

GLADESTRY CHURCH-IN-WALES PRIMARY SCHOOL
ANNUAL GOVERNORS' REPORT TO PARENTS
For the school year September 2019 – July 2020

Dear Parents and Carers,

We are pleased to present our Annual Report for 2019-20. It does not follow the usual format, in particular there are no targets or assessment results to report, but it includes all other information as stipulated by the Welsh Government.

We can be very proud of how our school community has responded to the challenges of the Covid 19 pandemic. The flexibility and hard work of our staff in response to the emergency measures has been recognised and applauded by the Local Authority and the success of the School's initiatives and solutions to distance learning have been used as an example of good practice for schools across Powys.

The role of parents and carers in rising to the challenges of distance learning through this time cannot be underestimated and the governors would particularly like to express their appreciation for all the effort made by parents and carers to support the school's distance learning initiatives.

It has been an extra-ordinary year, not just because of the pandemic but also because it brings the closing of an important chapter for the school. It was with much regret that governors accepted the resignation of our head teacher of 19 years, Hilary Morris. Mrs Morris has led the school through three 'excellent' ESTYN inspections as well as putting the school on the map as an exemplar of best practice and as an outstanding school. Under her dedicated leadership it became the first school in Powys to achieve a 'green' categorisation, the first school in Powys to achieve a 'Platinum' eco award and is used by ESTYN as an example of excellence. These are fantastic achievements which have been evident on a day to day basis in the wellbeing of several generations of pupils and the happy engaged atmosphere of the classroom. We are delighted that she will be in school at the start of the new term to welcome everyone back and it is with gratitude and appreciation that we wish Mrs Morris every happiness in her retirement. She will be greatly missed.

Sadly, we are also saying goodbye to Mrs Biggs who has been a highly valued teacher in both classes. Her kindness, flexibility and creativity have provided a secure and inspiring atmosphere for learning for many children over many years. We wish her a very happy retirement.

As this chapter closes another one opens and we are delighted to be welcoming our new executive head teacher Mrs Ros Beck and our new KS2 and assistant head teacher Mrs Kat Ingram to Gladestry in September. We are looking forward to the new opportunities they will bring to the school and wish them every success and happiness at Gladestry.

I would like to extend my thanks to the staff, governors, parents, carers, volunteers and friends of Gladestry School for all they give to the life of the school and to the pupils for all their energy and enthusiasm.

Hattie Budd.

THE GOVERNING BODY

Chair: Hattie Budd, The Foyce, Gladestry, HR5 3NS
Clerk: Sue Croose, Grove Farm, Huntington, HR5 3PJ.

Name	Type of Governor	Date for Re-election	Individual Responsibility
Rev Mark Beaton	Church in Wales Foundation Governor	ex-officio	Equal Opportunities Complaints
Hattie Budd	Powys County Council LA Governor	05.05.23	Chairman Foundation Phase (FP) Safeguarding inc. Child Protection (CP)
James Burnett-Stuart	Parent Governor	31.07.21	Attendance & Wellbeing ESDGC LNF (Literacy) Hall Committee rep.
Gareth Croose	Gladestry Community Council Appointed Governor	17.11.23	Health & Safety
Stuart Jones	Co-opted Governor	31.12.23	Health and Safety; School Performance Data
Dr. John Milsom	Powys County Council LA Governor	13.01.24	School Performance Data
Hilary Morris	Head Teacher	ex-officio	Training Link Officer
Hannah Price	Parent Governor	30.09.21	Vice Chairman LNF (Numeracy) Safeguarding (inc.CP) Siarter Iaith Hall Committee rep
Jody Parry	Parent Governor	29.06.22	Looked after children (LAC) SEN / ALN ICT
Vacancy	Foundation Governor		Mrs Candy Foreman to September 2019

The Governors are very grateful to Mrs Candy Foreman for all that she did during her time in office especially the various roles and responsibilities taken on whilst she was Chair and Vice Chair.

The next Parent Governor election is scheduled for July 2021.

All governors require a DBS check.

