



GOVERNORS ANNUAL REPORT 2019-20



CONTACT

School Website:
www.stcyres.org

Follow us on
Twitter:

[@StCyresSchool](https://twitter.com/StCyresSchool)

School Number:
02920 708708

Dear Parents

In accordance with Welsh Government requirements, please find enclosed the Governing Body 2019-20 Annual Report to Parents.

The Governing Body produces an annual report to parents that explains how it has put into practice its plans for the school since the last report.

From 4 May 2013 legislation removed the requirement for governing bodies to hold an annual parents' meeting but the same legislation enables parents to petition for up to 3 meetings per year with the governing body.

On behalf of the Governing Body, Headteacher and staff at St Cyres, I would like to thank parents for your continued support of the school.

Dr C Lee
Chair of Governors

THE SCHOOL ROLE

The school role is currently 1218 with 178 in Sixth Form.

The School continues to attract a considerable number of applications from outside its traditional feeder school area due to parental preference.

School Prospectus
available on the school
website.

Apple
Distinguished
School

During 2019-20 the Full Governing Body and the three main Committees: Finance & Personnel, Pupil Progress & Provision and Joint Premises met at least once a term.

The Chair of Governors meets regularly with the Headteacher or other senior staff and attends School Council Meetings.

The Governing Body plays an active part in the life of the school, attending events, visiting regularly and considering feedback from parents, students and staff.

The Governors would like to pay tribute to the hard work and commitment of the school staff.

Summary of the main topics that have been considered by Governors

- A presentation was provided to Governors regarding the August examination results
- A presentation was provided to Governors on Safeguarding which included updated guidance, Curriculum for Wales and regular progress updates on school priorities.
- Annual Review of School Aims and Objectives
- Annual Health and Safety Inspection.
- Annual Audit of School Policies.
- Rapid Response Committee of the Governing Body set up for Covid-19 Planning, Risk Assessments and implementation of procedures.

Resolutions

At the last meeting of the governing body, no resolutions were passed.

School Prospectus

The school prospectus is now available in e-Book format and is available on the school website.

School Policies

Governors carry out an audit of policies each year and ensure they are all up to date.

THE GOVERNORS AND THEIR ROLE

The Governing Body comprises 20 members in accordance with Government Statute.

6 Governors elected by parents

5 Community Governors

2 Teacher Governors elected by teachers

1 Staff Governor elected by non-teaching staff

The Headteacher

5 LEA Appointments

The Governors exercise legal powers of supervision in the running of the school. In making sure that the school complies with the requirements of the Education Acts, the Governors are ultimately responsible for the policies and implementation as well as the educational objectives of the school. This does not, of course, mean involvement in the day to day affairs of the school, where managerial and educational responsibilities lie with the Headteacher and his staff. Governors are, however, kept fully informed of operational issues as they arise via the Chair, the Committees and the regular full meetings of the Governing Body.

The Governors meet regularly as a full group and also in individual Committees which have been established as: Finance and Personnel, Joint Premises, and also Pupil Progress and Provision. Governors visit the school regularly and commit a considerable amount of time to their duties.

Copies of Agendas and Minutes are available (by appointment) in the school, for inspection by any person, as are all the policy documents which we are required to have. Attendance at meetings is always very good indeed. There is also involvement in staff appointments, specific disciplinary matters and attendance at school functions and special assemblies. Governors show a keen interest in the life of the school.

MEMBERSHIP OF THE GOVERNING BODY

2019-20

Acting Headteacher
Mr P Lewis

Community Governors
Mrs A Males OBE (18.09.20)
Mr M Ellis (12.06.21)
Dr C Lee (10.06.23) (Chair)
Mrs J Thompson (18.09.20)
Mrs R Ferrier (25.10.23)

Parent Governors
Ms H Smith (02.10.21)
Mr P Goddard (10.10.23)
Mr C Alexis (02.10.21)
Ms C Humphreys (02.10.21)
Mrs S Jenkins-Welch (10.07.22)
Mrs S Clifton (10.07.22)

LEA Appointed Governors
Cllr C Franks (15.10.20)
Cllr B Gray (16.10.21)
Mr M Lewis (15.10.22)
Mrs E Austin (15.10.22)
Cllr L Burnett (15.10.20)

Teacher Governors
Mrs S Pugh (08.11.21)
Mrs T Viner (23.01.22)

Staff Governor
Mrs B Steer (18.04.22)

Associate Student Governors
Mr I Follon (Head Boy)
Miss J Bailey (Head Girl)

Observers
Mr R Bruton, Acting Deputy Head
Ms E Laidlaw, Assistant Head
Mr S McDonald, Assistant Head
Ms U Hirani, Assistant Head
Mrs K Berry, Acting Assistant Head

Clerk to the Governors
Mrs M Whitfield

2020-21

Headteacher
Mr P Lewis

Community Governors
Dr C Lee (Chair)
Mrs A Males O.B.E.
Mr M Ellis
Mrs J Thompson
Mrs R Ferrier

