







# Governors' Annual Report to Parents and Carers

Adroddiad y Llywodraethwyr Blynyddol at Rieni a Gofalwyr

2021-22



St Joseph's RC High School Ysgol Uwchradd Gatholig Joseff Sant

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#### Introduction from the Chair of Governors

#### Dear Parents/Carers

Welcome to this edition of the Governors' Annual Report to Parents. This year, the report is slimmed down because Welsh Government has relaxed some of the statutory requirements to reflect the impact of the coronavirus pandemic on education. The following report establishes the achievements and developments of the school family over the last academic year.

Throughout the pandemic, the Governing Body undertook the strategic management of the school by means of virtual meetings. We returned to 'face to face' meetings in March 2022. The Governing Body has consistently followed Welsh Government, Public Health Wales and Local Authority Guidance to ensure that the safety, emotional and physical wellbeing of the pupils and staff of St Joseph's RC High School, remain at the heart of everything we do. To further the wellbeing of pupils, investment has been made to improve outside resources including extra seating, covered areas and most excitingly, an outside gym. We remain grateful to our dedicated Site Manager and his fantastic team who work extremely hard to maintain the premises and create a safe, high-quality environment to further learning and teaching.

For those times when attendance at school has not been possible, online home learning has been successfully implemented and highly praised. This has been made possible by the commitment of our dedicated staff and the support of parents and carers. Staff are now strategically planning for the new Curriculum for Wales, whilst maintaining the centrality of our Catholic Virtues.

Pupils have worked incredibly hard, often in difficult circumstances. You will be aware that despite all the challenges of blended learning, standards have remained consistently high. The governors would like to offer their congratulations to all those pupils who sat public examinations. The commitment and dedication of staff, parents and carers, enabled pupils to achieve excellent results in their examinations. Going forward, governors and staff are committed to improve the progress of pupils disproportionately affected by the pandemic.

Governors wish to take this opportunity to thank Mrs Jarrett and all teaching and non-teaching staff whose hard work, enthusiasm and perseverance, in these difficult times, has ensured that the pupils continue to flourish. Governors would also wish to thank parents and carers for their continued support.

Governors are committed to provide an educational environment where every child is nurtured and given the opportunity to develop and achieve to the best of their ability. Please be assured that the safety and well-being of your child and the staff at St Joseph's RC High School remain central to our work.

If you have any questions about any aspect of this report, please contact me via the school.

Barbara Kurzik

Chair of Governors

# **Composition of the Governing Body 2022-2023**

Mrs Jackie Jarrett	Headteacher
FOUNDATION GOVERNORS	
Mrs Valerie Bradshaw	End 31 Aug 2024
Mr. Paul Bennett	End 31 Aug 2024
Fr Brian Cuddihy	End 31 Aug 2024
Mrs. Linzi Dunn	End 31 Aug 2024
Mrs Anna Godfrey	End 31 Aug 2024
Mrs Barbara Kurzik (Chair)	End 31 Aug 2024
Contact via school	
Mrs Norrie McLoughlin	End 31 Aug 2024
Mrs Louise Robinson	End 31 Aug 2024
Mrs Geraldine Waite	End 31 Aug 2024
Mrs Mary Tilley	End 31 Aug 2024
Mrs Reema Cross	End 31 Aug 2024
Mrs Kate Rowlands	End 31 Aug 2024
LA APPOINTED GOVERNORS	
Vacancy	
Mr Alex Pimm	End 31 Jan 2026
PARENT GOVERNORS	
Mrs Clare Ward	End 31 Jan 2024
Mr Mark Pelling	End 31 Jan 2024
Mr Simon Linton	End 31 Oct 2023
TEACHER GOVERNOR	
Mrs Kath Burke	End 30 Jun 2023
Mr Owain James	End 31 Jan 2024
NON-TEACHER GOVERNOR	
Mr Mark Rowland	End 31 Jan 2026
ASSOCIATE PUPIL GOVERNORS	
Libby Doverman	End July 2023
Alex Webb	End July 2023
LA Clerk to the Governors	
Contact at	
Governor.support@sewaleseas.or.uk	

#### Roles and Responsibilities of the Governors 2022-23

The Governing Body work together as a team, offering knowledge, skills and expertise to assist in the effective running of the school. Our Governing Body comprises Foundation Governors, appointed by the Archdiocese; Teacher Governors elected by the teaching staff of the school; a Staff Governor who represents the non-teaching staff of the school; Parent Governors elected by parents of our school; LA Governors appointed by Newport City Council, Associate Pupil Governors and the Headteacher of the school.

