

Palmerston Primary School

"Together we will Succeed"

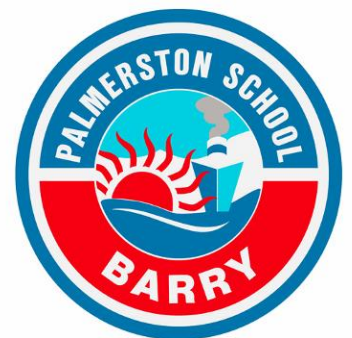


**PALMERSTON
PRIMARY SCHOOL**

Pen Y Bryn

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WWW.PALMERSTONPRIMARY.COM



JULY 2021 GOVERNORS' REPORT TO PARENTS

Dear Parents/Carers,

It has been another busy and also challenging year at Palmerston Primary School. This is mostly due to the Covid lockdown and restrictions, which has affected so many families within our school community.

I would like to express my thanks and appreciation to all staff members. Under the leadership of Katy Williams and Sarah Cason they have all shown great commitment and passion for their job roles, to ensure that the impact of Covid has been as minimal as possible, and in doing so, the school has strived and succeeded to continue to provide excellent provision for our pupils during the most difficult of times.

Also, it is only right to acknowledge the support and gratitude that staff members and pupils have received from parents/carers throughout the school year. At Palmerston, we truly are a caring community that has banded together to keep each other safe and well. This is a unique strength of our school that we are and should be proud of.

I wish everyone a well-deserved and restful summer break, and to be back refreshed in September in readiness for another successful school year.

Many Thanks,

B. Cleak

Brenda Cleak

Chairperson 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 **attitudes** towards learning and life, and to **achieve** their very best!

Access-Attitudes-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 Play Council, 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 Miss Brenda Cleak.

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 Katy Williams
Vale of Glamorgan County Council Representatives	Ms Michaela Richardson Ms Brenda Cleak Mrs Nicola Herbert
Teacher Representatives	Mrs Becky Breed
Non- Teaching Rep	Mrs Claire Jenkins
Community Representatives	Miss Victoria Edwards Mrs Helen Jenkins Ms Kate Clark Mr Matthew Knibbs
Parent Representatives	Emma Ryles, Mrs Kelly Murphy, Mrs Kelly Kerslake
Observer	Sarah Cason-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
Literacy, Language and Communication	Kelly Kerslake Nicola Herbert	Miss Sarah Cason (KS2) Miss Tracy Merriott (FP) Miss Louise Frazer (Welsh)
Mathematics / Numeracy	Emma Ryles	Mrs Sarah Simms
Science and Technology	Kelly Murphy	Mrs J Evans Mr Owen David
Humanities	Emma Ryles	Mrs Rebecca Breed
Health and Wellbeing	Kate Clark Helen Jenkins	Miss Holly Humphries Miss Alison Johnson
Expressive Arts	Brenda Cleak	Miss S Wride Mrs C Roberts

DCF		Mr Owen David
Attendance	Brenda Cleak	Miss Katy Williams Miss Julie Sinclair
Safeguarding/ Child Protection/ LAC/EAL/Equal Opportunities	Nicola Herbert	Miss Katy Williams Miss Sarah Cason
Additional Learning Needs	Kate Clark Helen Jenkins	Miss Tracy Merriott Mrs Bev Hopkin Miss Alison Johnson



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)	
Ms Vicky Edwards	Chairperson	Ms Helen Jenkins	Chairperson
Mrs Nicola Herbert	Vice Chairperson	Mrs Kelly Murphy	Vice Chairperson
Ms Michaela Richardson		Mrs Kelly Kerslake	
<i>Mrs Emma Riles</i>	<i>Reserve</i>	<i>Mrs Kate Clark</i>	<i>Reserve</i>
<u>PUPIL DISCIPLINE AND EXCLUSION *</u>		<u>PREMISES/HEALTH AND SAFETY</u>	
Mrs Nicola Herbert	Chairperson	Ms Helen Jenkins	Chairperson
Mr Kate Clark	Vice Chairperson	Mrs Kelly Kerslake	Vice Chairperson
Ms Michaela Richardson		Mrs Emma Ryles	
<i>Miss Kelly Murphy</i>	<i>Reserve</i>	Mrs Rebecca Breed	
		Mrs Katy Williams	
		Mr Michael Williams/ Co-opted	
		Mrs Yvonne Hawkins	
<u>FINANCE TO INCLUDE PAY REVIEW AND PAY REVIEW APPEALS</u>		<u>STANDARDS/PERFORMANCE AND CURRICULUM</u>	
Mrs Emma Ryles	Chairperson	Mrs Nicola Herbert	Chairperson
Ms Brenda Cleak	Vice Chairperson	Mrs Rebecca Breed	Vice Chairperson
Mrs Kelly Murphy		Ms Brenda Cleak	
Ms Victoria Edwards		Mrs Kelly Murphy	
Miss Katy Williams		Mrs Kelly Kerslake	
Mrs Yvonne Hawkins		Miss Sarah Cason	
<u>HEAD TEACHER PERFORMANCE MANAGEMENT</u>		<u>COMPLAINTS/STAFF GRIEVANCE AND STAFF GRIEVANCE APPEALS</u>	
Mrs Brenda Clark	Chairperson	Mrs Kelly Murphy	Chairperson
Ms Vicky Edwards	Vice Chairperson	Mrs Kelly Kerslake	Vice Chairperson
LA Challenge Adviser		Mrs Victoria Edwards	
		Ms Helen Jenkins	

