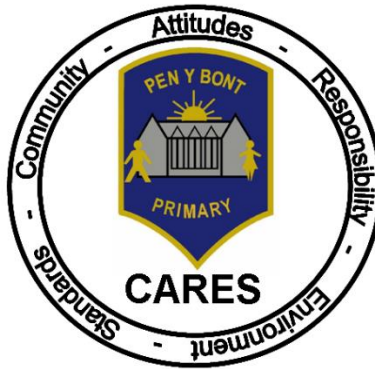




Dear Parents / Carers

Penybont Primary School
Governing Body Annual Report to Parents 2023-2024

This is the full Governing Body annual report to parents for the academic year 2023-2024 which has been shared with all parents and is available on request on our school website and app or by email request to the school.

Under the School Standards and Organisation (Wales) Act 2013 (the Act) the Governing Body is no longer required to hold a meeting for the purpose of discussing the attached report.

However, under the Act, if a Governing Body receives a petition from parents of registered pupils at the school requesting that a meeting takes place this request must be acceded to if the following conditions are met;

- The petition contains the signatures of (either) ten percent of the parents of registered pupils or thirty of the parents of registered pupils at the school (whichever is the lower number).
- The meeting must be for the purpose of discussing a matter relating to the school.
- Should meetings be requested/held there will be no more than three meetings held during the school year in which the (initial) petition is received.
- There are enough school days remaining in the school year for the meeting to be held in line with the requirements of the Act.

Should a meeting be held it will be open to all parents of registered pupils at the school, the Headteacher and other persons invited by the Governing Body.

Yours sincerely

Peter Eyre

**Chairperson of the Governing
Body, Penybont Primary School**

CHAIR OF GOVERNORS' ADDRESS

I am pleased to introduce this year's Annual Report for Penybont Primary School. As Chair of Governors, I am proud of the many achievements we've seen in the last year and the dedication of our staff, pupils and the wider community.

At Penybont Primary, we constantly strive to provide the best possible education for our children. The school continues to review and adapt its curriculum, ensuring that it meets the evolving needs of our pupils. I want to extend a genuine thank you to the hardworking staff, whose unwavering commitment helps our children flourish.

We are continuing to build good relationships with the community that surrounds the school. We have our Big Bocs Bwyd project, which allows families to "pay as you feel" for the food items that it stocks. There has also been a focus on sustainability, with a uniform swap shop, which is a simple yet impactful way of supporting families.

The wellbeing of the staff and pupils remains a high priority. The staff are given time to undertake professional development and learn new skills that they can bring back to the school. The pupils are provided with many and varied opportunities through our Dydd Gwener Gwych programme and the extra curricular clubs, as well as rewards, such as the Christmas Extravaganza, the Olympic Colour Run and film nights. We are also continuing to improve our outdoor learning facility, with the newly created nature area and our recently added outdoor classroom, both of which will enhance the children's connection with nature and promote wholesome growth.

I am also delighted to report that Penybont Primary achieved the Siarter Iaith Cymraeg Campus Silver Award this year, building on our previous Bronze Award. This is a testament to the dedication of all the staff who have done so much to promote the Welsh language within our school.

Despite challenging financial pressures, the school goes above and beyond for our children. I am incredibly fortunate to work alongside such a passionate and committed head and governing body, all of whom are deeply invested in the future of our school.

Lastly, I want to thank everyone — our dedicated staff, enthusiastic pupils, supportive parents, and committed governors. Your collective efforts make Penybont Primary a place where every child can thrive and demonstrate that Penybont Primary CARES.

**Chairperson of the Governing Body,
Penybont Primary School**

This report is a summary of the steps taken by the Governing Body in the discharge of its functions since the last report was published.

THE GOVERNING BODY

- The Clerk to the Governing Body is Simone Delaney, School Governance Solutions Ltd
- The Chairperson of the Governing Body is Mr Peter Eyre.

Both the Chair and the Clerk can be contacted through the school address:
Penybont Primary School, Morfa Street, Bridgend, CF31 1TD

- The following people are currently members of the Governing Body during 2023-24:

Governor Name	Position	Status	Term End
Mr Peter Eyre	Chair	Community	26 Jun 2027
Mr Tony Esmond	Vice Chair	LEA	07 Mar 2025
Mr Robbie Owen	Head	Head Teacher	
Cllr Nathan Deere	None	Community	26 Jun 2027
Miss Pippa Duggan	None	Community	26 Jun 2027
Cllr Steven Bletsoe	None	LEA	08 Apr 2028
Mrs Emma Thomas	None	LEA	16 Oct 2027
Ms Katy Burke	None	Parent	06 Mar 2027
Mrs Claire David	None	Parent	29 Sep 2025
Ms Kirsty Jones	None	Parent	18 Nov 2026
Ms Kathryn Kirkup	None	Staff	26 Nov 2027
Mrs Sarah James	None	Teacher	13 Nov 2027
Vacancy		Parent	

When fully constituted this Governing Body is made up as follows:

LEA Representatives	3
Community Governors	3
Parent Governors	3

Teacher Governor	1
Staff Representative	1
Headteacher	1
Total	13

The next election of parent governors is due in November 2024, as there is currently a vacancy.

