

Palmerston Primary School

"Together we will Succeed"

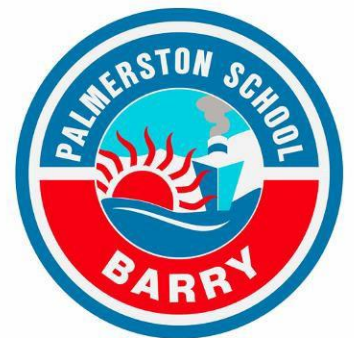


**PALMERSTON
PRIMARY SCHOOL**

Pen Y Bryn

01446 747393

WWW.PALMERSTONPRIMARY.COM



JULY 2022 GOVERNORS' REPORT TO PARENTS



Dear Parents/Carers,

It has been another busy year at Palmerston as we slowly move to the new 'normal' following the pandemic. We have seen bubbles end and some extra things we have missed like school trips, after school club's and parents' sessions return.

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 ensure pupils could continue their education in a safe and happy environment.

We have seen some change, with staff moving on to their next challenge and the appointment of our new Headteacher Miss Sarah Cason. Once again, I extend thanks to all staff and the senior management team for working tirelessly to maintain standards during the transition period.

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. This year has shown more than ever that "Together we can succeed".

Lastly, I would like to express gratitude to the wonderful PTA who, at a time when wellbeing has never been more important, found ways to engage and bring smiles to the pupils

I hope everyone has a lovely summer and I look forward to seeing you back in September for what I am sure will be another successful year.

Take care

Many Thanks,

Emma Ryles

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 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	Ms Michaela Richardson Mrs Nicola Herbert Ms Rachel Nugent-Finn Ms Helen Payne
Teacher Representatives	Mrs Becky Breed
Non- Teaching Rep	Mrs Claire Jenkins
Community Representatives	Miss Victoria Edwards Ms Helen Jenkins Mr Matthew Knibbs
Parent Representatives	Mrs Emma Ryles Mrs Kelly Kerslake
Observer	Tracy Merriott- Acting 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	Miss Tracy Merriott (PS1/2) Mrs Sarah Sims (PS2/3) Miss Louise Frazer (Welsh)
Mathematics and Numeracy	Helen Jenkins	Mrs Sarah Sims
Science and Technology	Vicky Edwards	Mr Owen David
Humanities	Emma Ryles	Mrs Rebecca Breed
Health and Wellbeing	Matthew Knibbs	Mrs Holly Gape Miss Alison Johnson
Expressive Arts	Michaela Richardson	Miss S Wride Mrs C Roberts

DCF	Vicky Edwards	Mr Owen David
Attendance	Emma Ryles	Miss Sarah Cason Mrs Julie Sinclair
Safeguarding/ Child Protection/ LAC/EAL/Equal Opportunities	Nicola Herbert	Miss Sarah Cason Miss Tracy Merriott
Additional Learning Needs	Helen Jenkins	Miss Tracy Merriott 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)
Ms Vicky Edwards Chairperson Miss Nicola Herbert Vice Chairperson Ms Michaela Richardson <i>Mr Matthew Knibbs Reserve</i>	Ms Helen Jenkins Chairperson Mrs Kelly Kerslake Vice Chairperson <i>Mrs Helen Payne Reserve</i>
<u>PUPIL DISCIPLINE AND EXCLUSION *</u>	<u>PREMISES/HEALTH AND SAFETY</u>
Miss Nicola Herbert Chairperson Ms Michaela Vice Chairperson Richardson <i>Ms Victoria Edwards Reserve</i>	Ms Helen Jenkins Chairperson Mrs Kelly Kerslake Vice Chairperson Mrs Rebecca Breed Miss Sarah Cason 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 Ms Victoria Edwards Vice Chairperson Miss Sarah Cason Mr Matthew Knibbs Mrs Yvonne Hawkins	Miss Nicola Herbert Chairperson Mrs Rebecca Breed Vice Chairperson Mrs Emma Ryles Mrs Kelly Kerslake Miss Sarah Cason
<u>HEAD TEACHER PERFORMANCE MANAGEMENT</u>	<u>COMPLAINTS/STAFF GRIEVANCE AND STAFF GRIEVANCE APPEALS</u>
Mrs Emma Ryles Chairperson Ms Vicky Edwards Vice Chairperson LA Challenge Adviser	Mrs Kelly Kerslake Chairperson Ms Vicky Edwards Vice Chairperson Ms Helen Jenkins

