

Ysgol Gyfun Gymraeg Plasmawr

Annual Report of The Governing Body 2014-15



Plasmawr's aim is to strive for excellence:
through maintaining an innovative community based on respect,
whose language and culture is Welsh,
is disciplined in behaviour and has a broad outlook on life.
A community which develops the skills of its learners and
which values all of its members equally.

Mair Parry-Jones, Chair of the Governing Body.

Dear Parent/Guardian

I am writing to you at the end of what turned out to be a quite challenging year for the school. The outcomes of the Estyn report (December 2014) were disappointing but since then the school has made progress in addressing the eight recommendations in the report. The budgetary challenge which faces every school is familiar to all who work in the public sector and the Headteacher and his colleagues are striving to limit the impact of budget cuts on the school community.

The 2015 external exam results were highly commendable. I am delighted that the school's GCSE results continue to improve year on year and our Level 2+ threshold results (5 A* - C including a language and mathematics) in 2015 were the best in the school's history. Our A Level results were the best of all the Cardiff High Schools in terms of % A* - C grades for the third year in succession which is a remarkable achievement and a source of pride for all who are associated with the school.

The remainder of the report reflects the breadth of activities offered at Ysgol Plasmawr and describes successes and excellence in a range of different fields which proves that there is more to education than academic performance. I would like to thank the staff of the school for offering a wide range of extra-curricular opportunities including visits which allow pupils to broaden their minds and to develop life skills within a Welsh context.

Receiving a nomination for one of the St David's awards ranks as one of the highlights of the year and is a fitting tribute to the work of 'Digon' in reducing the impact of homophobic bullying in the school community. Another recognition of the school's inclusion agenda and awareness of global issues was the election of George Watts and Emily Pemberton as Action Aid's 2015 Young Ambassadors. Both had an incredible year promoting the international 'Send my friend to school' campaign including a visit to Ghana. They proved to be excellent ambassadors for the school during multiple interviews with local and national media.

Leading a school in a climate of forensic scrutiny and of swingeing financial cuts is quite a challenge but I am confident that the strategic leadership provided by the Headteacher, ably supported by his Leadership Team will enable us to continue to manage these challenges.

In spite of the challenges facing the school I am confident that the school remains faithful to its original core objective of equality for all. A successful school is based on forming a constructive and positive relationship between its staff, pupils and parents, and this co-operation has been a feature of Ysgol Plasmawr since its establishment.

The Headteacher and I are determined to ensure that the school continues to develop over the coming years and we will be **aiming for excellence** in all aspects of school life and we will work tirelessly to achieve that aim.

I would also like to thank members of the Governing Body for their commitment, objectivity and support during the past year.

Mair Parry-Jones,
Chair of the Governing Body.

Introduction by John Hayes, Headteacher.

I would like to thank Mair Parry-Jones for giving me her full support as Chair of the Governing Body with particular thanks for her skilful leadership of the Governing Body throughout the year.

The last academic year has been one of the most challenging in the school's history. On the first day of the new academic year in September 2014 the school was informed by Estyn that under the new framework arrangements it would receive a full inspection with four weeks notice. Despite receiving an extremely positive report highlighting areas of excellence and sector leading practice, the overall outcomes were disappointing resulting in continued monitoring by Estyn. The school's budget for the past two years have been extremely challenging reflecting central cuts and has impacted directly on our staff and curriculum. I have been greatly impressed by the manner in which the whole school community has responded so positively to both challenges during the year and proves that the school is built on strong foundations.

Estyn inspection, September 2014

The report highlights a series of strengths and I am particularly proud of the comments relating to the performance of pupils in the sixth form, the effective teaching in many lessons, the school's strong ethos promoting equality and tolerance, pupils' good behaviour and attendance, the success of the school in promoting the use of the Welsh language and the attention given to pupil wellbeing, all of which are at the core of the school's aims.

I am sure however that you will share my disappointment in the overall judgement of 'adequate' for our current performance which is based on our Key Stage 4 performance in relation to other 'similar schools'. Estyn's definition of 'similar schools' is based on the % Free School Meals (FSM) figure which is used as a measure of deprivation. Our group of 'similar' schools include 56 schools across Wales, all with a %FSM figure of below 10%. Of all these schools, Plasmawr has the highest proportion of pupils living in the most deprived areas of Wales (22%). The majority of schools in our national benchmarking group have an extremely low proportion of families living in deprived areas (most are less than 5%). I believe that Plasmawr's context is unique in Wales in that we have a low percentage FSM figure but a high percentage of pupils living in the most deprived areas of Wales. I firmly believe that comparing our academic performance with other 'similar schools', many of whom serve affluent areas with very little social diversity has counted against us under the current inspection framework.

It is disappointing that the Estyn inspectors showed little interest in the school's performance in relation to our 'family' of schools (10 other high schools with a similar context). Our academic performance at Key Stage 3 and Key Stage 4 is consistently higher than the averages for our family of schools, other Cardiff schools and nationally.

Little attention was given to the performance of our A level students and the fact that we had out performed all other Cardiff schools for the past two years on all measures. It was the performance of our A level and GCSE students this year which heralded Plasmawr as the highest performing state school in Wales in the prestigious Sunday Times review of the best performing

schools in Britain (November 23, 2014). I am proud of the contribution that the staff and pupils of the school have made in securing this achievement.

We have already begun to respond to the recommendations in the Estyn report and are determined to further improve our main KS4 performance indicators in order to rise above the median within our national FSM benchmarking group. Time will tell if our 6% increase in the L2+ threshold will be sufficient to place the school above the median in the national benchmarking measured against our FSM figure.

Our aim is excellence and we are resolute in our determination that Estyn will acknowledge this on their return in 12 – 18 months' time when they will monitor the school's progress against their recommendations.

Excellent examination results (see further details in Appendix A)

The external examination results were excellent again this year (summer 2015). We congratulate all our students on their hard work, determination and perseverance.