SCHOOL AIMS

School motto:

'Penybont CARES by putting our children first to be the best they can be

Mission Statement:

'We pride ourselves on being a lively and exciting school for pupils and their families. We believe in involving parents and carers in the education of their children and always seek to develop strong, positive relationships with you. We need your support, interest and co-operation to make sure that your child's years with us are happy and fulfilling.

FINANCIAL STATEMENT FOR THE FINANCIAL YEAR 2023-24

Appendix A is a copy of the school's financial statement for the Financial Year 2023-24

SCHOOL PROSPECTUS

A school prospectus is updated annually in line with Welsh Government guidelines and is initially distributed to every family when their child enters Penybont Primary. Any family wishing to receive an additional copy of the school prospectus may request a copy from the office.

ACTIVITIES, ACHIEVEMENTS AND COMMUNITY LINKS

- All our pupil committees resumed and met throughout the year; this being the Junior Leadership Team, Criw Cymraeg, Digital Leaders and Eco-Committee. All of these groups play a valuable role in the continual development of specific areas of pupil interest across the school. Their work is published within our school app and on our website.
- Links with the community are strong with very good partnership work between Penybont Primary and many organisations, such as Bridgend Tennis Club and Hope Chapel as a result of our Dydd Gwener Gwych provision. We are also proud of our relationship with local health and social services and our local PCSOs.
- Staff recognise and celebrate the achievement of pupils through weekly award assemblies held on Fridays. Class teachers select a Headteacher Award winner for achievement within a schedule of focused areas. These focused areas are also used to celebrate whole class efforts with our Class Cup. Additionally, staff celebrate the efforts and/or achievements of our readers by announcing a 'Reading Award' winner, who receives a token for our book vending machine.
- Our pupils benefit from a wide range of visits to local venues during the school year to enhance and deepen their learning and experiences, linking in with learning from our topics and experiencing things that perhaps they would otherwise not. During 2023-24 these included visits to Atlantic College, Bridgend Tennis Centre, Halo swimming pools, Cardiff Bay, Bridgend Indoor Bowling Centre, Bridgend Library, Ogmore-by-Sea, Techniquet, Caerleon and Cardiff

Castle amongst many others.

- Around 340 pupils took part, either on stage or as a member of the choir, in the Christmas concerts which we held in our school for only the second time ever.
- Pupils took part in a range of sporting activities. Pupils in years 5 – 6 took part in swimming lessons at Ynysawdre Pool. Pupils from Years 3 - 6 all took part in various sporting competitions including netball, rounders, rugby, tag rugby, football and basketball. These pupils also enjoyed participating in the Bridgend Schools Mini Olympics, which we organized in Leckwith Stadium, Cardiff. We participated in Cross Country for the very first time and put together a very small but successful team. One of our boys came 1st in each of his 4 races!

CURRICULUM ORGANISATION

Penybont Primary School provides all children with a broad and balanced curriculum throughout the school, organised broadly into Progression Steps 1 (Nursery / Reception), 2 (Years 1 – 3) and 3 (Years 4 – 6). We use a variety of strategies and methodologies to develop a broad range of knowledge, skills and understanding for all pupils. Children are given opportunities to develop their learning through combinations of whole class, group, paired and individual activities.

Our 'Curriculum for Penybont' is designed to create:

- ambitious, capable learners, ready to learn throughout their lives
- enterprising, creative contributors, ready to play a full part in life and work
- ethical, informed citizens of Wales and the world
- healthy, confident individuals, ready to lead fulfilling lives as valued members of society

Curriculum Vision

Our school is located in the heart of our vibrant Welsh community, our curriculum is a celebration of our rich heritage and our commitment to fostering progress for every child. We recognise the importance of providing equal opportunities and breaking down barriers of deprivation, ensuring that every pupil has the chance to thrive. Grounded in the statutory curriculum for Wales, our approach embeds the Four Core Purposes at its centre, guiding our learners to become ambitious, enterprising, ethical, and healthy individuals.