TEACHERS' PERFORMANCE MANAGEMENT APPEALS	WELLBEING/ALN
<p>Ms Helen Jenkins Chairperson</p> <p>Ms Victoria Edwards Vice Chairperson</p> <p>Mrs Kelly Murphy</p> <p>Mrs Kelly Kerslake</p> <p>Ms Michaela Richardson</p>	<p>Ms Kate Clark Chairperson</p> <p>Ms Michaela Richardson Vice Chairperson</p> <p>Mrs Nicola Herbert Safeguarding</p> <p>Brenda Cleak</p> <p>Bev Hopkin/Tracy</p> <p>Merriott/ Alison Johnson ALN team</p>



School Staffing Structure

Senior Leadership Team (SLT)

Head teacher: Miss K Williams

Deputy Head teacher: Miss S Cason

Assistant Head teacher: Miss T Merriott

School Business Manager: Miss Yvonne Hawkins

Foundation Phase Teachers		Key Stage 2 Teachers	
Nursery	Miss Louise Fraser	Year 3	Miss Holly Humphries
Reception	Miss Sadie Wride	Year 4	Miss Sarah Sims
Year 1	Mrs Corinne Roberts/Miss Tracy Merriott	Year 5	Mrs Rebecca Breed
Year 2	Miss Alison Johnson	Year 6	Mrs Jane Evans
		PPA teacher	Mr Owen David
Classroom Teaching Assistants Miss Rachael Beare, Mrs Kelly Chamberlain, Miss Annie John, Mrs Janice Jackson, Miss Cyra Buckler, Miss Laura Grindley, Mrs Sian Phillips, Miss Claire Jenkins, Miss Tanya Fiddler, Mrs Jo Ellis			
Pupil Support Teaching Assistants Mrs Karen Morgan, Mrs Karon Breed, Mrs Karen Cox, Mrs Mel Forse, Mrs Ruth Collins, Mrs Debbie Jenkins, Miss Sarah Harwood, Miss Carla Freeney.			
Administration Team Miss Yvonne Hawkins, Mrs Julie Sinclair			
Midday Supervisors Mrs C McCourt, Mrs R Dudley, Miss C Freeney , Miss L Dudley , Mrs P Dimond			
Site Manager Mr Michael Williams			
Catering Team Mrs Tracey Smart, Mrs S. Curnick,			

Financial Report to Parents 2021

“Together We Will Succeed”

Cumulative Expense Analysis

Financial Year - 2018



<u>Ledger Code</u>	<u>Ledger Description</u>	<u>Total Allocated</u>
EXTERNAL INCOME		
		16,032.00
DOMESTIC EXPENSES		
		42,015.00
EIG GRANT		
		83,459.00
EMPLOYEE RELATED EXPENSES		
		753,778.00
ENERGY COSTS		
		12,240.00
INCOME		
		-237,639.00
OTHER EMPLOYEE EXPENSES		
		265.00
PDG GRANT		
		65,533.00
PREMISES RELATED EXPENSES		
		38,205.00
SERVICE UNITS		
		98,892.00
SUPPLIES AND SERVICES		
		45,887.00
SUPPLY COSTS		
		20,000.00
	Totals :	938,667.00

