

Palmerston Primary School

'Together we will Succeed'



**PALMERSTON
PRIMARY SCHOOL**

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JULY 2023
**GOVERNORS' REPORT
TO PARENTS**



Dear Parents/Carers,

It has been another busy year at Palmerston with the much anticipated return of class assemblies, after school clubs, school choir, dance group, school trips and community events such as the recent summer fiesta. It has been wonderful to once again be a physical part of the Palmerston community.

On a very sad note, we lost one of our long standing community governors. Vicky Edwards was an integral part of the governing body for in excess of 20 years, she helped maintain those important links with Dow and was a huge advocate for the school. She will be incredibly missed and we will always be very grateful for everything she did for the school.

The year has not been without its challenges, and I would like to thank all the staff at Palmerston for going above and beyond to provide an enriched learning environment where children feel safe, happy and valued.

We have welcomed our new Deputy Head; Mr Jones, achieved Silver status for Rights respecting, hosted guests from overseas and welcomed parents back to the Oasis room.

I would like to thank all the parents and carers in the Palmerston community for consistently supporting the school and pupils to be the absolute best they can be. We have once again showed that 'Together we can succeed'.

Lastly, I would like to express gratitude to the wonderful PTA for all their hard work.

Have a wonderful summer and I look forward to seeing you back in September for what I am sure will be another successful year.

Many thanks,

Emma Ryles

Chair of Governors at Palmerston Primary School



Our Vision and Values



Our children, regardless of **differences**, deserve the right to **access** an excellent curriculum, to have the best **attitude** towards learning and life, and to **achieve** their very best!

Access-Attitude-Achievement

We live and breathe our Mission statement, that:

'Together We Will Succeed'



How do school leaders and Governors promote school improvement



At Palmerston Primary School, leaders have children's safety, welfare and learning at the forefront of all decision making. Each member of staff and governor is a leader of at least one aspect of the school's life, working as a strong team to improve and raise standards. Pupil voice, through the School, Eco and Rights Respecting Team, Junior SLT and parent consultations through regular meetings and surveys, means that the whole school community is part of the consultation and decision making process.

The Head teacher and her Senior Leadership team work with all aspects of the school community to identify priorities and plan and action developments for these, and to closely monitor impact and outcomes. The Governing Body monitors school improvement priorities through regular visits to the school for meetings and learning walks. They also spend time on scrutiny of documentation and ensure that the Head teacher and staff are regularly and rigorously appraised. In all, the 'Team' ethos at Palmerston Primary School is key to the successful learning of our children.



Our Governing Body

The Chair of Governors is Mrs Emma Ryles.

The Governing Body and the Head teacher share responsibility for the strategic management of the school, within the framework set by the legislation and by the policies of the Local Authority (LA).

While the LA is the employer of staff, the Governing body and the Head teacher have separate and particular responsibilities for the selection and management of staff. The internal management of the school is the responsibility of the Head teacher.

The full Governing body meets at least once a term. In addition, sub-committees meet regularly to discuss specific issues. They report to the full Governing Body for formal ratification of proposals.

The minutes of Governing Body meetings are available from the clerk of Governors: Angela Rankin through the Vale of Glamorgan LA.

Type of Governor	Name
Head teacher	Miss Sarah Cason
Vale of Glamorgan County Council Representatives	Mrs Nicola Herbert Ms Rachel Nugent-Finn Ms Helen Payne Mrs Shelley Lloyd
Teacher Representatives	Mr Owen David
Non- Teaching Rep	Miss Rachel Beare
Community Representatives	Ms Helen Jenkins Mrs Emma Ryles
Parent Representatives	Mrs Kelly Kerslake Mrs Nicola Venables Mrs Ceri Spence
Observer	Graeme Jones - Deputy Head



Governors' links with classes and specific areas of the curriculum.

These governors visit the school regularly to work alongside teachers in their chosen subject area. Working in this way they develop a clearer idea of how our school works, forge stronger links with teachers and develop lasting relationships with children.

