



# Governors' Annual Report To Parents 2022-23

## A word from the Chairperson...

It has been another very busy, successful year in Sageston School, but we have had some difficulties to overcome.

We are back to a full year of learning and activities and have enjoyed our lovely Christmas concerts, lots of trips out and in February a 70<sup>th</sup> birthday! It was full of memories with former pupils revisiting the school to talk about their school days, but I'm not sure present-day pupils believed all they heard about school in former days!

Our Sports day was a new experience as we held it at the Sports Club. We are very grateful to the Sports Club for the work they put in to make the day such a success along with FOSS who organised the refreshments and continue to support the school in every way they can.

We have also been involved with many things going on in the community and it helps to give the children a real sense of belonging to the wider family.

Another success is our new website, and I can't thank Adam and the staff enough for all the work they have done to make this website as informative as possible.

But we have had our difficulties, especially with attendance and finances.

Attendance is something you, as parent, can help us with. Our target for the year is 95% which we missed by 5% this year. We do not expect children to come to school when they are ill, but they should be here at all other times. They only have one chance at an education and we want, with your help, to make sure they have the best possible chance.

We have also had our fair share of financial problems but with good management we have been able to retain as many staff as possible, stay in the black and establish a firm financial base to go forward.

Finally, I have to say a huge thank you to Adam and all the staff for the massive amount of work they do, for the wonderful learning environment they have established in the school and how they make every child feel valued.

I look forward, with your support, to another successful and happy year next year.

Rowena Lloyd  
Chairperson

## Members of the Governing body

Designation	Name of Governor
Headteacher Representative	Mr A Welch
Local Authority Representatives	Mrs K Scourfield (Vice Chair) Cllr V Thomas Mrs C Ford
Parent Governors	Mr C Templeton Mrs N Probert Mrs A Rue Current Vacancy
Community Representatives	Mrs R Lloyd (Chair) Mrs J Palmer Mrs M Allen Mr S Jenkins
Staff Representatives	Mrs E Macken
Teacher Representatives	Mr N Davies

Members of the Governing Body reflect the diversity of the local community. The chair is elected at the beginning of every academic year. The Governing Body is responsible for implementing LEA policies and Welsh Assembly Government legislation. Their role is similar to that of the board of directors in the world of business.

The full Governing Body meets once every term with sub-committees meeting as necessary. The Headteacher prepares detailed reports to be received and discussed by the governing body. These reports contain information about pupil achievements, curricular developments, staffing matters etc.

### **Election of Parent Governors:**

Occasionally there are opportunities to elect parent representatives to the Governing Body. You will be informed of these vacancies as they arise.

### **How do I contact the Governors?**

If you have any enquiry or comment for the Board of Governors, you can write to the Chairperson either by email or letter to the office. Your contribution is always welcomed.

### **Complaints**

No formal complaints were received during the year 2022-23.

## Sageston CP School Staff

Mr A Welch – Headteacher

Mr N Davies – Assistant Headteacher and teacher of Kingfisher Class

Ms S Cole – Senior Leader and teacher of Swan Class

Mrs J Bowers – Teacher of Barn Owl Class

Mrs S Roach – Teacher of Robin Class

Mrs M John – Playgroup Leader

Mrs A O’Leary – Playgroup Assistant

Mrs D James – Higher Level Teaching Assistant

Mrs E Macken – Learning Support Assistant

Mrs W Davies – Learning Support Assistant

Ms H Lloyd – Learning Support Assistant

Mrs C Collings – Learning Support Assistant

Mrs L Shatford – Administrative Officer

Ms R Edwards – School Cleaner, Breakfast Club and Lunchtime Supervisor

Mrs A Williams – School Cook

Mrs K Leach – Kitchen Assistant

Mr D Phillips – Caretaker

### **Staff Changes for 2023/24:**

Mrs A Sterlini (LSA) – Voluntary Redundancy

Miss A Gray (LSA) – Voluntary Redundancy

Mrs G Harland (Teacher) – Fixed-Term Contract Ended

Mrs T Oakley (LSA) – Fixed-Term Contract Ended

Mrs G Hughes (Breakfast Club and Lunchtime Supervisor) – Retirement

# Our Vision and Values

In the 2022/23 academic year, staff, pupils, parents and governors were consulted on the school vision and values. From that consultation process, the following vision was created:

## Our Vision:

Sageston Community Primary School is a happy, safe and inclusive school, taking pride in being an integral part of our local community.