Annual Meeting

The Schools Standards and Organisation (Wales) Act 2013 (The Act) removed the requirement for school governing bodies to hold an annual meeting with parents. Instead, new arrangements were introduced to enable parents to request up to three meetings in any school year with a governing body, on matters which are of concern to them. 10% of parents are needed to request a meeting. Information is available in school or on the Welsh Government website. As no requests were received, the Governing Body did not hold a meeting with parents in 2019/20

Language Category

English is the first language and language of tuition. Welsh is taught as a second language in both classes and speaking Welsh is an integral part of daily life throughout the school. This year there was a Welsh Quiz - Cwis Dim Clem and Criw Cymraeg (Tanio'r Draig) at the Royal Welsh Showground).

Pupils leaving the school (and arrangements to facilitate continuity of instruction in Welsh)

7 pupils are leaving the school in July 2020 to enrol at local High Schools in September. Pupils transferring to the John Beddoes Campus will have the opportunity to extend their Welsh learning.

Links with the community

The school enjoys strong links with the community. Events such as the Community Coffee Mornings have been extremely well supported by the whole community, not just parents or grandparents.

Gladestry School is a Church in Wales voluntary controlled primary school with a distinctive Christian ethos and character. We greatly value that status and are committed to continuing the strong links we have with both the parish of Gladestry and the Diocese of Swansea and Brecon. Our parish priest Revd Mark Beaton visits regularly for collective worship in school while pupils also participate in worship at St Mary's Church on an occasional basis. The School Harvest Festival and Nativity Service were lovely services; governors thank Mrs Ann James for her talented help with music and singing at both these events. The Church, Churchyard and Quiet Garden provide valuable teaching resources.

The Village Hall is used frequently for school performances, fund raising events, celebrations, PE and after school clubs.

Local walks and other visits such as those to local farms and businesses all raise the profile of the school within the community and help to foster a sense of local 'ownership' of the school.

The school is delighted to have received a wide range of visitors, and helpers. We are extremely grateful to Norman Evans for accompanying the school to swimming lessons, to Marlene Evans for her weekly story reading and playtime monitoring, and to a number of grandparents, ex-parents and parents who come in to help with children's reading.

Opportunities to participate in Sport and Exercise

Prior to the forced closure Gladestry pupils had opportunities to enjoy the following activities in addition to regular Physical Education lessons -

- Morning Moving (as part of the Healthy Schools initiative the school day begins with exercise)
- Swimming for all ages at ERLC (weekly during Spring term)
- After School sports club for KS2
- Ball skills session at ERLC
- Netball matches with cluster schools
- Cross Country event
- Forest School type activities

Curriculum and Teaching Matters

Year groups

Foundation Phase: Reception, Years 1 and 2, ages 4 - 7 (**Class 1**)

Key Stage 2: Years 3 – 6, ages 7-11 (**Class 2**)

School session times - 09.00 – 3.30pm.

Class 1 lunchtime: 12.00 - 1.15 pm

Class 2 lunchtime: 12.10 - 1.15pm

At Gladestry Church in Wales School our pupils are at the heart of all teaching and learning and lead much of the planning, making informed choices at an individual and group level, to become independent learners. Flexibility of teaching methods ensures that the National Curriculum, the Literacy and Numeracy framework and the Four Purposes are delivered to suit the needs and choices of the pupils in the most appropriate way.

At the core of the curriculum the Four Purposes ensure that all our children and young people will be:

Ambitious, capable learners;

Enterprising, creative contributors;

Ethical, informed citizens;

Healthy, confident individuals.

Pupils are encouraged - to take responsibility in all aspects of school life; to develop self-esteem, independence, responsibility, respect and social awareness; to be independent learners.

Additional learning needs

The school's ALN policy is available to read in school. This year the percentage of pupils registered with Special Needs was 14%. Hilary Morris has had responsibility for the overall running of the ALN policy. Lyn Twiddy offered extra support with individuals and small groups when required.

There are no special arrangements in the curriculum or otherwise for any particular categories of pupils. Jody Parry was the governor with specific responsibility for SEN.

Healthy School

Healthy eating and drinking by pupils is promoted through the Healthy Schools programme, School Council initiatives and Teaching and Learning. Only healthy snacks are allowed in school. Healthy lunch boxes are encouraged and the School Council undertakes regular surveys. Pupils have access to their own water bottle throughout the day.

The whole school, including the boys' and girls' toilets, have always been cleaned each evening; however, since reopening additional cleaning and sanitising protocols have been introduced. The whole school is given an extensive clean between each 'bubble' of pupils.

