



YSGOL GYMUNEDOL
CWMTAWE
COMMUNITY SCHOOL

GOVERNING BODY'S
ANNUAL REPORT TO PARENTS
REPORTING YEAR 2022/23

ADRODDIAD BLYNYDDOL
Y PWYLLGOR RHEOLI I RIENI

THE ROLE AND WORK OF THE GOVERNING BODY

Governors are volunteers; people who care about teaching, learning and children. They represent people in the local community and the staff of the school. They are part of a team which accepts responsibility for everything a school does and have commitment to attending termly meetings and other occasions, when needed. Governors are willing to learn and attend governor training sessions held by the Local Authority. They are able to act as a friend who supports the school, but are still able to cast a critical eye upon how the school works and the standards it achieves. Governors act as a link between parents, the local community and the school.

The Governing Body has a statutory obligation to meet at least once a term. The Headteacher's written report on the school has been considered at each meeting. There were a number of wider issues brought to our attention under the heading 'Committee Reports'. Minutes of all these meetings are available at the school for anyone who wishes to read them. In addition to the formal meetings, Governors usually visit the school to enjoy concerts, school productions, Eisteddfod, sporting events, Annual Presentation, Parent Teacher Association functions and many other cultural, social and academic activities.

Governors attend training courses arranged at local and national level and are often asked to represent Local Authority panel meetings for a variety of events.

In addition to the normal pattern of meetings, special meetings are convened for particular purposes, e.g. teaching appointments, major policy decisions, finance, staff re-organisation, health and safety, admissions etc.

The Governing Body has taken a full role in continuing our development as an 11-16 school and in supporting our endeavours in raising standards for all pupils.

Governors have also given excellent support to the school's charity work and been present when donations have been made to charitable organisations.

EXPENSES CLAIMED BY GOVERNORS 2022/23 - NIL

CONTINUING HIGH NOTE

Once again, we are delighted to present you with a very positive annual report. The school continues to go from strength to strength having had another extremely successful year.

Pupil numbers are strong, the finances are balanced, and the achievements of pupils have in several areas exceeded the very high levels reached last year. Congratulations to the pupils concerned and to the staff for all their hard work, and our grateful thanks to you, as parents, for your continuing strong support.

SCHOOL ROLL

Cwmtawe remains a popular school with pupil numbers above the admission limit in several year groups due to the continuing high numbers from outside our catchment area. Pupil numbers in each year group at the start of the academic year 2022/23 were as follows:

	Boys	Girls	Total
Year 7	122	111	233
Year 8	132	124	256
Year 9	123	122	245
Year 10	110	115	225
Year 11	124	96	220

TOTAL: 1,179

PUPIL DISCIPLINE

The Governing Body continues to provide strong support to the school in its efforts to maintain the highest standards of behaviour. This, of course, is essential if pupils as a whole are to benefit fully from their time at school. The XL@Cwmtawe Policy, which we have kept under review, remains a major influence on the school's very positive ethos. It makes clear to pupils the school's high expectations of them both in their behaviour and in their approach to their work. In keeping with the school's aim of encouraging all pupils to fulfil their potential,

we have approved developments to the policy which include an extended system of mentoring and we have 12 staff as XL Coaches. The Governing Body's Pupil Discipline & Exclusion Committee meets when required to review the cases of pupils who have been excluded and are always concerned that such pupils and their families should receive the help they are entitled to from the relevant support agencies.

EXTRA-CURRICULAR ACTIVITIES

Pupils are able to engage in a selection of extra-curricular activities this year.

This has included Ukulele club, Creative Writing club, Book club, Eco club, Coding club, Chess club, Science club, Choir, Orchestra, Brass Band, Sports Fixtures, Duke of Edinburgh and end of term trips.

It has been a busy period for the Duke of Edinburgh Award Scheme. 45 pupils successfully completed their Bronze awards and 21 pupils completed their Silver level awards.

Summer 2023

During activity week, a range of activities were organised to suit everyone. Pupils enjoyed trips to Oakwood Theme Park, surfing, the cinema, golf at Pontardawe Golf Club and climbing at Dynamic Rock. Pupils also participated in various events at the school's sports days, which were held over three days.

The school also had its first overseas trip to France in June, which was the first to be held since the start of the Covid-19 pandemic.

Pupils were also given the opportunity to support Wales by attending Euro qualifiers in Cardiff.

