



Ysgol Bae Baglan

If you dream it, you can achieve it



GOVERNORS' REPORT TO PARENTS 2024 / 2025

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 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.

Councillor Edward Latham

Chair of Governors

UPDATED MEMBERSHIP OF GOVERNING BODY COMMITTEE 2025/26

Academic year 2025/26 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
Sam Pascoe	Local Authority
Karen Evans	Non-Teaching Governor
Roger Williams	Local Authority Governor
Helen Turk	Parent 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
Roger Williams	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
Harriett Gorvett	Parent Governor

WELLBEING, HEALTH & SAFETY COMMITTEE: Stewart Davies

Sue Flavell	Community Governor
Dale Price	Community Governor
Rebecca Tucker	Parent Governor
Leanne Lawer	Parent Governor
Anthea Powis	Community Governor
Andrea Kennedy	Community Governor

STAFFING APPOINTMENTS PANEL

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

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

Director of Education or Representative for Headteacher appointment
Headteacher for Deputy Headteacher Appointments.

***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
Andrea Kennedy	Community Governor

***STAFF DISCIPLINE AND DISMISSAL APPEALS COMMITTEE**

Sam Pascoe	Local Authority
Robert Wood	Parent Governor
Rebecca Tucker	Parent Governor
Leanne 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

Cllr Oliver Davies Local Authority Governor

SAFE GUARDING GOVERNORS

Dale Price Community Governor

Sue Flavell Community Governor

HEALTHY SCHOOLS GOVERNOR

Samantha Pascoe Local Authority Governor

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 2025/26

		Mid-Term	Holiday	
Term	Term Begins	Begins	Ends	Term Ends
Autumn 2025	Monday 1 st September	Monday 27 th October	Friday 31 st October	Friday 19 th December
Spring 2025	Monday 5 th January	Monday 16 th February	Friday 20 th February	Friday 27 th March
Summer 2025	Monday 13 th April	Monday 25 th May	Friday 29 th May	Monday 20 th July

INSET DAYS

- 1st September 2025
- 24th October 2025
- 5th January 2026
- 16th March 2026
- 10th July 2026
- 20th July 20256

Summary of Secondary School Performance (SSSP) – 2024/25 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.

Attendance 2024/25

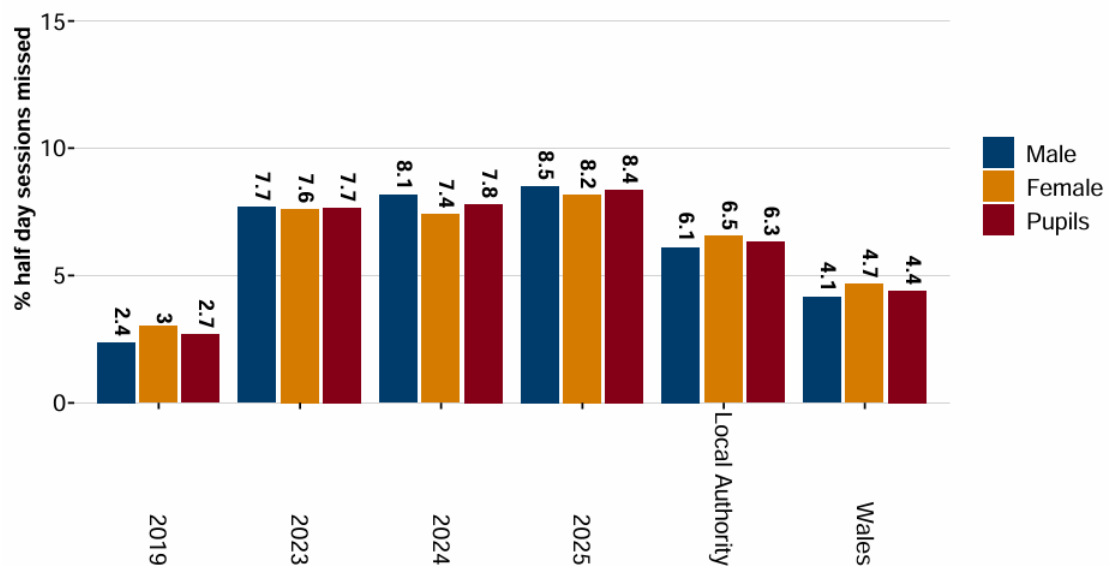
Secondary Phase

% Attendance during the year (Secondary only)

Percentage of half day sessions attended by pupils of statutory school age during the academic year

