

'Excite, Challenge, Empower'



Governors' Annual Report to Parents Academic Year 2021 - 2022

Published April 2023

****Make Learning irresistible** **Strive for equity and excellence** **Nurture our community****

Dear Parents and Guardians,

As Chair of the Board of Governors of Glan Usk Primary School, on behalf of all governors, I am pleased to endorse the Annual Report for the academic year 2021/22. This report provides an overview of the school's activities in what has been another difficult year in our history.

The School was under Covid restrictions until May 2022, so the academic year was still being disrupted. I would like to thank the Head Teacher, all her staff, contractors and external agencies for their efforts in keeping the school open for most of the year. Staff in the school have also supported a breakfast club and a food bank to ease pressures on the community during the pandemic and its aftermath.

Against this background, the school has produced the highest standards of learning and achievement. With severe constraints, pupils have been given an enriched and fulfilling experience. Teaching has been provided by conventional methods, distanced learning and blended learning, which has put additional pressures on staff to develop initiatives which maintain pupils' interest and achieve the standards of the existing National Curriculum.

Work on the New Curriculum for Wales has continued apace together with the other members of our school's cluster. I am pleased to report that it is progressing well and started to be delivered in September 2022.

During the year, regulations again required the termly meeting of Governors to be virtual, at which the process of scrutinising the school's processes was effectively carried out. Governor training was carried out on line and there were some opportunities to take part in in school courses when "lockdown" allowed.

I know this has, again, not been an easy time for parents and guardians, struggling with your own pressures while supporting your children with home learning. My thanks to all of you for overcoming difficulties to get your children to school as often as possible. To those of you who have been touched by Covid, please accept my sincere sympathy.

I'm sure you will join me in thanking everyone who has contributed to our school's continued success.

Yours sincerely

Phil Hourahine

On behalf of the Glan Usk Primary School Governing Body

Details of the Governing Body for 2021/22

Chair	Mr Hourahine
Vice Chair	Mrs Wood
Community Governors appointed by Governing Body:	Ms O'Brien Mrs Blake
Headteacher	Ms Williams
LA appointed	Councillor Hourahine Mrs Hourahine Mrs Hodge
Non-Voting Co-opted Linked	Mrs Robson – Deputy Headteacher Mrs Roberts – Deputy Headteacher
Parent Representative	Mrs Wood Mrs Anwar Mrs Jeffries
Staff Representative	Mrs Tilley
Teacher Representative	Mr Aspinall

Class Name	Teachers	Teaching Assistants
N	Mrs Cooper	Mrs Quirk Mrs Clifford
RAD	Miss Donovan	Mrs Hawkins Mrs Wagstaffe
REA	Mrs Andrews	Mrs Rowberry
RRF	Mrs Ford	Miss Webb Miss Davies
1LN	Mrs Neal	Miss Sidnell/ Miss Moyle Mrs Cranton
1GJ	Miss Norton	Mrs McCarthy/ Miss Lacey
1LW	Mr Gibson	Mrs Harries Miss Phasey Mrs Kaplan pm groups
2AC	Mrs Collett	Mrs Barker (Mrs Moyle maternity)
2GT	Mr Thomas	Mrs Barker Mrs Kaplan pm groups
2AP	Mrs Pimm	Mrs Broder Mrs Lewis pm
3LW	Miss Whistance	Mrs Lewis am
3CC	Mrs Coombes	
3RA	Mr Aspinall	
4EH	Mrs Hall	
4KH	Miss Haymonds	Mrs Williams
4JT	Miss Thompson	
5HH	Mrs Harris	
5JP	Mrs Peters (Mr Gunthorp)	Miss Mellon am
5MC	Mr Cooper	Miss Morton Mrs Mears
6LC	Mrs Cooper	Y6 Nurture

****Make Learning irresistible** **Strive for equity and excellence** **Nurture our community****

Excite, Challenge, Empower

Tanio, Herio, Galluogi

		Mr Tweedy Mrs Evans Mrs Counsell Mrs Hibbs Miss Cannon Mrs Burke (am)
6RJ	Mr Jones	
6LM	Mrs Mallett	
PPA		
FP	Mrs Harries Mrs Clifford	
KS2	Mrs Collins Mrs Wilks Mrs Tandy	

Non-Teaching Staff

Ms Williams	Headteacher
Mrs Robson	Deputy Headteacher
Mrs Roberts	Deputy Headteacher
Mrs James	ALNCo and Inclusion Leader