PUPILS WITH SPECIAL EDUCATIONAL NEEDS

There are currently 37 pupils on roll who have a Statement of Special Educational Needs. A further 53 pupils have been identified as needing School Action, 26 pupils needing School Action+ additional support and 41 pupils who have a school maintained IDP. The delegated budget contains some additional money to pay for the support required by these pupils.

However, as in previous years, the Governing Body has made a generous allocation over and above this sum to ensure that special needs pupils receive a great deal of additional support. This is targeted in particular at reducing class sizes for special needs pupils and employing Teaching Assistants.

The Dyslexia Unit, which caters for pupils from across Neath Port Talbot, is now in its twenty first year and is continuing to develop. The pupils concerned gain greatly from the particular expertise of the staff involved and the 1:1 support they receive. We continue to employ further Teaching Assistants to provide support for other pupils who have less severe difficulties.

The Autistic Spectrum Disorder unit opened in September 2008 and currently has 15 pupils from across the Neath Port Talbot Local Authority. The unit is organised so that staff expertise can be utilised to support other pupils across the school.

The responsibility for overseeing the provision for pupils with Special Needs has been delegated by the Governing Body to the Headteacher and Councillor Linet Purcell.

DISABLED PUPILS

The design of the buildings and school site at Cwmtawe ensures that there is appropriate access for anyone with a physical disability. There is adequate provision of lifts and ramps for pupils with disabilities throughout the site. Senior Staff and Special Needs Support Staff ensure that every effort is made to prevent pupils with disabilities from being disadvantaged in any way.

The school fully complies with the requirements of the Equality Act 2010.

CURRICULUM

It is the responsibility of the Governing Body to ensure that the school teaches the whole of the National Curriculum, together with Religious Education in accordance with the locally agreed syllabus. Each spring term, when the curriculum is being planned for the following academic year, we consider the range of subjects to be offered to each year group, including the options system, to see that appropriate time is being allocated to each subject at each level. In this way we ensure that all pupils have the broad and balanced education built into

the National Curriculum. We also review the content of the Personal, Social and Health Education Programme.

Vocational provision at Key Stage 4 is catered for with Retail Business, Construction, Hospitality & Catering, Engineering and a Junior Apprenticeship Scheme.

School staff are working hard to prepare for the implementation in the next academic year of the new Curriculum for Wales.

STAFFING MATTERS

Teaching Staff

The school has 67 full time teachers and 11 part time teachers. Total teaching staff allocation from September 2022 is 74.5 full time equivalents. Overall pupil teacher ratio is just under 16:1. The Governing Body reviews the position of every member of the teaching and support staff every year. A number of changes were agreed during the summer term again this year, both in terms of staffing structure and positions of responsibility, all with a view to increasing the efficiency of the school and promoting ongoing school improvement.

Staff Appointments 2022/23

Scott Rhodes	Science Teacher (Temporary)
Lucy Paradise	Science Teacher (Temporary)
Lloyd Evans	PE Teacher (Temporary)
Cerian Williams	English Teacher (Temporary)
Harriet Williams	Welsh Teacher
Fiona Shaw	Head of RE
Alison Blake	Teaching Assistant (temporary)
Lisa Marie Knight	Teaching Assistant (temporary)
Adam Mullany	Teaching Assistant (temporary)
Andrew Addison	Premises Manager
Andrew Abraham	Wellbeing and Behaviour Manager (temporary)
Tony Eustace	Assistant Caretaker (part time, temporary)

Amanda Lacey	Administration Assistant (temporary)
Stacey Beynon	Administration Assistant (temporary)
Natalie James	Kitchen Assistant (temporary)