Through our innovative use of 'threads,' which serve as thematic sub-categories, our staff skilfully merge subjects into engaging, current, and responsive topic plans. This dynamic approach fosters curiosity, relevance, and deeper understanding for our children as they explore and experience learning.

Our '[Dydd Gwener Gwych](#)' program harnesses the assets of our community every Friday morning, creating enriching hands-on learning experiences. Additionally, family collaboration is key, with our '[Core Purpose Ninja Challenge](#)' encouraging active family engagement and support throughout the curriculum journey.

Together, we create a learning environment that celebrates who we are, supports every child's progress, and nurtures a love of lifelong learning.

Curriculum Structure

Our highly professional, skilled and creative staff create engaging and purposeful topic plans each term to ensure curriculum coverage whilst being influenced by the voice of the pupils.

The Curriculum for Wales' 'Statements of What Matters' for each Area of Learning and Experience (AOLE's) have been creatively split into 'threads' as shown on our school website.

This allows threads from different AOLE's to be creatively merged together to create exciting cross curricular whole school topics.

Example: 'Body Rocks' Topic:

During this recent topic, plans were created to merge the 'Enquiry', 'Living Things', 'Health & Disease' and Data threads from the Science & Technology AOLE together with chosen strands such as 'Life Choices' and 'Managing Risks' from the Health & Wellbeing AOLE.

Staff made this decision, due to the clear links between the threads and the exciting opportunities it presented for teaching and learning.

AOLE Coordinators meet to determine what progression within the topic and the thread will look like, before releasing to staff for discussion and agreement. These decisions about the progression of skills, knowledge, experiences and vocabulary are recorded on a 'Thread detail' sheet for reference in the future.

Our staff discuss each 'Descriptor of Learning' within each 'Thread' and decide if it is relevant to our pupils and if it needs extending or sharing further down our progression steps where they may not be a linked descriptor. In the example below, you will notice that there is no 'Descriptor of Learning' in PS1 or 2 for the 'Health & disease' 'Thread', but staff felt that it was important for our pupils to learn about dental care and nutrition from an early age and therefore planned progressive learning opportunities and experiences for the pupils.

During these meetings, staff also discuss opportunities to weave through the required cross cutting themes of the curriculum.

Underpinning Literacy & Numeracy Skills

Literacy

We have recently invested in utilising the fantastic 'Literacy Tree' to develop the English

skills of our pupils. The Literacy Tree is a complete, thematic approach to the teaching of primary English that places children's literature at its core. We made this decision after researching many available options and visiting schools to discuss its impact on standards, engagement and progress.

Numeracy

We have recently invested in changing our whole approach to the teaching and learning of maths to one that utilises the CPA approach (concrete, pictorial, abstract). After significant staff professional development sessions with an expert in the field the pupils now have a maths curriculum that encourages depth of knowledge.

RELIGIOUS EDUCATION AND COLLECTIVE WORSHIP

The school is mainly Christian in character but recognises a broad range of other religions, faiths and beliefs. There is a collective act of worship each day which may be either in one of our halls ('assembly') and on some days in class. These are structured around our school values, which are reflective not only of Christian values, but also of many core values in other world religions. Children may be withdrawn from collective worship on religious grounds if their parents so request in writing.

ARRANGEMENTS FOR PUPILS WITH ADDITIONAL LEARNING NEEDS (ALN)

ALN provision at Penybont Primary is very good and the ALN staff team are a strong feature of the school. The local authority recognises much of our ALN work as best practice. Our ALN policy statement explains agreed procedures for identifying, assessing and teaching children with additional needs. Each child has an individual learning plan with specific objectives and targets which are regularly monitored. Parents and pupils are included in the regular review meetings which focus on pupil progress and future educational provision.

Additional learning needs financial resources this year were allocated to:

- 25% of support for Special Needs Support Assistants
- Non contact time for the ALNCo to carry out her role
- Additional resources to support differentiated work

Primary pupils having additional needs within BCBC are not usually statemented as support is available without going through the statementing process.

SCHOOL IMPROVEMENT PLAN

The School Improvement Plan (SIP) represents the vision for improvement in the form of targets and actions and ensures a commitment to raise achievement in all areas of school life. The improvement plan targets for 2023-24 were:

Priority 1

To embed a whole school approach to writing within LLC and literacy across the curriculum to enhance pupil progress and raise standards across the school.