GCSE 2015:

The GCSE results were very good with 82% of pupils attaining the L2 threshold of 5 GCSEs or more between grade A* and C, or equivalent and 73.2% of pupils attaining the L2 threshold including Welsh or English and Mathematics, the best result in the school's history. A total of 98% of pupils attained the L1 threshold of 5 GCSEs or more between grade A* and G or equivalent.

A Level 2015:

Our A Level results were excellent with 37% of all grades being A* and A. 88% of all the grades were between A* and C, and 100% between A* and E. For the third year in succession our A level results place us amongst the highest performing schools in Cardiff. Every student who applied for a university place went on to higher education with half of them to Russell Group Universities. We wish them every success at the start of a new chapter in their lives.

AS Level 2015:

Our AS level results were also extremely pleasing, providing a solid foundation for the majority of students as they embark on their last year in school.

Learning experiences

It was noted in Estyn's December 2014 report that there were many strong features to the learning experience offered by the school:

“The school provides a wide and balanced curriculum that meets statutory requirements and satisfies pupils' interests and aspirations. In key stage 3, there are beneficial opportunities for pupils to develop their literacy skills and expand their learning experiences by studying a second modern language in Year 9. In key stage 4 and key stage 5, the school offers a wide range of vocational and general courses that meet the wishes of pupils and local employers, for example a public service course. The school provides very valuable opportunities for pupils who are at risk of becoming disaffected.

The school provides a wide and stimulating range of activities for pupils outside school hours. The school co-operates productively with a range of local businesses in order to ensure beneficial work-related education for pupils.

The school is responding positively to the requirements of the National Literacy and Numeracy Framework. Provision for developing literacy across the subjects is comprehensive and provision for numeracy across the curriculum is developing appropriately. Through a range of suitable interventions, the school successfully supports pupils who have weak skills. The school's transition strategies are comprehensive and lead to smooth curricular transfer.

The school provides a full curriculum through the medium of Welsh and offers a range of imaginative opportunities to ensure that pupils' Welsh linguistic skills, and awareness of our country's culture and history, thrive.

Provision for global citizenship is strong and is reinforced through valuable links with Lesotho and Japan and through the work of the 'Glôb' (Globe) group. Provision for sustainability issues is developing appropriately with the energetic support of the 'Eco' group".

School Council

This year 23 pupils made up the School Council, all of whom making a solid contribution to the discussions on a number of school related topics. The School Council met regularly during the year and discussed matters relating to the growth of the school, learning and teaching strategies including having an input into the 'excellent lesson' strategy; social inclusion and maintaining the Welsh ethos in school. The Council was represented on the Board of Governors by Bedwyr ab Ion and Ela Pari-Huws our senior prefects. Other members of the school council were: Manon Hammond and Charlie Borjas (Yr 7), Tomos Decaux and Medi Jones (Yr 8), Alys Evans and Jordan Leachman (Yr 9), Lottie Morris and Cadi Vaughan Roberts (Yr 10), Maia Davies and Daniel Williams (Yr 11), Saran Freeman (Yr 12), Olivia Murphy (Young Librarian), Elisa Morris (Digon), Mirain Dafydd and Emily Pemberton (Glob) and Aleena Khan (Balch).

The Sixth Form

The contribution of the Sixth Form to the life of the school has once again been immeasurable offering an additional and invaluable dimension to what the school can offer. The Sixth Form pupils have been particularly industrious having led several important projects including an after school club for Year 7 pupils – clwb P6/7. The initiative shown by the Sixth Form has been evident throughout the school including coaching sessions for younger pupils in a variety of sports, mentoring younger pupils and supporting teachers in class in the role of classroom assistants. The Sixth Form pupils have also supported numerous charities and a host of extra-curricular activities including the school production of 'Arturo Ui' by Brecht, the Christmas concert and a range of sporting activities.

Both Bedwyr ab Ion and Ela Parri-Huws our Head boy and Head girl were excellent ambassadors for the school throughout the year, representing the student body on the Board of Governors and welcoming distinguished guests to the school. I would also like to congratulate Bedwyr ab Ion and Emily Williams for gaining a place at Oxford University. Bedwyr will be studying Chemistry and Emily will study French and Spanish. Congratulations also to Aron Mon for winning a scholarship to Aberystwyth University and to Bronwen Anderson, Paige Churcher and Niamh McCarthy for winning Coleg Cymraeg Cenedlaethol scholarships.

Leadership Development

Our peer mentoring and leadership schemes continue to develop apace, and we are often approached by other schools and external agencies to share our vision. The mentoring and leadership schemes offer pupils the opportunity to develop their own skills and leadership qualities. The peer mentors receive a high level of training from Karen Evans (school counsellor)

before embarking on their work. Our Academic Peer Mentors assist the homework club (MAPs), the Anti -Bullying Mentors (CCCs) are available at break and lunchtimes to listen to any pupil concerns, our 'BOBs' encourage others to think about nutrition and healthy eating choices and we have a team of volunteers who assist with our reading schemes (DIPs). The aim of our 'Merched Mentrus' and 'Bechgyn Bonheddig' peer groups is to improve self-respect amongst pupils, whom otherwise might not engage with any other activities offered by the school. It has been quite a year for 'Digon', a group tasked with raising awareness of homophobic bullying in society and to stamp out any form of homophobic bullying in the school. 'Digon' were asked to play a central role in a Local Authority anti bullying conference (October 2014) and featured in a Welsh television documentary, 'Hacio' on bullying in schools, (November 2014). The Education Minister, Huw Lewis AM launched the 2014-15 National anti-bullying campaign in Plasmawr and paid tribute to the excellent work of 'Digon'. There is no doubt that one of the highlights for 'Digon' this year was the visit of Sir Ian McKellan to the school on October 27, 2015 who was keen to thank the members of Digon for their good work in tackling homophobia. The culmination of two years of campaigning for 'Digon' was being nominated for one of the St David's awards in recognition of their ground-breaking work in dealing with homophobic bullying. A further honour for the school was being named by Stonewall as National Inclusion Champions.



