	-£8,770	-£11,230	
Additional engery cost funding	£0	£0	£0	£0	£0	
<b>TOTAL INCOME</b>	<b>-£1,571,978</b>	<b>-£1,899,356</b>	<b>£0</b>	<b>-£1,899,208</b>	<b>£327,082</b>	
Reserve Movement	-£400,063	£0	-£1,021,818	-£1,021,818	£621,755	
<b>NET EXPENDITURE</b>	<b>£8,651,675</b>	<b>£9,673,492</b>	<b>-£1,021,818</b>	<b>£8,651,822</b>	<b>-£0</b>	