Priority 2

To raise standards of Welsh 2nd/3rd Language across the school

Priority 3

To further develop pupil wellbeing throughout the school

Priority 4

To further strengthen our parental engagement and support with families

Priority 5

To develop consistent and progressive approaches in our whole school offer to pupils

THE LANGUAGE OF CURRICULUM DELIVERY

Whilst the main language of instruction is English, pupils throughout the school are encouraged to speak Welsh to their peers and other adults whenever possible. There is a comprehensive development and progression programme in place for Welsh language development, and a 'Helpwr Heddiw' is employed in each classroom. The teaching of Welsh language is largely focussed on the development of oracy skills, but with an increasing emphasis on reading and writing in Welsh as children mature and gain confidence. We achieved both the Siarter Iaith Cymraeg Campus Bronze and Silver Awards in 2023-24 and will now focus on strengthening our provision and working towards the Gold Award over the next year or two.

We give pupils the opportunity to experience Welsh culture and heritage wherever possible. Welsh is taught as a second language, there is no provision for any subject to be taught through the medium of Welsh. Pupils for whom English is an additional language (EAL) are catered for according to their needs with input from appropriate personnel.

STAFF DEVELOPMENT

The staff are the most important resource of the school and all staff attended courses and in-service training in line with the priorities in the school improvement plan. A firm commitment, led by the Headteacher and SLT, is given at school to continuing professional development for all staff members.

We utilize professional learning workshops, where members of staff share their expertise with others to upskill everyone.

SCHOOL POLICIES

The school has a large number of policy documents covering both curriculum and non-subject areas. These documents are reviewed and revised by staff and governors on a rolling programme to reflect changing legislation, procedures and approaches. Further information is available by contacting the office during school time.

SCHOOL SESSION TIMES:

Our normal school session times are:

Nursery – Year 2 8:45 am - 3:05 pm (Lunch: 1 hour)

Year 3 – Year 6 8:45 am - 3:05pm (Lunch: 50 minute)

Nursery and Reception classes lunchtimes start between 11:45 – 12:00 but are also an hour long.

ARRANGEMENTS FOR DISABLED PUPILS

The Governing Body is mindful of the requirements of the Disability Discrimination Act (DDA) 1995 and The Special Needs and Disability Act (SENDA) 2005 in drawing up the School Improvement Plan and the day to day operation of the whole site.

The school is committed to ensuring that all pupils are able to participate in the school curriculum and (where they desire) in activities such as after-school clubs, leisure/sporting events and educational visits. All aspects of accessibility, including access to written information are included in the planning process to ensure that disabled pupils or adults will not be treated less favourably than other pupils and adults.

ATTENDANCE

The school places strong emphasis on good attendance. REMEMBER - Success starts by being in school. Parents should note that Welsh Government guidelines state that taking children on holidays during term time is not an entitlement for parents and all such absences need to be applied for in advance.

In 2023-24, our attendance of statutory aged pupils was as follows:

Total number of possible sessions:	372	% Statutory attendance	91.0%
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ADMISSION / TRANSITION ARRANGEMENTS

Admissions are made in line with the Local Authority's admissions procedures. Every school has a published admissions number (PAN) which determines the number of school places available. Many year groups are over the published admissions number. Bridgend County Borough Council is the Admissions Authority for Penybont Primary. The schools admission arrangements are therefore, operated in line with the

Authority's policy on school admissions.

Pupils will usually remain in the school until they complete year six and then transfer to secondary school. This school is a feeder school for Brynteg Comprehensive School, however, pupils may apply to attend any secondary school they choose subject to compliance with the Authority's admissions policy.

COMPLAINTS

The governors sincerely hope that any concerns and problems can be addressed by discussion with either teachers, the Headteacher and/or admin staff prior to becoming an issue for the attention of the Governing Body and the local authority. The complaints policy sets out the agreed procedures for handling complaints and is available on the school website or directly from the school upon request.

HEALTHY EATING & DRINKING

The school encourages parents to provide healthy options for pupils in both morning breaks and lunches. Pupils are taught about the benefits of healthy lifestyles including strategies such as '5 a day' and the school operates a Healthy Tuck Shop. Pupils worked with pupils from other schools in the cluster this year to create a 'Healthy Lunchbox' promotion video. Pupils are also encouraged to bring water bottles to school. School dinners provide a range of healthy choices for pupils, are freshly prepared and well balanced. We provide 'Universal Free School Meals' offer, for all pupils from Reception to Year 6.

Term Dates

Term dates are published on our school app and website and follow those set by Bridgend County Borough Council. The school has a number of inset days that are set in conjunction with our cluster schools. The inset days are published on our school website and school app.