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."**

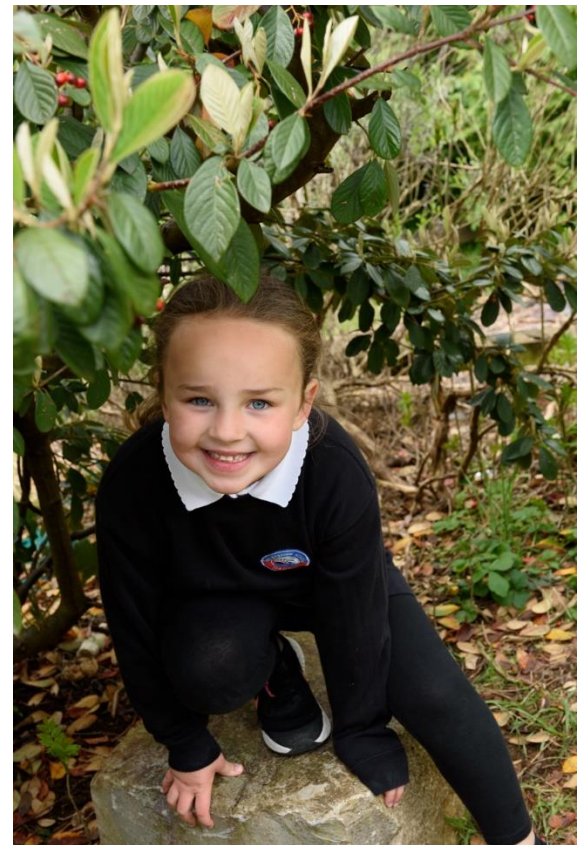


School Links with the Community, Business and Industry

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

Palmerston regularly welcomes visitors into the school from the local and wider community. Some of the visitors we have had this year include: Forces Fitness, firemen, policeman, architects 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.

The school plans various trips for the children throughout the school year. This year different classes have visited places such as Barry Island, Cosmeston Lakes and St Fagans. We look forward to many more trips next year!



The school also ensures that there are regular opportunities for children to develop their entrepreneurial skills!



Sporting Aims and Achievements



Sport plays an important part in school life. All children participate in a variety of team games as an integral part of the P.E. curriculum. All children are included within these sessions and we aim to ensure that each child finds a degree of personal success and enjoyment.

We are mindful too of the need to help children to keep fit and active. To enable this, staff offer a wide range of activities including gymnastics, dance, Boccia, athletics, cricket, football, rugby, and hockey, as well as doing the daily mile!

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 Kate Clark



Welsh Language – Yr Iaith Gymraeg



It is important that the children of Palmerston Primary School are taught Welsh as a second language. It enriches their 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 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

SCHOOL HOLIDAY DATES 2021/2022

Term	Begin	Half term		End	No. of School Days
		Begin	End		
Autumn 2021	Fri 3 Sept 2021	Monday 25 Oct 2021	Friday 29 Oct 2021	Friday 17 Dec 2021	71
Spring 2022	Tuesday 4 Jan 2022	Monday 21 Feb 2022	Friday 25 Feb 2022	Friday 8 Apr 2022	64
Summer 2022	Monday 25 April 2022	Monday 30 May 2022	Friday 3 Jun 2022	Friday 22 July 2022	59
				TOTAL	194

- i) **Fri 3 Sept 2021** will be a designated INSET day 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.

All schools will be closed on **Monday 2 May 2022** for the May Day Bank Holiday.

Significant dates:	Christmas	Saturday 25 December 2021
	Easter	Good Friday 15 April 2022 Easter Monday 18 April 2022
	May Bank Holiday	Monday 2 May 2022

**Queen's Platinum Jubilee (QPJ)
Bank Holiday Celebrations**

***Thursday 2 June 2022
+Friday 3 June 2022**

***Moved from normal Mon 30 May 2022 as a one off to celebrate the QPJ
+Extra one off bank holiday in recognition of QPJ therefore one day taken off this academic year**

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 has been updated to include 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.

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.



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

What activities and options are available to pupils?

There are a range of activities available to pupils over and above the National Curriculum. 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, Rugby, Gymnastics club, Crafts, Tennis, Gymnastics, Dancing and Cricket club.



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

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). Progress is carefully monitored and tracked, intervention programmes are in place and if external support is though necessary, this is sought. The school has a close working relationship with parent/carers as they are kept informed and involved. 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 2020-2021

Surviving school closure!

We have worked hard to support our community and pupils' learning as much as possible during the two school closure periods that we have had following the beginning of the pandemic. Wellbeing has been at the heart of everything we have done. We ensured that our families had regular contact, food, learning activities that could be accessed through out digital platforms as well as running provision in school for groups of learners that wanted to access it. The success of this is in how well the pupils have returned to school. The progress the children have made, regardless of not always being able to be in class for parts of the year, has been outstanding and we are very proud of how hard they have all worked. Wellbeing of the children on their return to school has also been a high priority of ours with additional activities planned and delivered including the use of outdoor learning, mindfulness and leading healthy lifestyles.

Forces Fitness to promote wellbeing!

As part of our provision to promote wellbeing in the school we ran a project with Forces Fitness whereby the children had weekly sessions with ex-army veteran Sean Molino, and his company Forces Fitness. In these sessions the children took part in team building activities, physical and mental challenges and healthy living classes. They absolutely loved these sessions and we are hoping to plan some more for next year. We have seen improved resilience in our children and a more positive outlook to overcoming failure and perseverance in learning!