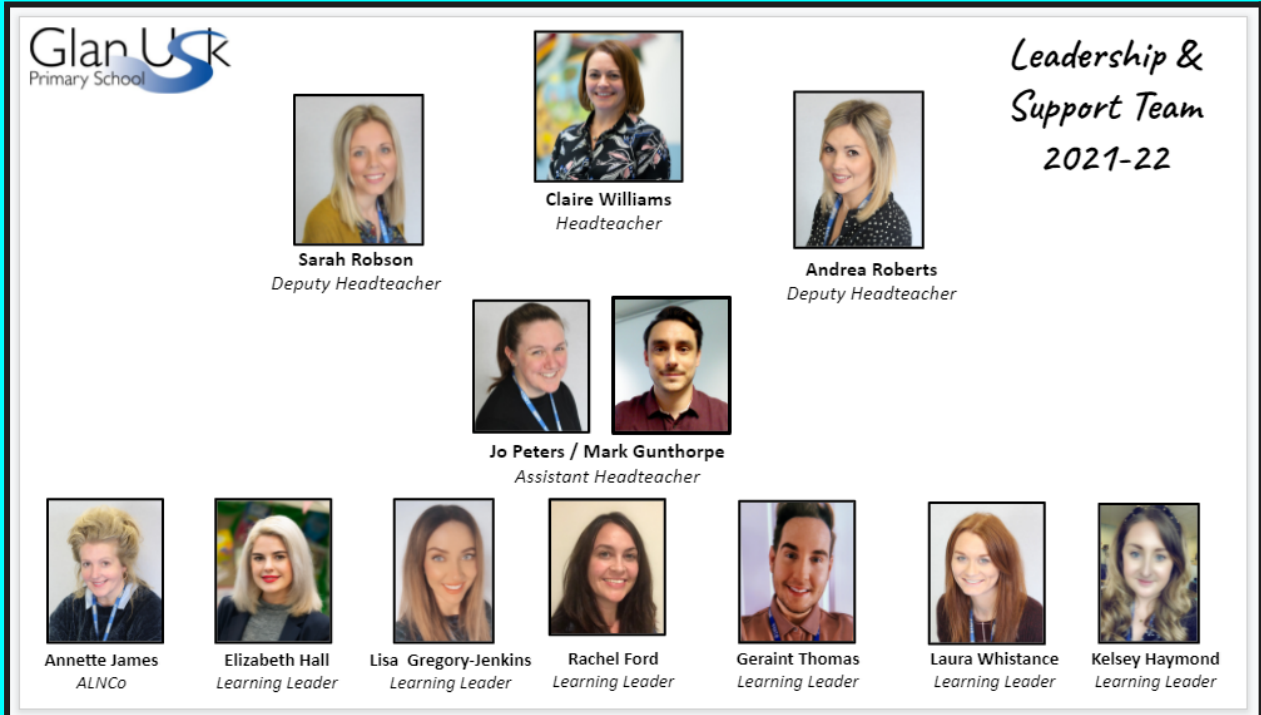
Administrative Staff

Mrs Horler - Office Manager	Mrs Watkins	Mrs Adams
-----------------------------	-------------	-----------

Midday Supervisors

Foundation Phase	Key Stage 2
Mrs Gamlin	Mrs White
Mrs Cox	Mrs Pashley
Mrs Paginton	Miss Sanderson
Mrs Gapper	Mrs Kearney
Miss Dorling	
Miss Vincent	