Non-Teaching Staff

- (a) Office
The school employs four full time members of staff plus 2.2 Resources Assistants. Both full time Resource Assistants are trained first aiders.
- (b) Canteen
The school employs one Catering Manager, one Assistant Catering Manager and 11 canteen staff.
- (c) Cleaners
The school employs 13 cleaning staff; All 13 members of staff belong to the evening cleaning team.
- (d) Laboratory Technicians
The school employs two Science Laboratory Technicians.
- (e) Education Welfare Officer
The school shares the services of an Education Welfare Officer.
- (f) ICT Technical Support
The school employs one IT & Digital Media Manager and one ICT Technical Officer.
- (g) Caretaking Staff
The school employs a full time Premises Manager and two part-time Assistant Caretakers.
- (h) Technology Technicians
The school employs one part time Food Technology Technician.
- (i) Learning Support
The school employs 17 Teaching Assistants including 1 attached to the Dyslexia Unit and 2 to the ASD Unit and those providing support for Literacy and Numeracy. All of the above are strategically deployed to support individual pupils, small groups or whole classes, dependent on the needs of the school.
- (j) The school also employs five Cover Supervisors and contributes to the temporary full-time placement at Cwmtawe of a Cynnydd Youth Worker and a Neath Port Talbot Youth Service Youth Worker.
- (k) The school benefits from a JIGSAW Counsellor, provided by NPTCBC.

- (l) The school has also introduced a new Wellbeing and Behaviour Manager to work in conjunction with a Family Engagement and Wellbeing Officer.

STAFF TRAINING

The Governing Body is kept fully informed of the extensive training undertaken by staff each year. These are influenced by national initiatives, ongoing school development needs, and personal development needs. INSET days have focussed on relevant issues, including the most topical subject of the New Curriculum for Wales. Other issues include Performance Management, sharing of data on school performance indicators, meetings of groups such as XL Coaches and newly qualified teachers, strategies for the development of pupils' Literacy and Numeracy, Digital Competence, Teaching & Learning and reviews of Departmental Improvement Plans.

A new School Development Plan is to be completed shortly. An induction programme for newly qualified teachers took place in 2022/23. This was ably managed by Mrs Maria Edwards, Deputy Headteacher, and Mrs Michelle Siôn, Senior Mentor. Various other training courses were also provided for support staff, as needs arose.

Again, last year, a substantial amount of training was undertaken out of school hours, particularly at weekends and during holidays.

As Governors, we pay tribute to the many staff who have shown this commitment and to the staff as a whole for the high priority they give to their on-going professional development.

LINKS WITH PARENTS AND THE COMMUNITY

The Governing Body fully supports the school in its efforts to provide as much information as possible to parents regarding the progress of their children as we fully recognise that parental interest and support are key elements in pupils' achievement. We are pleased with the good use made of pupil planners. These are an important means of linking the communications between home and school, in keeping with the Home School Agreement. School newsletters are informative and provide an important source of information for parents and the community as does the school website and social networking channels. These are tangible ways of encouraging parents to maintain close contact with the school and of promoting the close working partnership that can be so invaluable.

The Governing Body supports the Local Authority's aim of making the school's excellent facilities available for the benefit of the local community and actively encourages such use.

The Duke of Edinburgh's Award continues to flourish and has been invaluable to the community development of the school. Many of our pupils and staff are involved in the scheme and many of the pupils undertake their service based in the community or through charitable organisations.

CHARITIES

Fundraising for charities is well-established with pupils supporting a number of worthwhile causes in the local and wider community each year. It is encouraging to note that nearly £4,432.00 was raised again last year, in support of a range of very worthwhile local and national charities.

The school is proud of its strong links with the senior citizens living in its locality and in particular with local branches of Age Concern. Members enjoy visits to the school to be entertained on school presentation evenings, at the school production, concerts, and at the school's Annual Senior Citizens' Christmas party at which entertainment and Christmas lunch is provided and celebrated with pupils and staff.

The school also had various collections where hampers were made up for donation over Christmas and there were also donations to the local foodbank throughout the year.

Some of the school's facilities are made available to important local community events, on request, including the Cwmtawe 7s, Pontardawe Football Club, Rotary Club, Primary Schools, and sporting and other associations in the locality.

We also take this opportunity as a Governing Body to express our gratitude to all the local businesses which kindly help the school each year by providing placements within the local community for pupils' work experience, including those needed as part of our vocational courses.

The Governing Body wishes to record its appreciation under this heading for the assistance of the premises staff in enabling the school to be used outside normal hours and in ensuring its safety and security.

PARENT TEACHER ASSOCIATION

(Report by Mr C L Hitchings, Headteacher 2022)

The Governing Body wishes to convey its appreciation for the support given by the association to a wide range of activities carried out within the school and for the continued financial help towards events and projects for which the school requires support. Currently, there is no information to provide regarding the finances of the PTA account as the account was frozen due to inactivity throughout the Covid 19 Pandemic. We are working hard to retrieve the account.