We aspire to develop confident, resilient and ambitious learners who are well-prepared for each progressive step of their learning journey and their lives beyond education.

Our curriculum aims to engage and challenge all pupils through a variety of exciting, relevant and inspiring learning experiences that are influenced and shaped by the views of our pupils. We encourage our learners to be curious, expressive and independent in an environment in which they feel comfortable to take risks, knowing that we all learn from our mistakes.

## Our Values:

We also selected 12 core values which all stakeholders felt were important for the pupils to learn about, understand and display on a daily basis. Whilst we focus on certain values at different times in the year, all of these values are encouraged every day in school.

### **Autumn Term:**

Respect, Friendship, Self-Belief and Kindness

### **Spring Term:**

Honesty, Confidence, Responsibility and Teamwork

### **Summer Term:**

Politeness, Empathy, Happiness and Resilience

## A word from Mr Welch, Headteacher...



Last year was my first full year as Headteacher of Sageston CP School and it was a positive and productive one in the life of the school. I continue to be impressed each and every day with the enthusiasm pupils show towards their learning. The school has a calm and purposeful atmosphere and pupils across the school consistently display excellent standards of behaviour and attitude.

As you are aware, we had, like many other schools in the county and across Wales, significant challenges related to our budget during the year. To an extent, these challenges will continue into the future, as the financial climate in the country as a whole remains uncertain and costs related to running the school continue to rise. However, through making decisive changes to our spending, primarily through reducing staff costs, Governors have stabilised the budget for the short term and long-term predictions have improved significantly.

The loss of key members of staff has impacted the school but, together with Governors, the Senior Leadership Team has worked hard to ensure that the losses suffered have been mitigated wherever possible, meaning that any disruptions to learning have been minimal.

Sageston CP School is honoured to serve the communities of Sageston, Carew and the surrounding villages. As well as developing a school community we can all be proud of, it is important to me, the staff and Governors, that we play an active role within the wider community. Therefore, it was our pleasure to welcome so many members of the community into the school in February to celebrate the school's 70<sup>th</sup> birthday; to take the whole school to Carew Castle to film for a Welsh language song written and performed by pupils from across the Greenhill/Tenby cluster of schools in May and to hold our annual sports day on the Carew Sports Field in July.

We continue to build upon the successes of recent years in providing a bespoke curriculum for the pupils that is broad, balanced and engaging and that meets the demands and expectations of the Curriculum for Wales 2022. We are continually engaged in monitoring activities within the school to ensure that we are providing effective and inspiring learning opportunities for all pupils. The pupils have a significant role to play in the planning and monitoring of the learning taking place throughout the school and we are pleased with the progress we are making in ensuring their voice is an integral component in the work of the school.

I look forward to another positive year in 2023/24 and I am confident that as a team, Governors, staff, parents and pupils can continue to work together to provide the right atmosphere and conditions for our learners to thrive and succeed within.

## School Improvement Plan

The school Improvement Plan is a working document, which addresses the priorities resulting from the school's self-evaluation processes.

It also considers national and local priorities and an analysis of a range of assessment data. Members of the governing body have assumed responsibility for monitoring and self-evaluation and are given regular opportunities to report on the developments at governing body meetings.

The targets with the School Improvement Plan are appraised regularly.

### Main Priorities 2022/23:

- ✓ Implement key Welsh government educational priorities, including Curriculum for Wales 2022, ALN Reform and Attendance.
- ✓ Further develop pupils' oracy skills in English and Welsh.
- ✓ Further develop pupils' mental recall of basic maths/numeracy facts, including multiplication tables and number bonds.
- ✓ Implement a rigorous assessment system across the school to monitor and evaluate the performance of all groups of learners, including ALN learners.