Social distancing is practiced by staff and pupils.

An Eco School

Members of the Eco Gang are passionate about animals and nature. They encourage others to save electricity and often lead assemblies on various topics. In November the school was visited by Bryony Bromley and received a fourth Platinum Award for work on Eco bricks and for the pond.

School Policies

The school staff and governing body regularly review all the school policies, to make sure that they are up-to-date and that they incorporate the latest statutory and educational guidelines. All school policies are available in school and some are also published on the school website.

School Prospectus

The prospectus is updated annually, to include: changes in staff and governors; the school calendar; up-to-date pupil assessment results; emergency procedures; collective worship and religious education; admission to school including accessibility plan for increasing access to the school by pupils with disabilities. A copy of the prospectus is available on the school website.

School Staff

It has been a challenging year for staff and governors thank them all for their hard work throughout the year. Schools in Wales were forced to close on 24th March due to the Covid 19 pandemic. Mrs Morris, Miss Morgan, Mrs Twiddy and Mrs Jones all worked shifts at the Presteigne Childcare Hub whilst Gladestry was closed to pupils. This was much appreciated by the local authority.

During the enforced closure Mrs Morris provided 'Blended Learning' for all Gladestry pupils in addition to the extra work generated by the Welsh Government and Powys County Council. Governors are extremely grateful to Mrs Morris for keeping pupils motivated with new work, Teams meetings and telephone calls throughout this time.

Governors are also very grateful to Mrs Biggs and Miss Tame for ensuring that Foundation Phase pupils received a happy and rich learning environment in Mrs Preece's absence and to Miss Morgan and Mrs Twiddy for providing cover over Miss Hobby's maternity leave. Miss Hobby has now returned to work at Gladestry following the safe arrival of her baby son. Staff and pupils were delighted to welcome them both in to school for occasional visits.

Mrs Ann James continued to provide music tuition until schools closed in March, leading the pupils in singing and recorder lessons and offering piano tuition. She also accompanied and helped the pupils with their fabulous Harvest and Nativity services in St. Mary's Church, Gladestry.

Welsh has been taught by our peripatetic Welsh teacher, Bethan Barlow.

Governors are delighted to have appointed two new members of staff; executive head teacher Mrs Ros Beck (in collaboration with Radnor Valley School) and Mrs Kat Ingram as Class 2 teacher and assistant head teacher. Both will be joining the school in September.

Financial Matters

End of year reports for the financial year 01 April 2019 to 31 March 2020 giving details of income and expenditure are attached. No travelling or subsistence allowances were paid to Governors.

Term dates for Year 2020 – 2021

Autumn Term 2020

Thursday 3rd September 2020 to Friday 16th October 2020

Half-Term: Monday 19th October 2020 to Friday 30th October 2020 (2 weeks)

Monday 2nd November 2020 to Friday 18th December 2020

Spring Term 2021

Tuesday 5th January 2021 to Friday 12th February 2021

Half-Term: Monday 15th February 2021 to Friday 19th February 2021

Monday 22nd February 2021 to Friday 26th March 2021

Summer Term 2021

Tuesday 13th April 2021 to Friday 28th May 2021

Half-Term: Monday 31st May 2021 to Friday 4th June 2021

Monday 7th June 2021 to Friday 16th July 2021

Non-Pupil Days 20/21

Tuesday 1st September 2020

Wednesday 2nd September 2020

Monday 21st December 2020

Tuesday 22nd December 2020

Monday 4th January 2021

Monday 12th April 2021

Useful Dates 20/21

Good Friday: Friday 2nd April 2021

Easter Monday: Monday 5th April 2021

May Day Bank Holiday: Monday 3rd May 2021

Spring Bank Holiday: Monday 31st May 2021

Royal Welsh Show: Mon 19th – Thurs 22nd July 2021

Attendance 2019 – 2020; Pupils' Performance Results; Targets

Data not required due to the forced closure of schools and the Covid-19 pandemic.