	2019	2023	2024	2025
School - Total	92.6%	84.4%	85.4%	85.6%
Family - Total	93.1%	83.5%	84.7%	86.7%
Local Authority - Total	93.5%	86.0%	87.6%	88.5%
Wales - Total	93.8%	87.5%	88.0%	89.1%
School - Male	92.7%	83.9%	84.5%	85.3%
Family - Male	93.1%	83.8%	85.0%	87.1%
Local Authority - Male	93.4%	86.3%	87.5%	88.7%
Wales - Male	93.8%	88.0%	88.5%	89.5%
School - Female	92.5%	84.9%	86.4%	86.0%
Family - Female	93.0%	83.1%	84.5%	86.2%
Local Authority - Female	93.5%	85.7%	87.7%	88.4%
Wales - Female	93.8%	87.0%	87.6%	88.6%

Chart 1.2b - % half day sessions missed due to unauthorised absence - % half day sessions missed



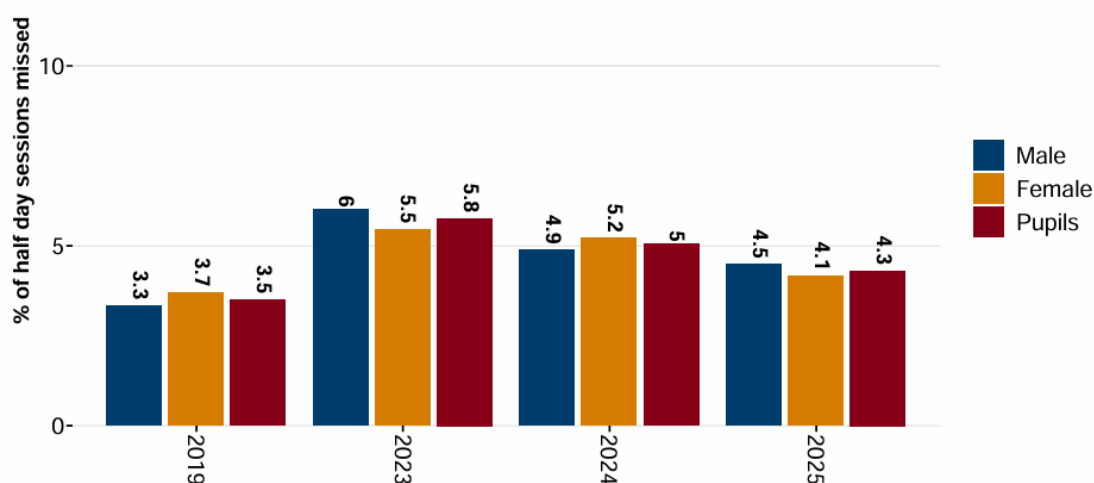
Primary Phase

% Attendance during the year (Primary only)

Percentage of half day sessions attended by pupils of statutory school age during the academic year

	2019	2023	2024	2025
School - Total	92.2%	88.0%	90.1%	90.6%
Family - Total	94.0%	90.3%	91.1%	92.0%
Local Authority - Total	94.0%	89.8%	91.0%	92.0%
Wales - Total	94.7%	91.5%	92.2%	92.7%
School - Male	92.0%	87.3%	89.8%	89.8%
Family - Male	93.7%	89.8%	90.5%	91.2%
Local Authority - Male	93.9%	89.6%	90.9%	91.9%
Wales - Male	94.6%	91.4%	92.0%	92.5%
School - Female	92.5%	88.8%	90.3%	91.3%
Family - Female	94.3%	90.8%	91.9%	92.8%
Local Authority - Female	94.2%	90.0%	91.1%	92.0%
Wales - Female	94.8%	91.7%	92.4%	92.9%

Chart 1.2b - % half day sessions missed due to unauthorised absence - % of half day sessions missed



Prospectus

The School Prospectus includes essential information about the running of the school. The Prospectus has been modified for 2025/26. 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 2025/26

This year, Ysgol Bae Baglan will focus on four key priorities that support our vision of ensuring all pupils achieve their full potential academically, socially and emotionally. These priorities have been identified through school self-evaluation, pupil performance data and external feedback.

1. Improving Literacy and Reading Skills

Developing strong literacy skills remains a major priority across both primary and secondary phases. School assessments have identified that too many pupils have reading ages below their chronological age, which can make accessing the curriculum more difficult.

We will focus on:

- Developing pupils' reading, comprehension and vocabulary skills.
- Ensuring subject-specific vocabulary is explicitly taught across the curriculum.
- Providing targeted phonics and reading interventions for pupils who need additional support.
- Improving writing standards in the primary phase.
- Supporting all pupils to make continuous progress in reading.

2. Improving Assessment, Feedback and Pupil Progression

We want every pupil to understand what they are learning, what successful learning looks like and how they can improve. Feedback and assessment processes will be strengthened to help pupils make better progress from their individual starting points.