### Main Priorities 2023/24:

- ✓ Establish a rigorous process of developing effective skills for writing across all genres and applying these skills across the curriculum.
- ✓ Further develop pupils' oracy skills in Welsh.
- ✓ Further develop pupils' recall of basic maths/numeracy facts, applying them accurately to solve word problems.
- ✓ Implement a rigorous assessment system across the school to monitor and evaluate the performance of all groups of learners, including ALN learners.
- ✓ Develop the use of outdoor learning provision to support and enhance learning across the curriculum.

Local Management of Schools	<p>The school's budget is delegated to the school and managed by the Finance Committee who meet each term and report to the Governing Body. We closed the school budget 2022/23 with the school having a relatively small surplus. However, financial predictions for the following three years (based on outside financial pressures such as rising staff costs and significant increases in the cost of resources and utility bills) prompted Governors to restructure staffing to ensure the budget remained balanced. Indications now are that the school will maintain small budget surpluses for the next two financial years (2023/24 and 2024/25).</p>
Pupils with Additional Learning Needs (ALN)	<p>The ALN register has 15 pupils on roll. Under the direction and leadership of Mr N Davies, who is the school's ALNCO, class teachers and Learning Support Assistants provide support for these pupils both in the classroom and through interventions. We continue to invest in the Pembrokeshire County Council's Service Level Agreement for ALN.</p> <p>Throughout the course of the year the school receives visits from ALN professionals who offer advice and support in relation to pupils on a range of issues.</p> <p>Our Equality Plan and our Accessibility Plan are both available upon request. These are reviewed and updated annually by our governors and members of staff.</p>
Child Protection	<p>The Senior Teachers responsible for Child Protection are Mr A Welch, Mr N Davies and Ms Cole. The Governor for responsibility for Child Protection is Mrs R Lloyd</p> <p>A copy of the Policy for Safeguarding Child is available upon request. This policy is reviewed and updated annually and can also be found on the school website.</p>
School Prospectus	<p>In February, we launched a new school website which has plenty of information about the school. If parents, carers or prospective parents are not able to find the information they are looking for on the website, there is information about how to contact the school to request this information. We are rarely asked for a school prospectus as all of the information that would go into one can be found on the school website. However, a new school prospectus, which gives current and prospective parents and carers an insight into the day-to-day work of the school as well as providing them with essential information about the school is due to be finalised and published on the school website shortly. This will be available as a hard copy for anyone who requests it.</p>
School Improvement Plan	<p>Following a rigorous self-evaluation process, the school, in conjunction with the local authority and other stakeholders, annually establishes targets and areas for development that are then woven into a school improvement plan. The main priorities for the 2023/24 School Improvement Plan can be found on the previous page of this document, titled 'Strategic School Development'.</p>
Subject/Area Monitoring	<p>The Governing Body is involved in subject monitoring and actively supporting the evaluation of curriculum standards and developments within the school.</p> <p>The Governing Body receives regular updates from school leaders and Areas of Learning and Experience leads as well as visiting the school on a regular basis to monitor and validate.</p> <p>Governors and staff have worked closely in evolving the Self Evaluation document for the school.</p> <p>A major focus for next year will be to continue to meet the challenges of implementing the Curriculum for Wales 2022. Some of this work will be undertaken with colleagues from all of the local school which form the Tenby/Greenhill cluster of schools.</p>
Attendance	<p>School attendance for 2022-23 was 90.8%. Whilst this was an improvement on the previous year, this is below our target of 95%. During the winter months, pupil attendance was impacted by COVID and outbreaks of Strep A and Scarlet Fever. School staff will be working closely with the</p>