SCHOOL Cost Code		Gladestry C in W 101076			
42	Actual Pupil Numbers	43	43	43	42
161,967	Delegated Budget	194,003	194,003	194,003	202,739
-	Transition adjustment	(11,759)	(11,759)	(11,759)	-
2,906	ALN delegated funding	10,044	10,044	10,044	6,672
3,889	Additional ALN Funding	-	-	-	-
-	Class Size Protection Funding	-	-	-	-
12,500	Foundation Phase Funding	10,191	10,191	10,191	12,338
181,262	Total Delegated Funds	202,479	202,479	202,479	221,749
2018/19 ACTUAL OUTTURN	EXPENDITURE AREA	2019/20 CABINET BUDGET	2019/20 WORKING BUDGET	2019/20 ACTUAL OUTTURN	2020/21 CABINET BUDGET
	SALARIES & WAGES				
123,367	Teachers	126,500	129,122	128,658	143,336
2,699	Supply Insurance	2,700	3,283	3,283	7,000
14,412	Supply Teachers (incl music tuition)	21,045	42,320	42,710	22,639
(3,600)	Supply Reimbursement	-	(21,950)	(26,213)	-
20,178	Teaching Assistants	21,909	25,318	28,085	25,484
9,282	Clerical	9,856	9,856	9,778	10,085
2,947	Mid-Day Supervisors	3,499	3,499	3,143	3,522
-	Breakfast Club Staff	-	-	-	-
-	Employee Expenses/Training Courses	500	500	-	500
169,284	Sub total - Salaries & Wages	186,009	191,948	189,444	212,566
	PREMISES				
5,357	Repairs&Maintenance(incl stat.testing)	5,044	5,044	5,044	4,934
265	Grounds Maintenance	150	150	136	150
6,104	Property Care	6,814	6,814	6,651	6,869
646	Electricity	936	936	865	955
-	Gas	-	-	-	-
651	Oil	1,072	1,072	1,381	1,093
-	Woodchip	-	-	-	-
2,390	Rates	2,446	2,446	2,446	2,488
170	Water / Sewerage	204	204	201	208
15,582	Sub total - Premises	16,666	16,666	16,723	16,697
	SUPPLIES,OFFICE & OTHER EXPENSES				
3,491	Capitation (incl furniture & stationery)	3,085	7,160	7,873	5,781
158	Photocopier	400	400	194	400
159	Telephone	185	185	154	185
-	Postage	-	-	-	-
156	Breakfast Club Expenses	-	-	-	-
2,423	Core Package Services (Central SLA's)	2,463	2,463	2,351	2,648
139	Internal Purchases	-	-	137	-
1,686	Sports Facilities	1,540	1,540	653	2,080
8,212	Sub total - Other	7,673	11,748	11,362	11,094
193,078	TOTAL EXPENDITURE	210,348	220,361	217,530	240,357
	INCOME				
-	Music Income	(898)	(898)	-	(331)
(2,230)	Welsh Government Grants	(1,000)	(5,600)	(6,984)	-
(965)	Internal Reimbursement	-	(900)	(2,106)	-
(1,008)	Contributions re Swimming Bus	(552)	(552)	(504)	(960)
(724)	Parental Contributions (eg Trips)	-	-	(518)	-
(767)	Donations	-	(500)	(962)	-
(2,594)	RCSIG (formerly EIG)	(941)	(4,073)	(4,073)	(3,997)
(1,150)	PDG	(1,150)	(1,150)	(1,150)	(2,300)
(1,000)	ERW Grants (please specify)	-	-	(1,486)	-
(1,050)	Other Grants (please specify)	-	(600)	(1,387)	-
(648)	Other	-	-	(923)	(600)
(317)	Interest on surplus	-	-	-	-
(12,453)	Sub total - Income	(4,541)	(14,273)	(20,093)	(8,188)
(12,453)	TOTAL INCOME	(4,541)	(14,273)	(20,093)	(8,188)
180,625	NET EXPENDITURE	205,807	206,089	197,437	232,169
637	Planned under / (over) spend	(3,328)	(3,610)	5,042	(10,420)
46,963	Under / (over) spend B/F	47,601	47,601	47,601	52,643
47,601	Under / (over) spend C/F	44,273	43,991	52,642	42,222