TEACHERS' PERFORMANCE MANAGEMENT	WELLBEING/ALN
<u>APPEALS</u>	
Ms Helen Jenkins Chairperson Ms Victoria Edwards Vice Chairperson	Helen Jenkins Chairperson Ms Michaela Richardson Vice Chairperson
Mrs Kelly Kerslake Ms Michaela Richardson	Mrs Nicola Herbert Safeguarding Bev Hopkin/Tracy Merriott



School Staffing Structure

Senior Leadership Team (SLT)

Head Teacher: Miss Sarah Cason

Acting Deputy : Miss Tracy Merriott

Acting Assistant Head Teacher: Mrs Sarah Sims

School Business Manager: Ms Yvonne Hawkins

Foundation Phase Teachers		Key Stage 2 Teachers
Nursery	Miss Louise Fraser	Year 3 Mrs Holly Gape
Reception	Miss Sadie Wride	Year 4 Mrs Sarah Sims
Year 1	Mrs Corinne Roberts/Mrs Bettina Buckland	Year 5 Mrs Rebecca Breed
Year 2	Miss Alison Johnson	Year 6 Miss Rebecca Case
		PPA teacher Mr Owen David
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 Karon Breed, 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		
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		

Financial Report to Parents 2021/22

“Together We Will Succeed”

Cumulative Expense Analysis

Financial Year – 2021/2022



LEDGER GROUP	ALLOCATED
ACCELARATED LEARNING GRANT	
	18508.00
BUDGET	
	9238.00
DOMESTIC EXPENSES	
	47240.00
EIG GRANT	
	87442.00
EMPLOYEE RELATED EXPENSES	
	737711.00
ENERGY COSTS	
	14175.00
INCOME	
	-262845.00
OTHER EMPLOYEE EXPENSES	
	265.00
PDG GRANT	
	65298.00
PDG LAC GRANT	
	0.00
PREMISES RELATED EXPENSES	
	38892.00
SERVICES UNITS	
	102991.00
SUPPLIES AND SERVICES	
	59030.00
SUPPLY COSTS	
	119099.00
VALE CATERING	
	0.00
GRAND TOTAL	1037044.00

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 has enjoyed opening up the school to more visitors this year from the local and wider community. Some of the visitors we have had this year include: MPCT Military fitness and leadership building, fire officers, police officers, engineers 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 Llangaiaich Fawr, Red Dragon centre for a bowling and cinema experience, Cardiff Castle, Cosmeston Lakes and Barry Island. We look forward to many more trips next year!





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 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.

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, zumba, Multi Sports and football.

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 have developed our new curriculum vision 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



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

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)	*Thursday 2 June 2022
Bank Holiday Celebrations	+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

School Term Time 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	75
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	195

Mon 5 Sept 2022 and *Monday 24 July 2023 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 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

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?

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, Zumba, Multi Sport, Coding Club, Eco club, and French 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?

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 readiness for the ALN Bill. 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 been running this year and feedback has been highly positive. 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 2021-2022

Returning to a new normal!

We are really proud of all our children this year who have adapted to new routines and shown great determination as we return to a new normal. Despite all the changes we have kept aiming high and this has been shown in the success we have achieved this year. We successfully gained our level 6 Healthy Schools Award after a very rigorous assessment process. 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 Bronze status in February and are working towards Silver for next year. Wellbeing of the children is always a priority and our children have coped incredibly well this year. We have recommenced after school clubs and trips. Feedback has been positive and we hope this continues next year. Congratulations to Mrs Hopkins' horse riders on their achievements – they gained their level 1 certificates in horsemanship and horse care.

Partnerships with Parents!

We have had a very successful term welcoming CAVC (Cardiff and Vale College) who have worked with our parents in a range of weekly workshops every Tuesday. Thanks for your positive feedback and enthusiasm in the sessions.

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 .



MPCT to promote wellbeing!

As part of our provision to promote wellbeing in the school we ran a project with the Motivation Preparation College for Training whereby the children had weekly sessions with ex-army veteran Staff Dean Morgan. 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 it has been great to see their self-discipline and motivation increase. We have seen improved resilience in our children and a more positive outlook to overcoming failure and perseverance in learning!



Palmerston Primary July 2022