Staff & Governor Subject/Aspect Responsibilities

Subject/Aspect	Governor/s	Teacher/s
Languages, Literacy and Communication	Kelly Kerslake Nicola Herbert	Mrs Tracy Davies (PS1/2) Mrs Sarah Sims (PS2/3) Miss Louise Frazer (Welsh)
Mathematics and Numeracy	Helen Jenkins	Mrs Sarah Sims
Science and Technology	Nicola Venables	Mr Graeme Jones Mr Owen David
Humanities	Emma Ryles	Mrs Rebecca Breed
Health and Wellbeing	Emma Ryles Shelley Lloyd	Mrs Holly Gape Miss Alison Johnson
Expressive Arts	Ceri Spence	Miss S Wride Mrs C Roberts

DCF	Nicola Venables	Mr Graeme Jones Mr Owen David
Attendance	Emma Ryles	Miss Sarah Cason Mrs Julie Sinclair
Safeguarding/ Child Protection/ LAC/EAL/Equal Opportunities	Nicola Herbert	Miss Sarah Cason Mr Graeme Jones Mrs Tracy Davies
Additional Learning Needs	Helen Jenkins Ceri Spence	Mrs Tracy Davies Mrs Bev Hopkin Mrs Jo Rees



Governing Body Sub Committees and Working Parties

<u>STAFF DISCIPLINARY AND DISMISSAL *</u>	<u>STAFF DISCIPLINARY AND DISMISSAL APPEALS *</u> (to include all other appeals)
Miss Nicola Herbert Chairperson Mrs Shelley Lloyd Vice Chairperson Mrs Nicola Venables <i>Rachel Nugent-Finn Reserve</i>	Ms Helen Jenkins Chairperson Mrs Kelly Kerslake Vice Chairperson Mrs Ceri Spence <i>Mrs Helen Payne Reserve</i>
<u>PUPIL DISCIPLINE AND EXCLUSION *</u>	<u>PREMISES/HEALTH AND SAFETY</u>
Miss Nicola Herbert Chairperson Mrs Shelley Lloyd Vice Chairperson Emma Ryles <i>Mrs Nicola Venables Reserve</i>	Mrs Kelly Kerslake Chairperson Ms Helen Jenkins Vice Chairperson Mr Owen David Miss Sarah Cason Emma Ryles Mr Michael Williams/ Co-opted Ms Yvonne Hawkins
<u>FINANCE TO INCLUDE PAY REVIEW AND PAY REVIEW APPEALS</u>	<u>STANDARDS/PERFORMANCE AND CURRICULUM</u>
Mrs Emma Ryles Chairperson Mrs Shelley Lloyd Vice Chairperson Mrs Kelly Kerslake Miss Sarah Cason Mrs Yvonne Hawkins	Miss Nicola Herbert Chairperson Mr Owen David Vice Chairperson Mrs Emma Ryles Mrs Ceri Spence Miss Sarah Cason Mr Graeme Jones
<u>HEAD TEACHER PERFORMANCE MANAGEMENT</u>	<u>COMPLAINTS/STAFF GRIEVANCE AND STAFF GRIEVANCE APPEALS</u>
Mrs Emma Ryles Chairperson Mrs Kelly Kerslake Vice Chairperson LA Improvement Partner	Mrs Emma Ryles Chairperson Mrs Kelly Kerslake Vice Chairperson Ms Helen Jenkins <i>Ceri Spence Reserve</i>

TEACHERS' PERFORMANCE MANAGEMENT		WELLBEING/ALN	
APPEALS			
Mrs Emma Ryles	Chairperson	Mrs Shelley Lloyd	Chairperson
Mrs Nicola Venables	Vice Chairperson	Ms Ceri Spence	Vice Chairperson
Mrs Kelly Kerslake		Mrs Nicola Herbert	Safeguarding
		Rachel Beare	
		Tracy Davies /	
		Alison Johnson	