It was a great honour for the school to have had two Year 10 pupils' elected as Action Aid 2015 Young Ambassadors having won the Steve Sinott award. This award is awarded annually to schools who have developed strong international connections. George Watts and Emily Pemberton are both members of GLOB and have a keen interest in global matters and equality issues. As part of the award George and Emily travelled to Ghana in April 2015 to visit Action Aid charity projects and met with senior politicians in London to campaign for primary education for all children across the world, one of the Millennium Goals. They were also asked to share their experiences at the NUT conference in Harrowgate and they received extensive local and national media coverage. Both proved to be excellent ambassadors for the school and we are extremely proud of their achievements.

Extra-curricular Activities.

An enormous effort is made each year to offer a wide range of extra-curricular activities, and last year proved to be an extremely busy one. I am indebted to those members of staff who are prepared to offer these activities and I'm very pleased with the pupils' overwhelmingly positive response. When former pupils reflect on their experiences in the school it is often the extra-curricular experiences that they most fondly remember.

Several residential visits were organised for a wide range of pupils this year, including a trip to Llangrannog (Year 7), St Davids (Year 8), a trip to the Western Front in Belgium for Year 9 organised by the History department, a trip to Amsterdam for Year 9 organised by the Religious Education department and the annual skiing trip. The Art and Technology department visited Milan and Venice with their sixth form students and the History department arranged a successful visit to New York and Washington. The exchange programme with Sakai City, Japan continues to be a resounding success. We hosted a visit in March and in July, Plasmawr pupils participated in a reciprocal visit.

I would like to thank Miss Emma Richards for leading all our Duke of Edinburgh expeditions this year. A large number of pupils have benefited greatly from participating in this award. Amongst the year's most memorable events was the Young Musician and Young Singer of the Year competitions and our Christmas concert.

Mared Gruffydd (Yr 7) won the junior section of the Young Singer of the Year competition and Mabli Tudur won the senior section. Lily Conway was awarded the adjudicators most promising singer award and an opportunity to record some songs at the Acapela studios in Pentyrch.

Violin player Elinor Roderick Lein won the junior section in the Young Musician of the year competition and Mared Browning (harp) won the senior competition. Branwen Thistlewood won the adjudicators special award for her performance playing the french horn.

Once again this year both the Chaining and Crowning ceremonies in Plasmawr's school Eisteddfod were an outstanding success. There were extremely worthy winners in all competitions. Indeed the standard of the work was excellent with a number of entries worthy of the three main prizes in each category. We would like to thank all the entrants for putting pen to paper to compose their work. The winner of the Senior Chair (Welsh language) was Rhys Williams and the winner of the Junior Chair (Welsh language) was Gwenllian Evans. Tom Wilshaw won the Senior Crown (English language) and Daniel Howes won the Junior Crown (English language).

Warmest congratulations to everyone who represented their school at the Urdd Eisteddfod in Caerphilly during Whitsun half term holiday, and thanks also to everyone who enabled the pupils to compete at such a high standard. The following pupils reached the final and performed on the main stage in the Eisteddfod: 'Rocho' – junior rock band (1st), Daniel Jones – junior folk dance (1st for the 4th year in succession!), junior boys choir (3rd), junior action song (3rd), Lleucu Parry – individual folk dance (3rd), selection from a musical (2nd). Several pupils were successful representing aelwyd Bro Taf – well done to you all! Dyfan Lloyd Owen (Yr 7) was awarded a bronze medal in the digital photography Art and Technology competition and Mabli Yeoman was awarded a silver medal for her textiles work.

We are very proud of our pupils' successes as individuals and as members of teams this year.

The following pupils have represented the following football academies:

- Kieran Proctor and Jonah Griffiths (Cardiff City)
- Ioan Roberts (Newport County)
- Bradley Cotterill and Ben Cabango (Swansea City)

We are extremely proud of the achievements of one of our footballing stars in particular, Keiron Proctor (Yr 10). Keiron was chosen to play for Wales u-16's despite being a year younger than the rest of the squad and he won caps against France in September 2014. Keiron went on to represent a successful Welsh side against England, Scotland and Northern Ireland which

culminated in Wales winning the 2014-15 Victory Shield. Keiron was capped in August 2015 for Wales u-17's against Greece. Keiron has now been joined in the Welsh u-16 squad by Ben Cabango another of our football stars. Harri Collins (Yr 13) played for Welsh Schools u-18's against Australia during the year. Congratulations to all three.

Congratulations to Jay Jones (Yr 10) for being named captain of the Cardiff Schools u-15 Rugby team the first time a pupil from Plasmawr has been bestowed with this particular honour. Jay, Dylan Rigby and Adam Conway all represented the Cardiff Schools u—15 team who reached the final of the Dewar Shield.

Our girls Rugby teams have had great success this year culminating in the u-16's winning the Cardiff Schools cup in June 2015.

Our Year 8 rugby team reached a remarkable milestone this year in playing all of the Cardiff High schools during the season. The Year 8 team played a total of 24 games and I would like to thank Mr Seimon Edwards for making all the arrangements.

Congratulations to the following pupils who represented Cardiff and the Vale schools in netball and hockey:

- Netball u-16 - Carys Osborne and Catrin Lord
- Netball u-18 - Ffion Roblin
- Hockey u-16 - Nel Williams, Amber and Jess Jones
- Hockey u-14 - Eliza Durnall and Elin Preest

Congratulations to our girls u-16 athletics team for becoming the Cardiff and the Vale champions and Urdd champions and for being National runners-up – quite an achievement! The team members are: Elen Evans, Carys Osborne, Catrin Lord, Eliza Durnell, Rhian Jones, Carys Bill, Cherish Thomas, Zoe Sims and Elin Glaves. Catrin Lord, Elen Evans, Rhian Jones and Elen Glaves were chosen to represent Cardiff and the Vale in the Urdd Welsh games.

Nantalais won the school sports at Leckwith stadium and a big thank you to Mrs Angharad Gubby for all the organization.