GLADESTRY CHURCH-IN-WALES PRIMARY SCHOOL
SCHOOL FUND ACCOUNT 2019 - 2020

<u>INCOME</u>		<u>EXPENDITURE</u>	
Grants & Donations:		Equipment/activities:	
ArtsCouncilWales grant	£900.00	Gymnastics subs	£22.00
	£900.00	Courtyard visit(cost to school)	£39.75
			£61.75
Fundraising:		Other:	
rags2riches	£236.60	ICO_DataProtection	£35.00
school photos	£124.00	Staff 1st Aid course	£94.00
Christmas Cards	£115.12		£129.00
	£475.72		
Parents' contributions:			
SchoolFundContributions	£400.00		
AfterSchoolClubs	£130.00		
Swimming	£360.00		
bank charges	£4.00		£894.00
	£894.00		
In/Out receipts:		In/Out payments:	
Estyn receipts	£1,050.00	Estyn funds tf to PowysCC	£1,050.00
Courtyard visit(FROGS)	£328.00	Courtyard visit(transport)	£350.00
Courtyard visit(parents)	£68.80	Courtyard visit(tickets)	£46.80
Llangrannog	£2,382.00	UrddGC (Llangrannog)	£2,282.00
Uniform	£19.00	Oriel Davies transport	£275.00
Christmas Cards	£356.28	APFS_Christmas Cards	£356.28
Macmillan(Coffee am)	£158.00	Macmillan(Coffee am)	£158.00
MarieCurie(daffodils)	£35.00	Marie Curie	£35.00
ChristmasJumperDay	£50.00	Save the Children	£50.00
unpaid cq refund	£11.95	unpaid cq	£11.95
	£4,459.03		£4,615.03
Bank Interest earned:	£0.36		
Balance b/f from 31/3/19:		Balance c/f to 1/4/20:	
HSBC C/A	£5,863.02	HSBC C/A	£7,785.99
HSBC MMA	£185.72	HSBC MMA	£186.08
reconciled:	£12,777.85	reconciled:	£12,777.85

to reconcile in/out receipts/payments

in/out receipts:	£4,459.03	in/out payments:	£4,615.03
M&J Travel refund due	£275.00	Llangrannog staff cont	£100.00
uniform in stock 31.3.20	£145.90	uniform in stock 1.4.19	£164.90
reconciled:	£4,879.93	reconciled:	£4,879.93

PETTY CASH

<u>In hand at 1.4.2019</u>	£123.35	<u>In hand at 31.3.2020</u>	£43.97
parents contributions (SF)	£43.00	postage	£43.69
Contributions_Clubs	£110.00	books & stationary	£53.26
other donations/contrib's	£12.00	spares & repairs	£49.28
		materials for clubs	£82.72
		refreshments	£15.43
reconciled:	£288.35	reconciled:	£288.35

The governors are very grateful to the Friends of Gladestry School for their support, not only with fundraising but also their help in many other ways throughout the year. Thank you all.

FROGS

FROGS Fundraising

The first FROGS event of the year was running the Kington Community Charity Shop with Gladestry Playgroup. We were inundated with very generous donations which meant the shop was packed with goodies, some customers even commented on how they'd never seen the shop looking so full! The event was very successful with lots of people buying over the week and we managed to raise £1,183 which was split between the school and Playgroup.

In November we started making wreaths and organising plans for the Christmas Fair at the Village Hall. Thanks to all the volunteers and donations of greenery we managed to make 80 fantastic wreaths to sell at the fair, all of which found homes for Christmas! We had a variety of stalls, including some new stall holders and a games room for the children. The fair was very busy and the games room very noisy - it definitely felt like Christmas! Through the Christmas fair and the sales of the Wreaths we managed to raise £1,250.

At the beginning of March we met and started to plan for a spring event and the Summer BBQ but unfortunately a few weeks after this meeting lockdown began and everything was postponed until further notice.

Over the year FROGS has contributed to many things including a trip to Harry Potter World for class 2 at the beginning of the year. FROGS have provided a new sports kit for the school teams which has been worn with pride at matches since it arrived and new school instruments. FROGS are also funding a new reading corner for Class 1 which is going to be installed over the holidays and will be ready for the children's return in September.

This has been a very strange year for the school but the support of the parents, teachers and others in the community has been amazing and we would not have been able to contribute so much to the school without all your help. I and the rest of the FROGS team are ever so grateful for all the time and effort that has been put in to the events we've been able to run this year and hope that next year we will be able to do even more.

Kate Vincent

FROGS Chair