School Staffing Structure

Senior Leadership Team (SLT)

Head Teacher: Miss Sarah Cason

Deputy Head : Mr Graeme Jones

Assistant Head Teacher: Mrs Tracy Davies

School Business Manager: Ms Yvonne Hawkins

Foundation Phase Teachers	Key Stage 2 Teachers
<p>Nursery Mr Owen David</p> <p>Mrs Jan Jackson</p> <p>Reception Miss Sadie Wride</p> <p>Year 1 Mrs Corinne Roberts/Mrs Bettina Buckland</p> <p>Year 2 Miss Alison Johnson</p>	<p>Year 3 Miss Louise Frazer</p> <p>Year 4 Mrs Sarah Sims</p> <p>Year 5 Mrs Rebecca Breed</p> <p>Year 6 Mrs Holly Gape</p> <p>PPA teacher Mr Owen David / Nursery am</p>
Classroom Teaching Assistants Miss Rachel Beare, Mrs Kelly Chamberlain, Miss Annie John, Miss Cyra Buckler , Mrs Sian Phillips, Mrs Claire Jenkins, Miss Tanya Fiddler, Mrs Jo Ellis	
Pupil Support Teaching Assistants Mrs Karen Morgan, Mrs, Mrs Karen Cox, Ms Mel Forse, Mrs Ruth Collins, Mrs Debbie Jenkins, Miss Sarah Harwood, Miss Carla Freeney Agency Teaching Assistants – Miss Shannon Rees, Mrs Odette Wride, Miss Lien Grant, Mrs Izzy Essa, Miss Rosie Morris, Miss Louise House, Mrs Paula Behardien, Mrs Emma Ferreira, Mrs Fran Price, Miss Amy Buckler, Miss Sophie Chapman	
Administration Team Ms Yvonne Hawkins, Mrs Julie Sinclair	
Midday Supervisors Mrs C McCourt, Mrs R Dudley, Miss C Freeney , Miss L Dudley , Mrs P Dimond, Mrs H Cahill, Mr D Campbell	
Caretaker Mr Michael Williams	
Catering Team Mrs Tracey Smart, Mrs S. Curnick, Ms Jessica Doidge	

Financial Report to Parents 2021/22

‘Together We Will Succeed’

Cumulative Expense Analysis

Financial Year – 2022/23



LEDGER GROUP	ALLOCATED
ACCELRATED LEARNING GRANT	
	19,622.00
BUDGET	
	-18,377.00
DOMESTIC EXPENSES	
	48,240.00
EIG GRANT	
	87442.00
EMPLOYEE RELATED EXPENSES	
	727,281.00
ENERGY COSTS	
	14,175.00
INCOME	
	-279,182.00
OTHER EMPLOYEE EXPENSES	
	372.00
PDG GRANT	
	73,276.00
PDG LAC GRANT	
	1,536.00
PREMISES RELATED EXPENSES	
	41,304.00
SERVICES UNITS	
	104,713.00
SUPPLIES AND SERVICES	
	59,440.00
SUPPLY COSTS	
	165,765.00
VALE CATERING	
	0.00
GRAND TOTAL	1,051,785.00

Target Setting

Governors have worked with the Head teacher to set targets for the forthcoming three years. The process of agreeing targets is based on the following principles:

- Targets should be challenging, realistic and manageable;
- They should be school specific, reflecting an informed evaluation of each year group of children;
- In order to be meaningful, targets should be considered over a time span of more than one year;
- Class teachers have a crucial role to play in the setting of targets and are fully involved in the process.

In line with these principles, teachers use the wide range of information they have about each child in their class to set an individual target level in national curriculum tasks and tests. This is a whole school initiative and teachers work hard to ensure that each individual target is challenging, but realistic. These individual targets are collated to form aggregate targets for each year group.

Attendance

Regular attendance at school is essential if children are to reach their potential.