Our focus will be to:

- Improve the quality and consistency of feedback.
- Help pupils understand learning intentions and success criteria.
- Develop learners' ability to reflect on and improve their own work.
- Strengthen curriculum planning to support progression in knowledge, skills, attitudes and wellbeing.

3. Improving Attendance, Behaviour and Relationships

Good attendance and positive relationships are essential for successful learning. While attendance has improved, it remains below pre-pandemic levels and too many pupils

experience persistent absence. The school is also committed to reducing exclusions and promoting positive behaviour.

Key actions include:

- Strengthening attendance monitoring and family engagement.
- Improving communication with parents and carers.
- Promoting positive relationships between staff and pupils.
- Embedding consistent behaviour expectations and routines.
- Supporting pupils to develop strategies to manage their emotions and wellbeing.

4. Strengthening Self-Evaluation and School Improvement

The school is continuing to improve how it evaluates its work so that decisions are based on clear evidence of pupils' learning and progress. This will ensure that improvements have the greatest possible impact on outcomes for learners.

During 2025–26 we will:

- Develop more rigorous monitoring of teaching and learning.
- Strengthen the role of middle leaders in evaluating standards.
- Use pupil voice more effectively within school improvement processes.
- Ensure all improvement planning is clearly linked to evidence and pupil outcomes.
- Provide governors with a clear overview of how actions lead to improvements in pupils' progress and wellbeing.

Looking Ahead

Through these priorities, Ysgol Bae Baglan aims to improve literacy, increase pupil progress, raise attendance, strengthen behaviour and wellbeing, and further develop a culture of continuous improvement across the school. Our ultimate goal is to ensure every learner is supported to succeed and thrive.

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. 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.

Pupils are also 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.

We were delighted to be awarded the Siarter Iaith Gold Award during the 2024/25 academic year.

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 relatively new build, toilet facilities were consulted upon extensively together with looking at research on best practice. We currently have 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 and work experience for Year 10 has been successfully re-introduced during 2024/25. 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. Rugby fixtures are played regularly and we have lunchtime and after school sessions for 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. Pupil uptake in these roles are again really encouraging and help foster a sense of responsibility and independence as well as acting as excellent role models for younger pupils. They also assist with a number of transition activities.

Destination of School Leavers 2024/25

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
Total number of 2025 statutory school leavers	112	124	236

Policy Update

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

Statutory Policies
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
School Policies
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 2024/25

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL					
Department of Education, Leisure and Lifelong Learning					
Total Budget		Budget Monitoring Report			
Budget Heading	Revised Total Budget 2024/25	Actual to Date Total Budget 2024/25	Projected Spend 2024/25	Projected Out-Turn 2024/25	Variance Total Budget 2024/25
Staffing costs	£9,608,587	£9,478,497	£0	£9,478,497	£130,090
Administration & Resources	£45,000	£50,041	£0	£50,041	-£5,041
Examination Fees	£130,000	£119,498	£0	£119,498	£10,502
Local Authorities	£322,499	£214,003	£0	£214,003	£108,496
Transport	£6,500	£8,572	£0	£8,572	-£2,072
Contracts	£45,200	£29,117	£0	£29,117	£16,083
Premises	£1,149,696	£1,147,161	£0	£1,147,161	£2,535
Catering	£442,572	£411,358	£0	£411,358	£31,214
Department Learning Resources	£142,960	£152,024	£0	£152,024	-£9,064
TOTAL EXPENDITURE	£11,893,015	£11,610,271	£0	£11,610,271	£282,744
Local Authority Income	-£1,383,271	-£1,903,812	£0	-£1,903,812	£520,541
Catering Income	-£288,460	-£352,127	£0	-£352,127	£63,667
Community Use Income	-£60,000	-£84,685	£0	-£84,685	£24,685
External Grants	-£10,000	-£52,125	£0	-£52,125	£42,125
Glanfan Monies	-£40,000	£0	£0	£0	-£40,000
Misc	-£3,000	-£21,939	£0	-£21,939	£18,939
TOTAL INCOME	-£1,784,731	-£2,414,688	£0	-£2,414,688	£629,957
Reserve Movement	-£1,301,616	-£388,915	£0	-£388,915	-£912,701
NET EXPENDITURE	£8,806,668	£8,806,668	£0	£8,806,668	£1
PROJECTION OF SCHOOL RESERVES					
Budget Share	£8,806,667				
Reserve Movement - Surplus/Shortfall	-£388,915				
Reserves as @ 1/4/24	-£575,794				
Estimated Reserves as @ 31/3/25	-£964,709				