****Make Learning irresistible** **Strive for equity and excellence** **Nurture our community****



Glanusk
Primary School

Leadership & Support Team 2021-22

Sarah Robson
Deputy Headteacher

Claire Williams
Headteacher

Andrea Roberts
Deputy Headteacher

Jo Peters / Mark Gunthorpe
Assistant Headteacher

Annette James
ALNCo

Elizabeth Hall
Learning Leader

Lisa Gregory-Jenkins
Learning Leader

Rachel Ford
Learning Leader

Geraint Thomas
Learning Leader

Laura Whistance
Learning Leader

Kelsey Haymond
Learning Leader

****Make Learning irresistible** **Strive for equity and excellence** **Nurture our community****

Budget Position March 2022

Glan Usk Primary

Financial Statement for Year Ending 31st March 2022

2020/21 Outturn		2021/22 Outturn
£	Employees	£
1,537,249	Teachers	1,952,902
760,480	Support Staff	530,651
0	Caretakers	0
38,562	Midday Supervisors	41,297
0	Cleaners	0
Other Employee Costs		
27,523	Supply Insurance Premium	33,865
77,460	Agency Staff	265,876
0	Lunch Time Meal Entitlement	0
0	Foreign Language Assistants	0
0	Exam Invigilators	0
0	Advertising	0
0	Interview Expenses	0
46	Misc Employee Costs	322
Energy		
0	Gas	0
0	Electricity	0
0	Oil	0
101,467	Capitation and ICT	118,289
0	SCC, EIG and PDG Expenditure	0
Premises Related		
911	Hire of Facilities	673
0	Rates	0
846	Building Maintenance and Alarm Lines	853
6,194	Grounds Maintenance	27,029
0	Water	0
2,186	Building Cleaning Contract	3,721
0	Refuse Collection	0
0	Miscellaneous Premises	0

****Make Learning irresistible** **Strive for equity and excellence** **Nurture our community****

Communications		
114	Postage/Fax/Telex	88
11,489	Telephones	4,109
Transport		
0	Vehicle Maintenance	0
0	Purchase of Vehicles	0
0	Vehicle Hire	130
0	Car Allowance	0
0	Travel Expenses	0
0	Exam Fees	0
External Courses		
4,392	School Funded Training	6,801
0	Alternative Curriculum Provision	0
0	Sixth Form	0
53,151	Central Services	51,639
Income		
0	Lettings	0
-1,320	Sales Income	-10,545
0	Music Service Income	0
0	Donations	-5,087
0	Miscellaneous	0
-94,332	Supply	-170,841
0	Exam Fees	0
-241	Interest	-153
0	Rental Income	0
0	EIG	0
0	PDG/EYPDG	0
0	Energy Compensation	0
0	Coaching Fees	0
-599,692	Other Grant and Contributions	-718,643
0	Reserve Transfer	0
0	After Schools Club	0

****Make Learning irresistible** **Strive for equity and excellence** **Nurture our community****

1,926,485	Total Net Expenditure	2,132,976
2,145,351	Total Funding	2,214,173
218,866	In Year Surplus / Deficit	81,197
36,470	Prior Year Surplus / Deficit	255,337
255,337	Accumulated Surplus / Deficit c/fwd	336,534
11.90%	Balance as % of Funding	15.20%

Transition and destination of school leavers

The majority of our Year 6 school leavers last year went on to St Julian's High School. A few attended Caerleon Comprehensive, and a minority attended other Newport schools.

School	Number of pupils
	89
St Julian's High School	73
Caerleon Comprehensive School	9
Bassaleg	2
Llanwern High School	1
St Albans RC High School	1
Newport High	2
No School allocated	1

Pupils have access to transition days and meet the teacher sessions at their secondary schools. Pupils who were identified on their Individual ALN Plans as requiring additional support with transition had additional and enhanced transition, including extra visits and time spent in their feeder schools.

Excite, Challenge, Empower

Tanio, Herio, Galluogi

Family and Community Engagement

Due to restrictions around face to face engagement still being in place in September 2021, families were given the opportunity to attend a Virtual 'Meet the Teacher' session where staff from each year group held live meetings to present key information and answer questions. These were recorded and made accessible via the Online Learning Plaza for those who could not attend.



Parent consultations during the Autumn and Spring terms remained online and in the summer of 2022 we were able to open the doors to families once more.

Cluster Events

We continued to work alongside our cluster schools to foster a sense of community and 'Cynefin', for example by holding online Christmas and Easter concerts together.

Family and Pupil Support Workers (FPSWs) The Family and Pupil Support Workers were funded 100% through PDG. They were based in the school office and supported the administrative team with the high volume of calls and attendance related issues around Covid 19. The FPSWs were on hand every day to support both pupils and families.

They have undertaken the following work:

- Families First referrals
- SPACE referral
- ISCAN referrals
- Changing Minds referrals (pupils)
- School Based Counselling referrals
- ELSA
- Unicorn Referrals
- Young Carers
- School Nurse
- Parent meetings
- LAC reviews
- CASP and TAF meetings

****Make Learning irresistible** **Strive for equity and excellence** **Nurture our community****

Excite, Challenge, Empower

Tanio, Herio, Galluogi

Issues we were supporting pupils and families with during 2021-2022:

- Behaviour issues in the home
- Self esteem
- Friendship issues
- Anger management
- Mental health and anxiety
- Anxiety due to Covid
- Bereavement
- Parental separation
- Financial Worries
- Health Issues
- Emotional support for parents

eFSM In the Autumn term 2021 we had 121 pupils who were eligible for free school meals (eFSM) (approx 19.6%). All pupils who were eFSM were supported through the distribution of shopping vouchers emailed by the Local Authority.