We seek to ensure that children also appreciate the importance of coming to school regularly. Extended holidays become a matter for consideration by the L.A. We also have clear guidelines from the Welsh Government which allow us to authorise absences for medical appointments, days of religious observations, external examinations etc. You are advised however, that **"extensive amounts of authorised absence can be just as damaging to continuity of learning as unauthorised absence. Schools therefore need to authorise absence sparingly and only after careful consideration, particularly where pupils have a history of irregular attendance."**

Where problems occur and attendance falls, we speak with parents. When attendance falls below 85% and there is no obvious reason, we work with the Vale of Glamorgan Educational Welfare Officers (EWO). Holidays will be authorised as long as attendance is good (above 94%) during the school year and if they are for less than 10 school days.

Although our attendance figures have improved from last year (22/23- 88.7% 21/22-87.3%), we are still lower than the years prior to the COVID pandemic. This is in line with other schools in Wales due to a number of reasons. It is crucial that children attend every day if possible. We know this is how children thrive and can be the best they can be; we thank parents for working with us. Should you require any support please contact the school.

School Links with the Community, Business and Industry

The school is keen to promote links with local businesses and other organisations within our community and benefits greatly from their support.

Palmerston have welcomed more visitors this year from the local and wider community. Some of the visitors we have had this year include: Dow Corning, Spectrum Cymru, Bullies Out, Welsh Wheel Chair Rugby, Barry Male Voice Choir, fire officers, police officers, and sports coaches. The children love asking these people questions to find out about what they do. It is also important for our children to make links between what we are learning in school and how this will prepare and help them in their jobs in the future. It also inspires our children and helps them see what jobs they might want to do when they are older.

This year different classes have visited places such as Parc Play, Cardiff Castle, Horse Riding in Pontcanna, Porthkerry Park, Llancaiach fawr, Manor Adventure Residential, Cardiff Castle, Cosmeston Lakes, Noah's Ark, Cefn Mably Farm, and Barry Island.





Sporting Aims and Achievements



All children participate in a variety of team games as an integral part of Health and Wellbeing. All children are included within these sessions and we aim to ensure that each child finds a degree of personal success and enjoyment. Sport plays an important part in school life and we encourage a healthy, active lifestyle. We see the importance of helping children to keep fit and active. To enable this, staff offer a wide range of activities including gymnastics, dance, Boccia, athletics, Multi Sports and football. We are very proud of our dance team who performed at the Barry Memo this year. Our football team have taken part in interschool matches with Gwenfo Primary and we hope to expand this next year.

Curriculum Organisation and Teaching

At Palmerston Primary School we support the concept of lifelong learning, recognising that both adults at school and children learn new things every day. We maintain that learning should be a rewarding and enjoyable experience for everyone. Through our teaching we seek to equip children with the skills, knowledge and understanding necessary to be able to make informed choices about the important things in their lives.

We recognise that people learn best in different ways. Therefore, we aim to provide a rich and varied learning environment that supports children in developing their skills and abilities in a range of ways, in order to achieve their full potential. Through our teaching we aim to:

- Challenge and support children in becoming confident, resourceful, enquiring and independent learners;
- Foster children's self-esteem and help them build positive relationships with other people;
- Develop children's self-respect and encourage them to respect the ideas, attitudes, values and feelings of others;
- Show respect for all cultures and, in so doing, promote positive attitudes towards other people;
- Enable children to understand their community and help them feel valued as part of this community;
- Help children grow into reliable, independent and positive citizens by celebrate the achievements of both children and staff. The Additional Learning Needs Policy incorporates the statutory Code of Practice for Special Needs and aims to provide equal access to the curriculum for all children. The Governor designated as has special responsibility for Additional Learning Needs is Ms Helen Jenkins.

This year we continue to develop our new curriculum which meets the required elements as set out in the national framework, with the 4 purposes as a starting point. Please see a summary on our website that explains our curriculum journey, how we approach assessment and progression and how we will continue the process of review and refinement.