The committee meet four or five times throughout the year to organise the various events which require their assistance, with the regular main events being the Fun Run, Christmas Fayre and the School Production. The school had its first school production this Christmas since the start of the Covid 19 pandemic. Nativity! The Musical was a huge success. Pupils were able to showcase their many talents. I would like to take this opportunity to thank all the staff and volunteers for their commitment and hard work in ensuring the production was a huge success.

SENIOR PREFECTS

The following pupils were elected as the Senior Prefects for 2021/22 and were exceptional.

Head Boy

Davie Griffin

Head Girl

Imogen Harris

Deputy Head Boy

Jac Jones

Deputy Head Girl

Beth Jones

Senior Prefects

Jack Powell, Daniel James, Jenson Baker, Jacob Harris, Evie Norris, Caitlin Griffiths, Evie Matthews and Millie Blake.

The Senior Prefects 2022/23 are:-

Head Boy

Flynn McGinley

Head Girl

Lola Thair

Deputy Head Boy

James Guiney

Deputy Head Girl

Ava Evans

Senior Prefects

Lily Brown, Mia Cleave, Liliana Mitchell, Carys Morgan, Freddie Lake, Dakarai Mafico, Connor Richards and Callum Sullivan.

They are all excellent pupils and are already representing this school in the outstanding way of their predecessors.

PREMISES MATTERS

The Governing Body receives through the delegated budget all funds previously available to undertake both 'tenant' and 'landlord' responsibilities. These include tasks such as internal decorating, maintenance of school systems (boilers, building management system, air conditioning, fire alarm, intruder alarm etc.) repairs of all kinds, improvements such as shelving and display boards, and any external tasks such as repair of fencing. The Governing Body is also responsible for grounds maintenance. Professional fees are paid annually to the council's Technical Services Department for guidance and help from its surveyors when required.

The School has had a new extraction and ventilation system installed in two of the Home Technology classrooms. The School has also had a second new lift installed and had all the internal ceiling tiles replaced upstairs throughout the Summer holiday. Minor repairs and maintenance are undertaken by the school Caretakers. There is an ongoing programme of redecoration. Overall the building is being maintained in very good condition.

SECURITY

Parents will be aware that security on the school site and within the building is given a high priority. The school has an electronic door security system and CCTV cameras cover all areas. There are well-established procedures in operation to monitor visitors, who must enter the building through reception and sign in. The Governing Body also ensures that the new procedures for checking the backgrounds of new staff (via the Disclosure and Barring Service) are carried out.

MUSIC

The Music department has had another busy year with numerous concerts and musical events giving the learners in Cwmtawe every opportunity to develop their musical abilities and experience both inside and outside of the classroom.

The music department currently runs:

- Senior Orchestra
- String Group
- Brass Band
- Rock Band Workshop
- Grade 5 Theory Classes
- Chamber Choir
- School Choir
- Ukulele Club

The department provides lessons for the following musical families:

- Upper Strings Mr Robert Cavay
- Lower Strings Mrs Rachel Webley
- Percussion Mr Nick Hedges
- Singing Miss Kirstie Roberts
- Brass Mr Glyn Davies
 Mr Simon Howells
- Woodwind Mrs Heidi Davies
- Guitar Mr Ray Williams

Instrumental lessons are an invaluable element of life in the music department. We are incredibly lucky still to be able to offer instrumental lessons free to all pupils. Many of which have free instruments worth hundreds of pounds loaned to them, again free of charge. Many learners have used these lessons to further their musical development which has enabled them to take part in school performances and musical activities on a county and National level.

At Christmas the Music and Drama department were back on stage with the first production since Covid. The Nativity was a special production for a number of reasons. It was the first opportunity for many pupils in Cwmtawe to experience performing live in front of a paying audience, it was a challenging musical that stretched both learners' and staff abilities and also starred none other than Cwmtawe's own Mr Lear as Mr Poppy. The show was incredibly well received with learners, parents and staff in high attendance to see the talent on stage.

As part of their curriculum, the year 9 GCSE class were given the task of organising and taking part in a GCSE performance evening featuring all GCSE pupils. This required learners to apply for roles through an online application system for jobs such as compere, stage manager, lighting engineer, sound engineer etc. They even had to liaise with the Headteacher and Caretaker to discuss when the best date for the concert would be, how many would likely attend, ticket prices and raffles. The concert was a big success. Some superb performances and run smoothly by the pupils who had taken a lead in preparing and producing the concert.