Our families were also supported by our own Foodbank. Our Family and Pupil Support Workers were in touch frequently with some of our most vulnerable families. Families were also supported by the Warehouse Church Food Bank on a regular basis.

We worked with a wide variety of partner agencies to enhance the curriculum and to support pupil and staff wellbeing. For example, Melin Homes, Baxter the Dog project, Healthier, Happier You, Upbeat Wales, Drama Queens, the Police Liaison Service, Barnardos and Newport MIND to name but a few.



GUPYear4 @GUPYear4 · May 29, 2022
Year 4 are already to perform their song and dance in 'The Jubilee Show' at the @ICCWales 🇬🇧 Thank you to @DramaQueensuk for their workshop over the last 10 weeks! 🌟
[Show this thread](#)



****Make Learning irresistible** **Strive for equity and excellence** **Nurture our community****

Steps taken to reduce unauthorised absences and promote attendance

The school, parents and the LA's Education Welfare Service all have a responsibility to promote the importance of regular attendance and to monitor and respond to cases of irregular attendance. In 2021-22 due to restrictions being in place the Education Welfare Service (EWS) was not carrying out face to face meetings or home visits. We continued to liaise with the EWS and supported families to improve attendance on an individual basis.

Attendance 2021-22

Overall attendance target 92%

Attendance overall 90.4%

Authorised 5.8%

Unauthorised 3.5%

Holiday/Leave of Absence

The governors have agreed that ALL holiday requests will be unauthorised. If parents/carers still request a holiday form they are available from the school office. This is so that we can monitor children's absence.

Policies and strategies adopted by the governing body

The school has all statutory policies in place. These are updated regularly and any important updates shared with governors during meetings. All policies follow statutory guidance as well as taking into account the school's context and needs. Pupil safeguarding, health and wellbeing is at the heart of all policies.

Summary of changes to the school prospectus

Updates to the school prospectus are made on an annual basis, as and when relevant. Important changes are shared with the governors. Changes this year have included staffing changes. Any important changes are shared with parents through newsletters, emails, Seesaw and social media.

Toilet Facilities

The school has excellent toilet facilities within reach for every class. There are two disabled toilets and staff toilets on both floors also. There is always access to toilet facilities throughout the day. The toilets are thoroughly cleaned in the morning and afternoon and are regularly checked throughout the day.

School year Term Dates 2022-2023

School year 2022-2023

Term	Start	Half Term Starts	Half Term Ends	Term Ends
Autumn 2022	2 September	31 October	4 November	23 December
Spring 2023	9 January	20 February	24 February	31 March
Summer 2023	17 April	29 May	2 June	21 July

May Day - Monday 1 May 2023

****Make Learning irresistible** **Strive for equity and excellence** **Nurture our community****

Curriculum and Professional Learning Information



In 2021-22 we continued the process of our curriculum design within our school and engaged in a programme delivered by the EAS (Education Achievement Service), CSC (Central South Consortium) and Lucy Crehan with our cluster colleagues and schools across the regions.

In school, year groups finalised their overall curriculum concept maps. These are essentially maps of the learning journey that each year group is currently taking, outlining the knowledge, skills and experiences planned for.

The next step for 2022-23 will then be to share and compare these with our cluster schools. The end goal eventually being a cluster concept map whereby there will be shared and common understanding of the learning journey 3-16. This will take some time!

National and Regional Professional Learning

In 2021-22, we were a national and regional professional learning lead school. Below is an outline of the expectations as part of our role. We were asked to share our work on assessment and progression with regional colleagues, presenting at the Education Achievement Service (EAS) Headteacher Conference in July 2022.

- PL (Professional Learning) Lead
- NPEP (National Professional Enquiry Project) Lead
- External Verifiers for Newly Qualified Teachers (NQTs)
- HTLA (Higher Level Teaching Assistant) Assessor
- Facilitator Coaches
- Facilitation of Education Achievement Service (EAS) Coaching
- TALP (Teaching Assistant Leadership Pathway) Facilitators



National Professional Enquiry Project (NPEP) We also worked with Cardiff Metropolitan University as a National Professional Enquiry School.