Parent Governors
Mr C Alexis
Mrs S Jenkins-Welch (Vice Chair)
Mrs S Clifton
Ms C Humphries
Mrs S Dowling
Mr M Downton

LEA Appointed Governors
Cllr. C Franks
Cllr. B Gray
Mr M Lewis
Ms H Evans
Mrs S Smith

Teacher Governors
Mrs R Fowler-Thomas
Mrs T Viner

Staff Governor
Mrs B Steer

Associate Student Governors
Mr J Rees (Head Boy)
Miss N Walton (Head Girl)

Observers
Mr R Bruton, Acting Deputy Head
Ms E Laidlaw, Assistant Head
Mr S McDonald, Assistant Head
Ms U Hirani, Assistant Head
Mrs K Berry, Acting Assistant Head

Clerk to the Governors
Mrs M Whitfield

STAFFING

STAFF LEAVING

We would like to thank all of these staff for their huge commitment to the school and for their expertise in taking the development of St Cyres forward during their time with us.

Mrs S Walker – Deputy Director of Art, Design & Technology

Ms E Paulson – Teacher of Maths

Mr O Cometson – Teacher of Maths

Ms J Howell – Teacher of Maths

Mr D Jenkins – Teacher of Welsh

Mrs W Hicks – Lead Admin Assistant to Head of Year

Mrs R Mohamed – LSA

Miss Chloe Thomas - LSA

NEW APPOINTMENTS FOR 2020 21

Director of Mathematics – Mrs R Homer

Teacher of Mathematics – Mr B En-najjary

Teacher of Mathematics – Mrs D Lax

Teacher of Welsh – Mrs R Dennehy

Teacher of Welsh – Miss C Boots

Teacher of English - Ms C Perrin

Teacher of English - Ms L Morgan

PROGRESS ON SCHOOL IMPROVEMENT PLAN

The Governors have been pleased with the progress made towards the priorities and targets set out in our School Improvement Plan. The School Improvement Plan has been updated to reflect the current position of the school, and the requirements of the Curriculum for Wales. The School Improvement Plan is reviewed regularly in Governors meetings.

Summary of main aspects of the Improvement Plan.

All pupils to realise their potential.

- ▶ Improve standards at Key Stage 4.
 - ▶ Improve standards at Key Stage 5.
 - ▶ Raise aspirations, progress, and engagement of disadvantaged pupils to secure better outcomes. In particular, to improve the performance of pupils who are eligible for free school meals.
 - ▶ Improve the of pupils in subjects which have a trend of below average performance.
- To create ambitious, capable learners who are ready to learn throughout their lives.
- ▶ To ensure that the school meets or exceeds its attendance target of 94%.
 - ▶ To continue to evaluate and develop the work of learner voice groups to help in influencing learning experiences and have a positive impact on provision and standards.
- ▶ To provide engaging and challenging learning opportunities for all pupils.
 - ▶ To improve teaching and learning experiences throughout the school.
 - ▶ Ensure that literacy, numeracy and digital competency are integral to collaborative planning in and across faculties.
 - ▶ To produce ethical, informed citizens who are ready to be citizens of Wales and the world.
 - ▶ To develop a whole school approach to mental health and wellbeing.
 - ▶ Develop strategies to improve attendance and punctuality for all groups of learners, but particularly those pupils who are eligible for free school meals.
 - ▶ Assure compliance of ALN act by September 2021.

LINKS WITH THE COMMUNITY

The Governors continue to attach great importance to the school's involvement in the community which remains a key part of the School Improvement Plan.

- ▶ Development of new areas on the website.
- ▶ Development of communication with the community in the form of face to face meetings.
- ▶ Introduction of questionnaires to parents, governors and pupils looking at feedback relating to satisfaction within the areas of attainment and wellbeing.
- ▶ Development of a whole range of musical performances in the Community.
- ▶ Further development of communication with parents via the Groupcall system. This is achieved by capturing parents' email addresses and mobile phone numbers so email and text messages can be sent to parents.
- ▶

SECURITY ARRANGEMENTS ON THE SCHOOL SITE

Governors are always mindful of incidents that reflect the growing importance of security in school. For this reason security is an on-going area for development and any improvements are fully supported by Governors.

SCHOOL AIMS AND MISSION STATEMENT

Strive Together Challenge Yourself Realise Everyone can Succeed

AIMS

From the general aims of the school it follows that our curriculum should be pupil-centred. At St Cyres School we seek in our curriculum and organisation to:

- Develop ambitious, capable learners who are ready to learn throughout their lives.
- Develop enterprising, creative contributors who are ready to play a full part in life and work.
- Develop ethical, informed citizens who are ready to be citizens of Wales and the world.
- Develop healthy, confident individuals who are ready to lead fulfilling lives as valued members of society.
- Develop self-discipline, self-esteem and self-motivation.
- Promote tolerance and equality of opportunity for all.
- Respect, value and be considerate and courteous towards all members of the community within and beyond school including their religious and moral values, races and ways of life.
- Have pride in the school, the community and ourselves.
- Recognise our responsibilities towards the community provide all members of the school with the widest range of educational opportunities in a well-structured, orderly, secure, caring and happy environment.
- Maximise the potential of all pupils so that they all have the opportunity to experience success and achieve the highest academic standards of which they are capable.
- Promote a life-long enjoyment of learning, celebrate success, value effort and learn from our failures.
- Recognise achievements of all kinds and refuse to accept under-achievement.
- Develop and maintain close and effective links with parents, employers, Further and Higher Education.