Welsh Language – Yr Iaith Gymraeg



The ambition of the Welsh Government is to have 1 million Welsh speakers by 2050. Developing Welsh enriches knowledge and understanding of the culture and heritage of Wales. It develops their personalities and ability to contribute to the community giving them a sense of place and identity. We have begun our Siarter Iaith Bronze award journey and will build on this next year. We recognise that very few children at Palmerston Primary School speak Welsh at home and that school is often their only contact with the language and culture of Wales.

The aims of teaching Welsh are:

- to develop pupils' knowledge, understanding and skills within an integrated programme of speaking and listening, reading and writing;
- to create a Welsh ethos within which to promote the teaching of the Welsh language;
- to create opportunities for children to enjoy the rich heritage of Wales;
- celebrate the traditions and culture of Wales;
- to offer children opportunities to perform and compete in Welsh during school assemblies, concerts and Eisteddfodau.



School Term Time Dates

2023/2024

Term	Begin	Half term		End	No. of School Days
		Begin	End		
Autumn 2023	Monday 4th Sept 2023	Monday 30 Oct 2023	Friday 3 Nov 2023	Friday 22 Dec 2023	75
Spring 2024	Monday 8 Jan 2024	Monday 12 Feb 2024	Friday 16 Feb 2024	Friday 22 Mar 2024	50
Summer 2024	Monday 8 April 2024	Monday 27 May 2024	Friday 31 May 2024	*Monday 22 July 2024	70
				TOTAL	195

Monday 4th Sept 2023 and *Monday 22nd July 2024 will be designated INSET days for **all** LEA Maintained Schools. The remaining three INSET days to be taken will be at the discretion of each individual school following appropriate consultation with staff. ***It is intended that this INSET Day will either be taken on Mon 22 July 2024 or at an alternative time for example in the form of twilight sessions.**

All schools will be closed on **Monday 6 May 2024** for the May Day Bank Holiday.

Significant dates: Christmas Monday 25th December 2023

Easter Good Friday 29th March 2024
Easter Monday 1st April 2024

May Bank Holidays Monday 6th May 2024
Monday 27th May 2024

School Term Time Dates

SCHOOL HOLIDAY DATES 2022/2023

Term	Begin	Half term		End	No. of School Days
		Begin	End		
Autumn 2022	Mon 5 Sept 2022	Monday 31 Oct 2022	Friday 4 Nov 2022	Friday 23 Dec 2022	74
Spring 2023	Monday 9 Jan 2023	Monday 20 Feb 2023	Friday 24 Feb 2023	Friday 31 Mar 2023	55
Summer 2023	Monday 17 April 2023	Monday 29 May 2023	Friday 2 Jun 2023	*Monday 24 July 2023	64
				TOTAL	193

Mon 5 Sept 2022 and *Monday 24 July 2023 will be designated INSET days for **all** LEA Maintained Schools. The remaining four INSET days to be taken will be at the discretion of each individual school following appropriate consultation with staff. ***It is intended that this INSET Day will either be taken on Mon 24 July 2023 or at an alternative time for example in the form of twilight sessions.**

All schools will be closed on **Monday 1 May 2023** for the May Day Bank Holiday.

Significant dates:	Christmas	Sunday 25 December 2022
	Easter	Good Friday 7 April 2023 Easter Monday 10 April 2023
	May Bank Holidays	Monday 1 May 2023 Monday 29 May 2023

Extra one-off bank holidays

Queen's Funeral	Monday 19 September 2022
King's Coronation	Monday 8 May 2023

Anti- Bullying



Palmerston Primary School is committed to ensuring that bullying does not negatively impact upon the wellbeing and educational standards of the children who attend our school. The anti-bullying policy includes sections on cyber bullying and to offer sources of support and relevant advice to parents, should they believe that their child is the victim of bullying.