	Education Welfare Office in the 2023/24 academic year to ensure that systems are in place to help improve attendance across the school.
Health and Safety Issues	Identified members of the Governing Body meet regularly to consider Health and Safety issues that arise during the school year. Reports are made to the full Governing Body of such matters and areas for action identified.
Developing and strengthening links with the community	<p>Whilst there were still some absences due to COVID during 2022/23 (with staff and pupils being affected), it was pleasing for the school to be able to open its doors on a number of occasions throughout the year, returning to normal practice following significant disruption since March 2020. Below is a list of some of the significant events where parents and members of the wider community were invited into the school or the pupils went on trips/educational visits.</p> <ul style="list-style-type: none"> <li>• Harvest Festival Assembly.</li> <li>• Remembrance Service featuring the Royal British Legion and other special guests.</li> <li>• Parents Evening meetings in the autumn and spring terms.</li> <li>• Christmas performances.</li> <li>• Whole school trips/visits: Pantomime at the Torch Theatre and end of year trip to Manor Wildlife Park, Carew Castle to record video for cluster Welsh song (written by pupils throughout the cluster including members of our Criw Cymraeg).</li> <li>• Individual class trips and activities: Carew Castle, Car Y Mor (Darwin Centre), Bosherton Lily Ponds (Darwin Centre), Vitality Blast Cricket in Cardiff,</li> <li>• Urdd Residential in Llangrannog for Kingfisher Class pupils.</li> <li>• PCC's Music Service's First Experiences in Music for Swan Class pupils culminating in a cluster celebration performance at Greenhill School.</li> <li>• Scholastic Book Fair in school.</li> <li>• Whole School St David's Day assembly (with parents) followed by Eisteddfod.</li> <li>• Swan and Kingfisher Class Visit to St David's on St David's Day to complete a pilgrimage of key sites in the city.</li> <li>• Various trips out into the local community.</li> <li>• Engagement with Rotary Clubs of Tenby and Saundersfoot.</li> <li>• Chance to Shine Cricket sessions in school, led by Cricket Wales Community Coach.</li> <li>• Trefloyne Golf Club professional visited the school and led sessions with classes.</li> <li>• Dark Skies Wales planetarium visit funded by FOSS – all classes had a session within the portable planetarium.</li> <li>• Engagement with School Nurse, RNLI lifeguards, Police School Liaison Officer, Fire Service Officers, Road Safety Officers and Cycling Proficiency trainers, Library Service, Spectrum Hafan to enhance pupils' knowledge and understanding in key areas.</li> <li>• Pupils completed in sporting tournaments and events, including football, netball, cricket and a CrossFit challenge.</li> <li>• School Sports Day at the Carew Sports Field.</li> <li>• FOSS events: Halloween Disco, Christmas Crafting, Christmas Fete, Easter Bingo, Summer Fete – members of the FOSS also provided support for key events such as Sageston's Got Talent, Sport Day, Sageston CP School's 70<sup>th</sup> birthday celebrations</li> <li>• Charities support: MacMillan Coffee Afternoon, Children in Need, Comic Relief, Save the Children, Kids Cancer Charity, PATCH</li> </ul> <p>In February, the whole school came off timetable to work on a History Week during the same week as we celebrated the school's 70<sup>th</sup> birthday with an Open Afternoon which was attended by current and former staff, Governors, pupils and their families and other interested members of the wider community.</p>

<p>Performance and target setting</p>	<p>Targets are set for all pupils following an analysis of assessments carried out within school. These are reviewed each term and adapted accordingly.</p> <p>As a school, we continue to utilise a range of assessments to monitor pupil progress, including Welsh Government personalised assessments.</p> <p>The school works closely with other schools within the Greenhill/Tenby cluster of schools to ensure a seamless transition into secondary school. The 'Transition Plan' is reviewed and updated annually and can be found on our school website.</p>
<p>Health Promotion</p>	<p>The Health and Well-being Council, which is made up of pupils from Years 1 to 6, will be considering ways in which they can encourage pupils to eat and drink more healthily whilst in school during the 2023/24 academic year. They will speak to pupils about these plans and make parents aware of their recommendations and guidance. We would appreciate your support in this very important area moving forward.</p> <p>The school will be working with the Health Promoting Schools and Pre-schools, Pembrokeshire team during the 2023/24 to establish more consistent approaches towards promoting a healthy lifestyle amongst our pupils and families.</p>
<p>Bilingualism and the promotion of Welsh as a second language.</p>	<p>Pupils are taught Welsh second language patterns as soon as they enter the school. The school is currently taking part in the Welsh Charter and we are continuing to make progress towards the Silver accreditation.</p> <p>Some of our staff speak Welsh to an advanced level or have attended the Welsh sabbatical scheme. The Curriculum for Wales 2022 raises the status of Welsh language development and we are delivering a curriculum that supports this aim.</p>

The Headteacher and the Governors would like to thank all members of staff for their conscientious work throughout the year and also the parents for their continued support.