Recruit, develop and retain a highly skilled and motivated staff

VALE OF GLAMORGAN SCHOOL HOLIDAY DATES 2020-21

SCHOOL HOLIDAY DATES 2020/2021

Term	Begin	Half term		End	No. of School Days
		Begin	End		
Autumn 2020	Tuesday 1 Sept 2020	Monday 26 Oct 2020	Friday 30 Oct 2020	Friday 18 Dec 2020	74
Spring 2021	Monday 4 Jan 2021	Monday 15 Feb 2021	Friday 19 Feb 2021	Friday 26 Mar 2021	55
Summer 2021	Monday 12 April 2021	Monday 31 May 2021	Friday 4 Jun 2021	*Tuesday 20 July 2021	66
				TOTAL	195

Tue 1 Sept 2020, *Mon 19 and Tue 20 July 2021 will be designated INSET days for all LEA Maintained Schools. The remaining two INSET days to be taken will be at the discretion of each individual school. *It is intended that these INSET days will either be taken on Mon 19 and Tue 20 July 2021 or at alternative times to be decided by individual schools following appropriate consultation with staff i.e. for example in the form of twilight sessions.

All schools will be closed on Monday 3 May 2021 for the May Day Bank Holiday.

Significant dates: Christmas Friday 25 December 2020

Easter Good Friday 2 April 2021
Easter Monday 5 April 2021

May Bank Holidays Monday 3 May 2021
Monday 31 May

SUMMARY OF SCHOOL DISCIPLINE POLICY

SUMMARY OF SCHOOL DISCIPLINE POLICY

The Aims

To ensure that our BEHAVIOUR FOR LEARNING POLICY is supported by the whole school community, parents, teachers, pupils and Governors.

To create a CARING ENVIRONMENT by applying positive policies.

To complement the AIMS of the School.

To implement a CODE OF CONDUCT.

To encourage GOOD BEHAVIOUR.

To publicise SANCTIONS that may be imposed

The Code of Conduct

PUPILS are made aware of their RIGHTS AND RESPONSIBILITIES.

They can expect: a positive learning environment to be taught without interruption.

To know rewards/sanctions.

TEACHERS have the right to: Establish a safe learning environment. Expect appropriate behaviour from pupils.

Expect assistance from parents, Senior Management Team and Governors in promoting a positive learning environment.

Rules that apply to every lesson

Arrive on time to lessons and enter quietly.

Sit in allocated place.

Bring correct books and equipment.

Listen carefully to instructions – first time!

Raise hand before speaking – no shouting out.

Present neat work – always do your best.

Enter all homework, communications etc. in your planner.

The Incentive Scheme

The major aim of the school policy is to encourage pupils to practise good behaviour by operating a system of PRAISE and REWARD.

This is for ALL pupils.

The REWARDS consist of:-

Verbal praise

Praise postcards

Positive referrals to Head of Year and Learning Coach

Merit awards

Most improved pupil Award

Procedures

St Cyres has a clear and graded list of procedures and policies that are implemented when pupils fail to adhere to the Code of Conduct.

Level 1

Initial support for poor Behaviour (Class Teacher/HOF/ Learning Coach/Parents)

Level 2

Involvement of Learning Coach, Head of Year and parents.

Level 3

Involvement of HOY, Leadership Team and parents with Support Teams (ALNCO Behaviour Support/EWO/Outside Agencies)

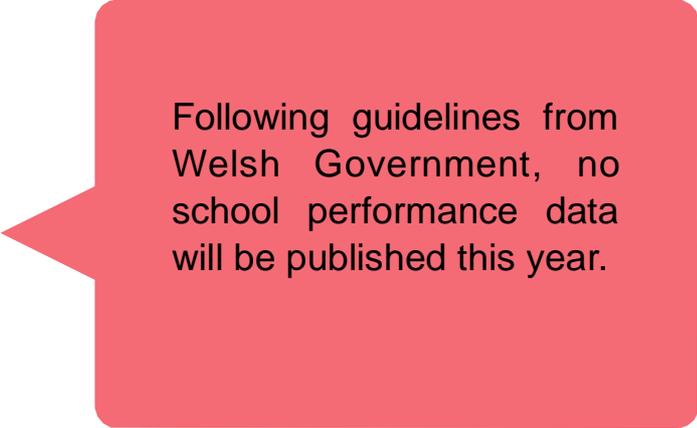
Level 4

Leadership Team involvement with extra support

Level 5

Necessary Sanctions/Alternative Education Provision.

2020 EXAMINATIONS AND SCHOOL PERFORMANCE DATA



Following guidelines from Welsh Government, no school performance data will be published this year.