A Group of talented gymnasts yn Years 7 and 8 had a succesful week earlier in the year. Caitlin Boyle and Maisie Goman won the pairs competition in the Urdd finals before joining with Georgia Hancock in winning the competition for a team of three.

Within two days the gymnastics team won the team event at the Welsh Schools championships with Theo Cabango, Adam Boyle and Dominic Jones joining the girls to make up the team. Dominic and the three girls also won the competition for a team of four. They went on to represent Wales at the British championships in March.



Congratulations to Garmon ab Ion and Manon Jenkins for representing the Welsh u-16 rowing squad during the year both of whom began their rowing careers with Ms Sian Elin Griffith in the school's rowing club.

George Deane (Yr 10) had good reason to celebrate during the year as he was a member of the British Karate team which won the European championships in Greece in March.

Our English department's debating team enjoyed success again this year in winning the 'Debating Matters' South Wales and South West England regional competition in November. Our team, (Dylan Jones (Yr 12), Heledd Wilshaw, Emily Williams and Siwan Evans (Yr 13) beat teams from Howell's, Cardiff Sixth Form College and Filton College, Bristol.

A team of six Year 12 students won the adjudicators special award at the F1 Challenge held in Swansea. Their task was to design a F1 car using CAD software and race the car against cars from other schools. The team had to present a report to the judging panel in addition to displaying their design process. Thank you to the Principality for sponsoring the event.



Congratulations to everyone who has represented the school during the year or has taken part in some of our activities – da iawn chi!

Arturo Ui

Congratulations to the staff and pupils for performing such a challenging and demanding drama during November. Everybody who saw the drama were amazed that such a young cast could perform to such a high standard.

Guests and visitors

We have welcomed a number of guests and visitors to the school this year. These have included visitors from Canada, Japan, Spain and Brittany. Assembly Members are frequent visitors to the school, and they support the Sixth Form with their studies for the Welsh Baccalaureate; a training event with the National Assembly was also arranged. It was a pleasure to welcome Gerald Davies (OBE), as our guest speaker at our annual prize giving ceremony. Gerald spoke passionately about the privilege of being Welsh and to strive for personal goals and ambitions. He also congratulated the pupils on their excellent performance in their examinations the previous summer. It was a privilege to welcome the following guests to the school during the year:

- Huw Lewis, AM – Education Minister. (October 2014) – launching the National anti-bullying campaign..
- Kevin Brennan, AM (October 2014 and June 2015) – Celebrating our links with Lesotho.
- Sir Ian McKellan (October 2014) – Congratulating DIGON.

The Parent-Teacher-Staff Association

The school is indebted to the Parent Teacher Staff Association for organising fund raising events during the year including the quizzes and the Christmas fair. Every penny raised is used to buy resources for the learning centre and the school mini buses for the benefit of all pupils.

Charity Work

Our pupils’ response to charity work is remarkable and once again this year the pupils have been collecting money for charity in a variety of ways. An important development this year has been the establishment of a Charity committee under the guidance of Ms Sian Elin Griffith. The pupils who are members of the committee have ensured that the school contributes to local, national and international causes and charities as well as responding with urgency to disasters such as the Nepal earthquake in May 2015. The generosity of our school community is to be commended having raised just over £7,638.00 this year. Excellent work! The members of the Charities committee are: Elina Thompson-Jones, Mabli Yeoman, Kiran Sall, Megan Holland, Myfi Palfrey and Phoebe Devitt Jones.

Velindre hospital	£3305.17
British Red Cross: Nepal earthquake disaster	£898.53
British Heart Foundation	£142.18
Epilepsy Action	£139.27
Macmillan	£400
Tenovus	£400
National Deaf Children’s Society	£204.43
Children in Need	£920.96
Comic Relief	£389.46
Save the Children Fund– Christmas jumpers	£838.00

Future challenges

The school will continue to develop over the next few years and will face many new challenges;

Challenging budgetary issues:

The way the school responds to the changes to its catchment area and the effect that this has on pupil numbers in terms of the budget, staff and curriculum is vitally important, and is dependent on the support of the Local Authority.

The evidence that has come to light as a result of the school’s response to the national priority of closing the poverty gap shows that a **sociological change within the school** is continuing to emerge. Our youngest children are defined by severe social polarisation – with an increasing percentage of pupils coming from the most disadvantaged areas in the city. The work undertaken by our Family Support Officer shows that a high percentage of our families are working families living in Poverty. We will need to reinforce our **inclusion and support systems**

in order to support the pupils from vulnerable and disadvantaged families. In Plasmawr we are committed to ensuring equality for all.

We are also committed to continuously striving to **maintain our high standards and secure greater progress**. Close and consistent collaboration between the Leadership Team, Subject Leaders and Progress Leaders will continue as we address the relentless challenge of raising standards. The pursuit of excellence in our learning and teaching and assessment for learning is an integral part of maintaining standards and securing progress. The learning experiences and assessment afforded to pupils within our departments form the basis of academic progress. It's essential that we regularly reflect on our classroom procedures in order to ensure that we are providing the very best education in every lesson, consistently throughout the school.

Substantially changing our educational provision is a priority.

The emphasis on embedding the **National Framework for Literacy and Numeracy**, developments in the field of skills and learning pathways 14 -19, and the results of the recent consultation on qualifications means that we must continue to think about aspects of our curriculum and teaching and learning experiences in new and innovative ways. We aim to offer flexible, sensible and creative adjustments to the curriculum in response to the Government's priorities.

- There exists an increasing pressure on the school to ensure that all pupils are given plenty of opportunities to speak Welsh in every aspect of school life. The Extended Leadership Team is responsible for developing a **whole school strategy for promoting the use of Welsh in the school**.

Summary

Every member of Ysgol Plasmawr's community has the right to feel proud of all that we have achieved which is testament to the tireless efforts of all associated with the school. I am exceptionally proud of the school and I'm determined to ensure that it continues to develop and improve over the next few years. I would like to thank you as parents for your continued support and for establishing such a strong partnership with the school, a unique characteristic of which we can all be proud.