- NPEP focus: The aim of the enquiry was to explore and better understand practitioners (coach and educator) experiences of coaching and mentoring.
- The focus for our NPEP last year was an element of Leadership.
- A report was submitted to the Welsh Government (WG) outlining the aims and background to our NPEP project and was published on the [NPEP WG Website](#)
- As part of our role as a Lead NPEP school we supported four Partner Enquiry Schools (PES) ensuring they carried out robust and effective enquiries within their learning organisations.

****Make Learning irresistible** **Strive for equity and excellence** **Nurture our community****

ALN Provision

In the Autumn term 2021

There were 50 pupils on the ALN Register in the Foundation Phase and 95 pupils in KS2. This gives a total of 145 pupils on the ALN Register for November 2021.

- Number of boys at SA was 34
- Number of boys at SA+ was 36
- Number of girls at SA was 26
- Number of girls at SA+ was 21
- Number of boys issued with a Statement of Special Educational Needs was 17
- Number of girls issued with a Statement of Special Educational Needs was 9
- 2 LA Funded IDPs, both issued to boys
- 6 children who were 'looked after' (CLA) by the Local Authority (LA)

ALN Provision and Professional Learning

- PCPs (Person Centred Profiles) were in place for every child and ensured that all pupils' learning was personalised
- ALN TAs were trained in a variety of support
- E.g. SpLD provision
- ELSA (Emotional Support)
- POPAT (Literacy Support)
- Speech and Language
- Signing
- EASL
- The school continued to work in partnership with a variety of outside agencies, including Health, Families First, Llamau, Women's Aid, Hafan, Social Services and the LA
- Our Looked After Children received targeted support where necessary for them to be able to make expected progress
- Pupil & Family Support workers continued to work directly with families and pupils, promoting parental engagement and signposting or referring to additional services where needed

The ALN Transformation commenced in 2021. The ALN Implementation Plan was delayed until January 2022. At this time the issuing of Statements of Special Educational Needs ceased. Instead provision will be identified under the following categories of Universal (entitlement for all pupils), Targeted and Specialist.

- The needs of pupils requiring Universal Provision will be met within the classroom and identified on their profile.
- The needs of pupils requiring Targeted Provision will be identified on their profile along with possibly targeted identified outcomes
- The needs of pupils requiring Specialist Provision (Complex Additional Learning Needs) will require an IDP either funded by school or Local Authority.

The transition from the present ALN Code to the new ALN System will be implemented over the next four years.

****Make Learning irresistible** **Strive for equity and excellence** **Nurture our community****

2021-22 Pupil Attainment Information

Not applicable. This data was not collected by the Welsh Government.

Language category and information about Welsh Second Language Provision

Glan Usk Primary School is an English Medium school that retains a strong commitment to the promotion of the Welsh Language (Welsh Second Language) and Welsh culture and history.

We celebrated Welsh cultural and historical events through our curriculum, assemblies and Eisteddfod celebrations. Incidental Welsh is used wherever possible in all lessons.

We recognise that very few Glan Usk pupils speak Welsh at home and that school is an important point of connection with the Welsh language and culture.

Pupils Participating in the Life of the School

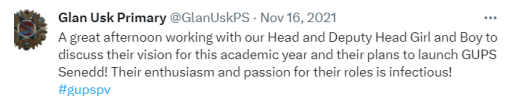
Pupils participated in PE and Sport lessons at least twice per week. Extra curricular sports and enhanced sports activities provided in 2021-22 included Newport Live swimming lessons, Forces Fitness, Gateway Rugby, Football Club, Rugby Club and Netball.



Year 6 Residential July 2022

Year 6 pupils enjoyed a plethora of adventurous and outdoor activities on their residential visit provided by Adventure Wales in July 2022.

GUPS Senedd We launched our GUPS Senedd in 2022 which brought together the pupil voice groups across the school. Whilst restrictions were still in place, meetings took place virtually.