Appendix A - Budget Expenditure for 2023-24

Bridgend County Borough Council		Cost Centre:	4347
		Based on:	343.08
Run for Period 12 2023/2024 on 14/05/24			
School:	Pen-Y-Bont Primary	Projected Expenditure	Spend of budget
Budget allocation:	£1,378,442		
Employee Related Expenses			
AA	TEACHING STAFF	907,927	65.87%
CD	SUPERVISORY ASSISTANTS	42,181	3.06%
CJ	SPECIAL NEEDS SUPPORT ASSISTANT	11,835	0.86%
DB	PLAY LEADERS	30,537	2.22%
LG	SENIOR LEARNING SUPPORT OFFICERS	50,623	3.67%
MB	SCHOOL CLERK	50,231	3.64%
MC	LEARNING SUPPORT OFFICERS	291,013	21.11%
MS	SCHOOL SITE MANAGERS	31,718	2.30%
MX	COVER SUPERVISORS	366	0.03%
WA & XX99	SUPPLY COVER AND AGENCY STAFF	82,366	5.98%
WA09	MUTUAL FUND SLA	26,514	1.92%
XX70	STAFF TRAINING	6,156	0.45%
Total Employees		1,531,465	111.10%
Premises Related Expenses			
1005	REPAIRS & MAINT (DELEG'D)	20,423	1.48%
1101	MAINTENANCE OF GROUNDS	4,438	0.32%
1202	GAS (EXCL.LPG)	28,185	2.04%
1203	ELECTRICITY	43,232	3.14%
1302	PREMISES HIRE	1,238	0.09%
1401	BUSINESS RATES	18,716	1.36%
1501	WATER	4,977	0.36%
1611	FIRE RELATED FIXTURES	180	0.01%
1701	CONTRACTOR PAYMENTS	26,985	1.96%
1711	CLEANING MATERIALS (BUILDING)	3,134	0.23%
1721	PREMISES RELATED COSTS	8,079	0.59%
1805	SPECIAL PERILS INSURANCE	669	0.05%
Total Premises		160,255	11.63%
Transport Related Expenses			
Total Transport		-	0.00%

Supplies and Services			
3005	EQUIPMENT INSURANCE	3,382	0.25%
3021	LICENCES (NON VEHICLE)	1,197	0.09%
3047	PDG OTHER	27,208	1.97%
3053	CAPITATION	67,167	4.87%
3202	SCHOOL MEALS	51,560	3.74%
3606	INTERNAL FEES	5,288	0.38%
3620	POLICE CHECKS	646	0.05%
3780	PERSONNEL SLA	3,772	0.27%
3785	CLERK OF GOVERNING BODIES	1,350	0.10%
3793	EXCLUSION CLAWBACKS	334	0.02%
3864	PURCHASE LEDGER SLA	1,346	0.10%
3865	CORPORATE LANDLORD SLA	9,873	0.72%
3866	MATERNITY SLA - SCHOOLS	6,031	0.44%
3870	INSTRUMENTAL MUSIC SLA	6,534	0.47%
3875	SCHOOLS LEGAL SLA	1,300	0.09%
3876	CARETAKINGS SLA	1,045	0.08%
3877	FINANCE SLA	2,824	0.20%
3878	I.T. SLA	31,923	2.32%
5226	WASTE DISPOSAL CHARGES	3,721	0.27%
6802	COMPUTER COSTS: GENERAL	13,845	1.00%
6803	POSTAGES	0	0.00%
6804	TELEPHONE CHARGES	475	0.03%
6810	MOBILE TELEPHONES	31	0.00%
6821	PHOTOCOPYING	3,846	0.28%
6871	LIABILITY INS'NCE	187	0.01%
7301	NON IT EQUIP OPERATING LEASES	9,270	0.67%
Total Supplies and Services		254,153	18.44%

Estimated Income			
8003	WG NON DIRECT FUNDING	(145,368)	-10.55%
8007	GOVERNMENT GRANTS	(221,439)	-16.06%
8242	OTHER CONTS. ETC.	(36,363)	-2.64%
8311	SCHOOL MEALS SALES	(11,583)	-0.84%
8471	OTHER FEES RECEIVABLE	(30,537)	-2.22%
8524	COMMISSION / INSURANCE	(3,150)	-0.23%
8755	SUPPLY COVER	(3,620)	-0.26%
Total Estimated Income		(452,060)	-32.79%

Pen-Y-Bont Primary	
Budget Allocation	1,378,442
Estimated Income	452,060
Underspend (+) or Overspend (-) in prior year	(23,511)
Total Amount Available	1,806,991
Total Estimated Expenditure	1,945,873
Estimated Credit/Debit	(138,882)