John Hayes
Head teacher.

Membership of the Governing Body – and dates for consideration of re-election.

Community	Local Authority	Parents	Staff
Mrs Mair Parry-Jones 25/06/13 – 24/06/17	Mr John Hayes Headteacher	Mrs Gwenan Williams 08/02/13 – 07/02/17	Mrs Kathy James 25/04/14 – 24/04/18
Ms Rebecca Leach 11/02/15 – 10/02/19	Ms Ruth Parry 17/09/14 - 16/09/18	Dr Catrin Redknap 02/12/11 – 01/12/15	Mrs Karen Salter 05/10/11 – 04/10/15
Mr Dan Roberts 05/12/14 - 04/12/18	Mrs Catrin James 30/01/15 – 29/01/19	Mr Michael Jones 24/02/12 – 23/02/16	Mr Seimon Edwards 25/04/14 – 24/04/18
Mr John Griffiths 05/12/14 - 04/12/18	Rev. Evan Morgan 17/09/14 – 16/09/18	Mrs Sara Williams 28/11/14 – 27/11/18	Mr Edward Jones Dirprwy Bennaeth
Mrs Cath Thomas 30/11/14 - 29/11/18	Mr Huw Herbert 26/09/12 – 25/09/16	Mrs Melanie Thomas 28/11/14 – 27/11/18	Student representatives
	Dr Arun Midha 26/09/12 – 25/09/16		Bedwyr ab Ion Ela Pari-Huws

Mr Hywel Jones was the school’s Challenge Advisor on behalf of the Central South Consortium. We would like to thank him for his support during the past year, and we wish him well in his new post with Estyn in September 2015.

The Clerk to the Governing Body is **Eve Smith** who works in County Hall. If you would like to contact her, please telephone 029 20872 915.

The Chair of the Governing Body can be contacted through the school office.

SCHOOL ATTENDANCE DATA 2014 - 15

	Attendance	Authorised absences	Unauthorised absences
Year 7	96.7%	3.15%	0.15%
Year 8	95.7%	2.54%	1.76%
Year 9	95.4%	3.12%	1.47%
Year 10	95.0%	2.84%	2.15%
Year 11	93.1%	3.48%	3.41%
School (11 – 16 yrs)	95.2%	2.84%	1.96%

IN-SERVICE EDUCATION AND TRAINING FOR TEACHERS (INSET)

The annual INSET budget has now been set aside to assist teachers in the provision of the 3 national priorities, namely literacy, numeracy and support for pupils who may be at a disadvantage as a result of poverty or deprivation. The number of INSET days has been reduced to 5 in the academic year. As a result of these changes, we have had to develop creative methods of training staff internally.

These developments have included sharing one of our themed INSET days with staff from our feeder schools; arranging a second INSET day with every other Welsh medium secondary school

in South Wales on the theme of raising standards at Key Stage 4 and Key Stage 5. The three remaining INSET days focussed on different aspects of the School Improvement Plan. One positive development last year was the continued work of the Professional Learning Communities within the school, which included every member of the teaching staff. These communities focus on developing a specific aspect of the school's improvement plan throughout the year, and members from each community give feedback on their own community's findings and conclusions during one of the INSET days that are held at the end of the academic year. A high percentage of our staff work as examiners for WJEC and as a result played a part in the work of planning GCSE and A Level examinations. We consider this to be a particularly efficient way of developing expertise, and as far as possible the school will support the staff in undertaking this type of work. The school has also developed an innovative method of developing staff by giving them the opportunity to monitor each other as they teach; this enables teachers to reflect on their practice, and further improve their teaching skills for the benefit of pupils. The school continues to support the professional development of Newly Qualified Teachers and trainee teachers and we have appointed senior mentors to lead this work.

THE IMPLEMENTATION OF THE ADDITIONAL LEARNING NEEDS POLICY

The provision for pupils with Additional Learning Needs continues to have a high profile within the school. The Learning Support Centre is effectively used as a resource, as the team continues to undertake excellent work in terms of supporting pupils with a wide range of needs. The awareness of Additional Learning Needs, including More Able and Talented Pupils, is high among staff, and the school has enjoyed success with the initiatives that have been introduced. We have excellent links with parents and external agencies; a strong focus on links between year 6 and 7 that includes the Forum for Additional Learning Needs Coordinators; effective cooperation between departments and a prompt and direct response to a high percentage of pupils with **reading and spelling difficulties** in both languages and delayed numeracy skills.

A great deal of work has already been undertaken with regard to raising standards in literacy and numeracy, and this work continues within departments as well as within bespoke reading and numeracy schemes.

We are significantly indebted to our adult volunteers for their work and commitment in assisting pupils Year 7 - 9 with their reading and numeracy skills. We are very grateful to the adult volunteers for their remarkable commitment – if anyone is interested in volunteering, please contact Mrs Ruth Davies at the school.

The Learning Support Centre, under the guidance of Mrs Catrin Pallot (Assistant Headteacher for Welfare and Inclusion), is a haven for pupils requiring a more intense level of support for their learning needs, which vary from: general learning needs, specific learning needs, and emotional, behavioural or social needs, to medical needs, physical or sensory. It also provides an appropriate location for our Reading Scheme with our Adult Volunteers.

Mrs Ruth Davies is the school's Special Educational Needs Co-ordinator, and she continues to work closely with pupils who need specialist intervention. There are 11 Learning Support Staff who are totally committed to the task; they have an excellent contribution to make, not only to individuals and groups of pupils, but to the school as a whole.

Every member of staff is charged with implementing the policy for Additional Learning Needs and the More Able and Talented Pupils policy. The individual learning plans, and where needed, the individual behaviour plans, are live documents and are monitored regularly. Teachers in all departments receive all the necessary information regarding any additional needs a pupil may have, and make good use of the information as they plan pupils' work.

Effective use is made of all the resources that are available: specialist and subject staff, support teachers, learning support assistants, external agencies and partnerships, reading schemes, school and home spelling schemes and the contribution of parents and friends for the benefit of pupils. As a result of all this, it is evident that pupils with Additional Learning Needs are making good progress and standards are rising.