The school is determined to ensure that Palmerston Primary school is a supportive environment that has an open and transparent attitude to bullying and the measures that we are taking to eliminate it. This year we have welcomed 'Bullies Out' who have led school assemblies and class workshops to support us in this important area.

How do we make sure that our pupils are healthy, safe and well supervised?

The development of healthy lifestyles is a high priority for our school. Palmerston Primary School continues to drive forward the Healthy Schools initiative and actively promotes healthy eating. Pupils have access to drinking water throughout the day.

The children take part in a range of activities to ensure that they feel safe and staff and governors receive annual child protection training. We have a comprehensive PSHE curriculum addressed through class sessions, and circle times. In surveys children report that they feel happy and safe at Palmerston Primary. The school has robust safeguarding and child protection procedures including safe recruitment. Please see our website for our RSE curriculum.



Provision of toilet facilities



The school provides sufficient toilets for the number of pupils and staff on roll. These toilets are cleaned on a daily basis. Our toilets have been refurbished this year.

What activities and options are available to pupils?

We are always seeking to improve and enrich our provision to develop children's enthusiasm for learning. This includes the use of and development of ICT skills across the curriculum. Visits out and visitors in are widely used to support the curriculum and to make learning relevant to our children. This includes linking with our local and wider community.

The school provides a range of sporting and extra-curricular activities and children are consulted about choices of after school clubs. Some of those which are offered include School Choir, Art club, Football, Crafts, Multi Sport, Hockey, Netball, Express Yourself, Eco club, Welsh and Makaton club. We have been able to access our horse-riding sessions for our pupils in our resource base again this year.



How are we making sure that every child gets teaching that meets their individual needs?

The Curriculum for Wales is designed to enable the progress of all learners, and particularly disadvantaged and vulnerable learners, aligning closely with the '[Additional Learning Needs and Education Tribunal \(Wales\) Act 2018](#)'. Its main focus on individual learner progression is key to address the impact of poverty on educational attainment in Wales.

As a school we wish to continue to build on high standards through exciting learning. The school identifies and supports children with specific needs including More Able & Talented children. The school has named Additional Learning Needs Co-ordinators (ALNCOs) who are actively supporting the school in line with the ALN Act. Progress is carefully monitored and tracked, intervention programmes are in place and external support is accessed where necessary. The school has a close working relationship with parent/carers as they are kept informed and involved. The Personal Centred Pupil meetings have continued to run this year and feedback has been highly positive. From the PCPs, IDP's are written if there is a barrier to learning. Pupil voice is sought in developments at Palmerston, including those in the curriculum.

Teaching Assistants reinforce and support learning effectively, working with groups and/or individuals depending on the needs identified. Teachers assess all pupils' learning both formally and informally and targets are discussed and regularly reviewed with pupils. Minority and underachieving groups are supported and their progress is specifically tracked so that they attain their potential.



Our Successes 2022-2023

School Success!

Congratulations to our Rights Respecting Team have used inventive ways to spread the word across the school to promote and celebrate children's rights. We were awarded Silver status in February and are working towards Gold status as a future target. Congratulations to Mrs Hopkins' horse riders on their achievements – they gained their level 1 certificates in horsemanship and horse care. Well done to Year 5 and 6 for gaining confidence and skills in your swimming sessions this year.

Partnerships with Parents!

We have had another very successful year welcoming CAVC (Cardiff and Vale College) who have worked with our parents in a range of weekly workshops to the school every Tuesday. Thanks for your positive feedback and enthusiasm in the sessions. Keep an eye out the half termly 'Tea & Toast' sessions where we welcome you into the Oasis room to learn more about the school and offer you support to help your child.

Thanks to all the children and families who have taken part in our WOW days! Walk to school Wednesdays have been really well attended. It really has started new habits which we hope to keep up.



Palmerston Primary July 2023

**Thank you for all your ongoing support.
Together we will succeed!**



Access Attitude Achievement