In March we held an Eisteddfod for St David's Day where pupils took part in activities across the school. The Music department were centre stage once more providing Music for the National Anthem, The Cwmtawe School Song, Delilah and also the instrumental and singing competitions.

Many pupils have represented the School at county level in various ensembles but a special mention to Carys Morgan who in the Summer represented Cwmtawe on the National Youth Orchestra Wales and finally a mention for an ex pupil Lowri Thomas who has just been awarded a permanent seat with the BBC National Orchestra of Wales.

NOTABLE SPORTING ACHIEVEMENTS 2022 – 2023

Welsh Acro Gymnastics – Maya Verbeek

South Wales Cricket – Seren Morrow, Leila Osell, Thorin Edwards, Joe Hall

Wales Jujitsu – Aria Roberts

Wales Basketball U14 – Idris O'Brien

Wales U16 Football and Cardiff City – Dakari Mafico

Wales U16 Football – Emma Thomas

Swansea City U16 – Ellie Gibbons, Grace John

Welsh Athletics / West Wales Cross Country – Ashton Parry

ANT Athletics – Sofia Haeney

Welsh Open Weightlifting Gold Medallist – Fletcher Watkins

ANT Netball U16 – Imogen Harries, Lola Thair, Megan Hamer, Olivia Kieft

ANT Netball U14 – Lillia Jones

Ospreys U16 – Rose Lewis

ITF J200 World Tennis Tour – Oliver Page

ICO Welsh Kick Boxing Champion – Aron Rees

Karate Welsh Open Silver / UK Open Silver – Steffan Batsford

Estyn Inspection

Cwmtawe Community School was inspected by Estyn in October 2018. The summary of the report stated:

“High aspirations for all pupils are at the heart of the work of Cwmtawe Community School. Most pupils display a positive work ethic and are committed to achieving their potential. They make strong progress in their knowledge, communication and skills and achieve high academic standards. The performance of all pupils consistently compares favourably with that of pupils in similar schools. Many pupils communicate a clear sense responsibility for others, particularly those in their local community. The significant amount of time given by pupils to help others and the substantial sums of money they raise for local good causes are particularly notable features.

Leaders at all levels have created a culture of high expectations for all aspects of the school’s work. They have a strong track record of securing improvements and sustaining strong performance.

There is a vibrant culture of learning amongst staff and pupils. High quality teaching and a flexible, innovative curriculum are particular strengths, and are successful in enthusing pupils about their studies. The carefully tailored programme of professional learning activities supports all staff at each stage in their career, extremely effectively.”

Estyn inspected the school across five inspection areas. Estyn’s judgement for each area is shown below, with a description of what each judgement means.

Inspection area	Judgement
Standards	Excellent
Wellbeing and attitudes to learning	Good
Teaching and learning experiences	Excellent
Care, support and guidance	Good
Leadership and management	Excellent

Excellent	Very strong, sustained performance and practice
Good	Strong features, although minor aspects may require improvement
Adequate and needs improvement	Strengths outweigh weaknesses, but important aspects require improvement
Unsatisfactory and needs urgent improvement	Important weaknesses outweigh strengths

Cwmtawe Community School was presented with the Estyn’s “Recognising Excellence” award, Oct 2019.

Annual Report to Parents 2023

Chair's Comments:

Dear Parents,

I am delighted to report that since the appointment of Mr Hitchings as Headteacher, the success and exceptional standards for which Cwmtawe Community School is rightly renowned has continued. Changes have also been made to the Senior Management Team which have strengthened the core foundation of the school; therefore, the school continues to provide sector-leading education for all pupils who attend Cwmtawe Community School.

Both I and the Governing Body are exceptionally proud to be associated with Cwmtawe School. We take this opportunity to congratulate the staff and pupils in the school who have attained results which easily exceed both the national and local averages. The diligence and hard work of both staff and pupils is evident in these outstanding results which continue to place us as one of the highest performing schools in Wales for over a decade. My fellow governors are well aware that these standards will be maintained due to the continued efforts of all concerned.

I would like to express my thanks to teaching and teaching-support staff, governors, pupils and to you as parents for choosing Cwmtawe to educate your children.

We appreciate your valued support of the school and look forward to continuing this successful partnership into the future.

VIVIAN THOMAS
CHAIR OF GOVERNORS