THE SCHOOL'S PRIORITIES FOR THE NEXT FEW YEARS

We are committed to an agenda of raising standards and continued progress. The headings listed below form the core element of our school improvement document.

- 1. To embed the framework for literacy and numeracy in every department throughout the school**
- 2. To ensure excellence in our teaching, learning and assessment for learning.**
- 3. To develop our systems to focus on reducing the effect of deprivation on our pupils' progress**
- 4. To use progress tracking data and intervention schemes to raise achievement standards and secure progress for our pupils including specific cohorts of pupils (FSM / SEN / M/F / MAaT).**
- 5. To adapt our curriculum to meet local and national requirements ensuring that resources and staff are available to bring about the changes.**
- 6. To secure equality for all members of the community of Plasmawr, a multicultural and tolerant community, with the Welsh language at its very core.**

PERFORMANCE INDICATORS 2014-15:

Appendix A: Summary of Attainment KS3, 2015.

Appendix B: Summary of Secondary Schools' Performance 2014.

Appendix C: Final financial figures for 2014-15.

Appendix D: Your right to request a meeting with the school's governing body.

Appendix A: KS3 2015 attainment summary.

Summary of National Curriculum Assessment results of pupils in the school (2015) and nationally (2014) at the end of Key Stage 3 as a percentage of those eligible for assessment.

		N	D	NCO 1,2,&3	1	2	3	4	5	6	7	>= 8	5+
English	School	0	0	0	0	0	0	8	45	35	11	0	92
	National	0	0	0	0	1	2	10	37	34	14	1	86
Oracy	School	0	0	0	0	0	0	5	46	34	14	0	95
	National	0	0	0	0	1	2	10	36	34	15	1	86
Reading	School	0	0	0	0	0	1	9	40	39	11	0	90
	National	0	0	0	0	1	3	11	37	33	13	1	84
Writing	School	0	0	0	0	0	1	16	44	31	8	0	84
	National	0	0	0	1	1	3	16	38	29	11	1	79

Cymraeg	School	0	0	0	0	0	1	10	47	28	14	0	89
	National	0	-	*	*	0	2	8	37	38	14	1	90
Oracy	School	0	0	0	0	0	1	10	39	30	17	2	89
	National	0	-	*	*	0	1	8	35	39	15	1	91
Reading	School	0	0	0	0	0	1	14	45	29	11	0	86
	National	0	-	*	*	0	2	10	36	37	15	1	88
Writing	School	0	0	0	0	0	1	10	49	27	13	0	89
	National	0	-	*	*	0	2	15	40	32	10	1	83

Mathematics	School	0	0	0	0	0	1	8	31	33	22	5	92
	National	0	0	0	0	1	3	9	30	32	21	3	87

Science	School	0	0	0	0	0	0	3	32	42	19	4	97
	National	0	0	0	0	1	1	7	36	37	17	1	90

Core Subject Indicator	School	89.16
	National	81

		N	D	NCO 1,2&3	1	2	3	4	5	6	7	>= 8	5+
Welsh Second Language	School	0	0	0	0	0	0	0	0	0	0	0	0
	National	-	-	-	-	-	-	-	-	-	-	-	-
Modern Foreign Language	School	0	0	0	0	0	0	10	22	58	10	0	90
	National	-	-	-	-	-	-	-	-	-	-	-	-
Design & Technology	School	0	0	0	0	0	1	2	49	42	6	0	97
	National	-	-	-	-	-	-	-	-	-	-	-	-
ICT	School	0	0	0	0	0	0	2	24	48	26	0	98
	National	-	-	-	-	-	-	-	-	-	-	-	-
History	School	0	0	0	0	0	0	5	39	34	19	4	95
	National	-	-	-	-	-	-	-	-	-	-	-	-
Geography	School	0	0	0	0	0	0	11	36	24	27	2	89
	National	-	-	-	-	-	-	-	-	-	-	-	-
Art & Design	School	0	0	0	0	0	0	5	52	36	7	0	95
	National	-	-	-	-	-	-	-	-	-	-	-	-
Music	School	0	0	0	0	0	0	8	37	33	18	4	92
	National	-	-	-	-	-	-	-	-	-	-	-	-
PE	School	0	0	0	0	0	0	11	44	33	12	0	89
	National	-	-	-	-	-	-	-	-	-	-	-	-

Percentage of boys at each level

		N	D	NCO 1,2,&3	1	2	3	4	5	6	7	>= 8	5+
English	School	0	0	0	0	0	0	8	49	34	8	0	92
	National	-	-	-	-	-	-	-	-	-	-	-	81
Cymraeg	School	0	0	0	0	0	1	12	54	26	7	0	87
	National	-	-	-	-	-	-	-	-	-	-	-	86
Maths	School	0	0	0	0	0	0	7	34	37	17	5	93
	National	-	-	-	-	-	-	-	-	-	-	-	85
Science	School	0	0	0	0	0	0	3	34	46	17	0	97
	National	-	-	-	-	-	-	-	-	-	-	-	88

Percentage of girls at each level

		N	D	NCO 1,2,&3	1	2	3	4	5	6	7	>= 8	5+
English	School	0	0	0	0	0	0	8	39	37	15	0	92
	National	-	-	-	-	-	-	-	-	-	-	-	91
Cymraeg	School	0	0	0	0	0	0	8	38	31	23	0	92
	National	-	-	-	-	-	-	-	-	-	-	-	94
Maths	School	0	0	0	0	0	1	8	28	28	28	6	90
	National	-	-	-	-	-	-	-	-	-	-	-	89
Science	School	0	0	0	0	0	0	3	30	37	21	10	97
	National	-	-	-	-	-	-	-	-	-	-	-	93