****Make Learning irresistible** **Strive for equity and excellence** **Nurture our community****

Overview of School Development Plan 2021/2022

<p>Professional Learning</p>	<p>Embed progression and pedagogy in: Language, Literacy and Communication (LLC) Mathematics and Numeracy (M&N) Embed high quality ITE (Initial Teacher Education) provision Further develop processes for Curriculum Design, Assessment and Progression Develop Year group conceptual framework Enhance Learning Environments with a strong focus on outdoor learning. Developing Universal Provision across learning environments. Raise the profile of the Welsh Language across the primary phase</p>
<p>Leadership</p>	<p>Embed the use of coaching and mentoring across the primary phase for all staff, teachers, TAs and Admin Implement Middle and Senior Leadership Development for all members of LAST (Leadership and Support Team) accessing a blend of accredited programmes, consortia developmental programmes and in house / external providers Introduce a Leadership Pathway for Teaching Assistant Development Ensure effective Infrastructure and correct device ratio for Digital Learning Develop Cluster collaboration & improve transition arrangements KS2-KS3</p>
<p>Excellence, Equity and Wellbeing</p>	<p>Embed the use of Social and Emotional Learning and Relationships and Sexuality Education (RSE) Frameworks Embed a Whole School Approach to Wellbeing Assess, respond to and improve staff mental health and wellbeing issues Embed the Rights of the Child, Metacognition and the Whole School Approach to Wellbeing ensuring a universal language of learning for all School link to Newport wide Strategic Equality Objectives Leadership, Governance and Involvement: The school has an innovative range of ‘pupil voice groups’ which focus on shared rights and responsibilities. WSA Belonging: Raise awareness of and the profile of diverse groups across the school community. School link to Newport wide Strategic Equality Objectives Community Cohesion: Opportunities to explore equality, diversity and community cohesion are provided within the curriculum throughout the year e.g. equality related stimuli for activities, using texts which explore both historical and present day local, national and international equality, diversity and community cohesion. WG Focus Community Focussed School: Community Partnerships Plan for the vision and strategic development of Welsh Invigorate Family and Community Engagement Enact the statutory ALN Reform Develop Nurture Spaces across the school Behaviour: Develop a Relationships Policy as part of a restorative approach</p>
<p>Evaluation, Improvement & Accountability</p>	<p>Embed school improvement processes in line with the National Resource: Education & Improvement (NREI)</p>

****Make Learning irresistible** **Strive for equity and excellence** **Nurture our community****

Summary of the Main School Development Plan (SDP) Priorities for 2022-23

Summary of Main Priority Areas		Summary of ongoing priorities to support delivery of the SDP
1	Languages, Literacy and Communication (LLC) Raising standards of reading and writing	Professional Learning for staff Purposeful Pedagogy Initial Teacher Education (ITE) Provider Digital Learning Strategy Welsh Language Arian award Rights Respecting Schools Silver Award ALN National Action Plan
2	Embedding the Curriculum for Wales Principles of Progression Focus on Languages, Literacy and Communication (LLC) AoLE within Glan Usk Focus on Humanities AoLE across the Cluster	
3	Leadership Development	
4	Behaviour Management, Relationships and the Restorative Approach	
5	Family and Community Engagement (FaCE) Strategy with a focus on Belonging	
6	Attendance Target 92% (Estyn Recommendation)	

Details of the arrangements for the next annual parents' meeting. There is no planned annual meeting with parents.

Details of any meetings held following a parental petition under Section 94. No meeting was held under Section 94 of the School Standards and Organisation (Wales) Act 2013.

Acronyms glossary

Acronyms
ALN - Additional Learning Needs
ALNCO - Additional Learning Needs Co-ordinator
AoLE - Area of Learning and Experience
ASD - Autistic Spectrum Disorder
COACH - Creating Opportunities for Activity, Choice and Health
EAS - Education Achievement Service
EAL - English as an Additional Language
EBD - Emotional and Behavioural Difficulties
ELSA - Emotionally Literate Support Assistant
EWO - Educational Welfare Officer
FaCE - Family and Community Engagement
FSM - Free School Meals

****Make Learning irresistible** **Strive for equity and excellence** **Nurture our community****

Excite, Challenge, Empower

Tanio, Herio, Galluogi

IEP - Individual Education Plan
LAC - Looked After Children
LAR- Language Acquisition Record
MAT - More able and talented
NACE - National Association for Able Children
PCPs - Person Centred Profiles
PDG - Pupil Deprivation Grant
PLASC - Pupil Level Annual School Census
PLR - Pupil Learning Review
POPAT - Programme Of Phoneme Awareness Training
PPA - Preparation, Planning and Assessment time
SDP - School Development Plan
SEN - Special Educational Needs
SPLD- Specific learning difficulty
TA - Teaching Assistant
TLR - Teaching and Learning Responsibility

****Make Learning irresistible** **Strive for equity and excellence** **Nurture our community****