**Pupils aged
15****Number of pupils aged 15 who were on roll in January 2014 : 163****Percentage of pupils aged 15 who:**

	entered at least one qualification	achieved the Level 1 threshold	achieved the Level 2 threshold	achieved the Level 2 threshold including a GCSE pass in English or Welsh first language and mathematics	Core Subject Indicator (2)	Average capped (3) wider points score per pupil	Average wider points score per pupil
School 2013/14	100	98	83	67	62	362	548
LA Area 2013/14	99	93	76	54	51	331	477
Wales 2013/14	99	94	82	55	53	341	524
School 12/13/14	100	99	80	66	60	360	536
School 11/12/13	100	98	79	65	60	359	527

Number of boys aged 15 who were on roll in January 2014 : 76**Percentage of boys aged 15 who:**

	entered at least one qualification	achieved the Level 1 threshold	achieved the Level 2 threshold	achieved the Level 2 threshold including a GCSE pass in English or Welsh first language and mathematics	Core Subject Indicator (2)	Average capped (3) wider points score per pupil	Average wider points score per pupil
School 2013/14	100	99	82	67	59	355	525
LA Area 2013/14	99	92	73	51	49	321	455
Wales 2013/14	99	93	79	51	49	328	497
School 12/13/14	100	99	78	65	59	351	513
School 11/12/13	100	98	74	63	59	345	498

Number of girls aged 15 who were on roll in January 2014 : 87**Percentage of girls aged 15 who:**

	entered at least one qualification	achieved the Level 1 threshold	achieved the Level 2 threshold	achieved the Level 2 threshold including a GCSE pass in English or Welsh first language and mathematics	Core Subject Indicator (2)	Average capped (3) wider points score per pupil	Average wider points score per pupil
School 2013/14	100	98	85	68	64	368	567
LA Area 2013/14	99	94	79	57	54	342	499
Wales 2013/14	99	96	86	60	57	355	553
School 12/13/14	100	98	82	66	60	368	555
School 11/12/13	100	98	83	68	61	370	550

THE CITY OF CARDIFF COUNCIL/GYNGOR DINAS CAERDYDD
SCHOOLS OUTTURN OF EXPENDITURE/CANLYNIAD GWARIANT YSGOLION 2014-2015

Governing Body/Corff Llywodraethu of: Ysgol Gyfun Gymraeg Plasmawr

	Governor Approved Budget/ Cyllideb a Gymeradwywyd gan y Llywodraethwyr		Actual Expenditure/ Gwariant Cyflawnedig	
	£	£	£	£
Staffing costs/Costau Staff				
Teaching Costs/Costau Addysgu	3,348,440		3,310,154	
Special Needs Teachers/Athrawon Anghenion Arbennig	58,203		58,105	
Teachers for statemented pupils/Athrawon ar gyfer disgyblion sy'n destun datganiad	0		0	
Short Term Supply/Llanw Byr Dymor	5,000		20,326	
Long Term Supply/Llanw Hir Dymor	66,369		64,248	
Special Needs Support Staff/Staff Cymorth Anghenion Arbennig	86,945		75,298	
Nursery Assts/ Teachers Aides / Adult Helpers/Cynorthwyr Meithrinfa/ Cymhorthion Athrawon / Cynorthwyr	357,363		348,214	
Foreign Language Assistants/Cynorthwyr Ieithoedd Tramor	14,763		14,636	
Technicians/Technegwyr	83,410		66,758	
Mid Day Supervisors/Gorychwylwyr Canol Dydd	12,707		7,962	
Library Staff / Attend Officer/Staff Llyfrgell / Swyddog Presenoldeb	0		0	
Administrative Staff/Staff Gweinyddol	157,243		164,534	
Non teaching supply costs/Costau llanw staff heb fod yn athrawon	0		0	
Training Costs/Costau hyfforddi	7,800		11,386	
Other Staff Costs/Costau staff eraill	1,500		18,648	
Performance Management/Rheoli Perfformiad	0		0	
Total Staffing Costs/Cyfanswm Costau Staff		4,199,743		4,160,271
Premises Related Costs/Costau Eiddo				
Caretaking Staff/Staff Gofalwyr	84,245		85,128	
Domestic Staff/Staff Domestig	0		0	
Grounds Staff/Staff y Tir	7,200		6,370	
Cleaning Costs/Costau Glanhau	197,726		196,276	
Energy Costs/Costau Ynni	77,200		72,384	
Rates/Cyfraddau	118,242		118,242	
Repairs and Maintenance/Atgyweiriau a Chynhaliadau	38,442		35,869	
Water/Dŵr	6,650		9,971	
Total Premises Related Costs/Cyfanswm Costau Eiddo		529,705		524,239
Transport Costs/Costau Cludiant				
Pupil Transport Costs/Costau Cludiant Disgyblion	0		0	
Staff Transport Costs/Costau Cludiant Staff	500		7	
Vehicle Costs/Costau Cerbydau	18,000		17,729	
Total Transport Costs/Cyfanswm Costau Cludiant		18,500		17,736
Supplies and Services/Cyflenwadau a Gwasanaethau				
Teaching Materials/Adnoddau Addysgu	142,500		150,665	
Equipment, Furniture, Materials & music tuition/Offer, Dodrefn, Deunyddiau a hyfforddiant cerddoriaeth	10,000		6,835	
Library Books & Materials/Llyfrau a Deunyddiau Llyfrgell	0		0	
Catering Costs/Costau Arlwy	2,500		3,006	
Unallocated / Savings to be found/Arrian heb ei ddosbarthu / Cynllun	-231,895		0	
Communications Equipment and Services/Offer a Gwasanaethau Cyfathrebu	30,000		30,283	
Consultants Fees/Ffioedd Ymgynghorwyr	0		0	
Examinations Fees/Ffioedd Arholiadau	98,000		96,462	
Games & School Activities/Gemau a Gweithgareddau Ysgol	12,000		10,610	
Clerk to Governing Body/Clerc y Corff Llywodraethu	2,520		1,050	
Other office costs/Costau swyddfa eraill	0		6,034	
Printing & Stationery/Argraffu a Deunydd Ysgrifennu	3,000		3,013	
Pupil Exclusions/Gwaharddiadau Disgyblion	0		0	
Subsistence and expenses/Cynhaliadau a threuliau	0		20	
Total Supplies and Services/Cyfanswm Cyflenwadau a Gwasanaethau		68,625		307,977
Central Services/Gwasanaethau Canolog				
School Meals/Prydau Ysgol	13,080		13,080	
Service Level Agreements/Trefniadau Lefel Gwasanaeth	38,982		36,737	
Total for Central Services/Cyfanswm ar gyfer Gwasanaethau Canolog		52,062		49,817

Income/Incwm			
Additional Central Funding/Nawdd Canolog Ychwanegol	-227,163		-72,657
Community Education/Addysg Cymunedol	0		0
Donations/Rhoddirion	-60,000		-53,228
Lettings/Gosodiadau	-15,000		-34,130
Other Income/Incwm arall	0		-250
Grant Income/Incwm rhent	0		-156,850
Sales/Gwerthiannau	0		0
School Meals Recharge/Talu am Brydau Ysgol	0		0
Training and Tuition Income/Incwm Hyfforddiant	-29,000		-28,713
Total Income/Cyfanswm Incwm		-331,163	-345,828
Interest and Other/Llog ac Arall			
Interest on investments/Llog ar fuddsoddiadau	0		0
School Investments/Buddsoddiadau Ysgol	0		0
Withdrawal Investments/Buddsoddiadau Dileadau	0		0
School Deficit/Gwariant Ysgol	0		0
Temporary Loans/Benthyciadau Dros Dro	0		0
Temporary Loans/Benthyciadau Dros Dro	0		0
Interest/Llog	0		-2,075
Total Interest and Other/Cyfanswm Llog ac arall		0	-2,075
Total Net Expenditure/Cyfanswm Gwariant Net		4,537,472	4,712,138
Less Uninvested Balance Brought Forward/Llai'r Balans na fuddsoddiwyd a ddygwyd ymlaen	64,608		-118,242
Less earmarked Rates/Llai'r Cyfraddau a glustnodwyd	-118,242		-110,058
Contribution to / from balances/Cyfraniad i / o falansys			
Revised Net Expenditure/Gwariant Net Diwygiedig		4,483,838	4,483,839

Summary/Crynodeb	
Total resources available in 2014-2015 / Cyfanswm adnoddau ar gael yn 2014-2015	£
School balances Brought forward from 2013-2014/Balansau ysgol a ddygwyd ymlaen o 2013-2014	-64,608.27
School Loans Brought forward from 2013-2014/Benthyciadau Ysgol a Ddygwyd ymlaen o 2013-2014	0.00
Prior Year Adjustment/Cyn Addasiad Blwyddyn	0.00
Total delegated resources/Cyfanswm adnoddau dirprwyedig	4,602,080.00
Total/Cyfanswm	4,537,471.73
Actual Expenditure/Gwariant Cyflawnedig	4,712,137.84
Less change in investments/Llai'r newid mewn buddsoddiadau	0.00
Less Movements in Temporary Loan/Llai'r Symudiadau a Benthyciadau Dros Dro	0.00
Less variance in earmarked rates/Llai'r amrywiant â chyfraddau a glustnodir	0.00
Total balance carried forward to 2015-2016/Cyfanswm Balans a ddygwyd ymlaen i 2015-2016	-174,666.11
Statement of Balances Held/Datganiad Balansau	£
Uninvested Balance as at 31st March 2015/Balans na fuddsoddiwyd ar 31 Mawrth 2015	-174,666.11
Invested Balance as at 31st March 2015/Balans a fuddsoddiwyd ar 31 Mawrth 2015	0.00
Outstanding Loans as at 31st March 2015/Benthyciadau dros ben ar 31 Mawrth 2015	0.00
Total Balances held as at 31st March 2015/Cyfanswm Balansau ar 31 Mawrth 2015	-174,666.11

for Corporate Director Resources
Prif Cyfarwyddwr Corfforaethol Adnoddau



Appendix D: Your right to request a meeting with the school's governing body

Dear Parent

I am writing to you on behalf of the governing body to advise you of changes in regulations and new arrangements for meeting with the school's governing body.

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 have been introduced to enable parents to request up to 3 meetings in any school year with a governing body, on matters which are of concern to them. If parents wish to use their rights under the Act to hold a meeting, 4 conditions will need to be satisfied:

1. Parents will need to raise a petition in support of holding a meeting.

The parents of at least 30 registered pupils will need to sign the petition. If it is a paper petition, then a written signature must be given as well as the name and class of each child who is a registered pupil at the school. If the petition is in electronic format, the 'signature' required is the typed name of the parent plus the name and class of each child who is a registered pupil at the school and the email address of each parent who 'signs' the electronic petition.

2. The meeting must be called to discuss matters which affect the school

The meeting cannot be called to discuss such matters as the progress of individual pupils, or to make a complaint against a member of the school's staff or governing body. The petition should contain brief details of the matter(s) to be discussed, and the reasons for calling the meeting. This information should be clearly displayed at the top of the petition, with parents' signatures appearing below.

3. A maximum of 3 meetings can be held during the school year. The law allows parents to use their rights to request up to 3 meetings with a school governing body during the school year.

4. There must be at least 25 school days left in the school year. The law makes it a condition that at least 25 school days are left in the school year when the petition is received so that the meeting can be held. A "school day" means a day when the school is open to pupils: it does not include weekends, public holidays, school holidays or INSET days.

The address for service of a petition requesting a meeting with this school's governing body is:
Chair of Governors c/o Ysgol Gyfun Gymraeg Plasmawr, Pentreban Road, Fairwater, Cardiff
CF5 3PZ.

Further advice on how parents may go about requesting a meeting with a governing body is available on the Welsh Government's website at:

<http://wales.gov.uk/topics/educationandskills/publications/guidance/parents-meetings-statutoryguidance/?lang=en>

Yours sincerely,

Chair of Governors for Ysgol Plasmawr