The governors at St Joseph's fulfill four essential functions:

- to contribute to the Catholic nature of education in the school as set out in the mission statement;
- to provide a strategic view to raise standards of achievement;
- to act as a critical friend, to provide the Headteacher and staff with support, advice and information; monitoring and evaluating the school's effectiveness and promoting the interests of the school and its pupils; and
- to ensure good quality education within the school and to be accountable to parents and the wider community for its actions and the school's performance.

Link governors with special responsibilities

	Special Responsibility	Governors
PROFESSIONAL	1. Personal Professional Development	B KURZIK
LEARNING AND	2. Policies	M ROWLANDS
LEADERSHIP	3. Health and Safety	M TILLEY
	4. ICT and Hwb Champion	M PELLING
	5. Newport School Forum (Finance)	A GODFREY
ACCOUNTABILITY	6. Catholic Life of the School	Fr CUDDIHY
(Self-evaluation,	7. Attendance; Closing the Gap; MAT; Data	L ROBINSON
SDP)	8. Racial Equalities and Equal	N McLOUGHLIN
	Opportunities	
	9. Child Protection (Statutory) and LAC	L DUNN
WIDER SKILLS:	10. LA Admissions Forum	P BENNETT
WELSH	11. Newport Association of School	R CROSS
DIMENSION AND	Governors	
INTERNATIONAL	12. Welsh Baccalaureate and Cwricwlwm	K ROWLANDS
PERSPECTIVE	Cymreig	
	13. Mentor and Training Governor	Self-Evaluation
		Committee
	14. Governors Report to Parents	B KURZIK

SIX AREAS OF LEARNING AND EXPERIENCE	GOVERNORS
1. Expressive Arts	C WARD
2. Health and Wellbeing	M TILLEY
3. Humanities	Fr CUDDIHY: Catholic Life of the School and RE
	R CROSS: linked to remaining subjects
4. Mathematics and Numeracy	A GODFREY
5. Language, Literacy and	L ROBINSON: English and Literacy
Communication	K ROWLANDS: MFL and Welsh
6. Science and Technology	P BENNETT: Sciences
	M PELLING: ICT and related subjects
7. Inclusion/ALN	L DUNN

#### **Reports from Committees**

#### Catholic life of the school: K Burke

As governors we are proactive in monitoring, evaluating and reviewing the Catholic life of the school and the Religious Education curriculum. We are delighted to report that the school continues to provide a truly Catholic ethos and the work of the Religious Education Department continues to flourish and provides every opportunity for spiritual and faith formation of our pupils. Fr Brian Cuddihy (St Patrick's), the link governor, plays a vital role in providing first-hand feedback and support in the school's spiritual and faith development.

Mrs K Burke, Head of RE, provides a termly report that is included in the Headteacher's report to governors, on the spiritual and liturgical life of the school. Recent highlights have included:

- An in-service training day for teaching and support staff, on the Catholic Pupil Profile. (Virtue Curriculum)
- Every lesson to begin with the Sign of the Cross.
- Further development of our youth chaplaincy team.
- Advent and Passiontide services.
- Class celebrations of the Stations of the Cross and the Sacred Heart of Jesus.
- Services in honour of Our Lady during May in the school prayer garden.
- Service in honour of those suffering in war and conflict.
- Year 7 Welcome Mass.
- Form led assemblies
- Head pupil led assemblies.
- Whole school Monday afternoon reflection led virtually by Mrs Burke.
- Class in-house retreats.
- Raising money for Ukraine (Cycle for Ukraine) along with forms growing sunflowers for the people of Ukraine which were planted in front of the new PE office.

Due to COVID restrictions being lifted it is pleasing that Kintbury retreats can begin once again this academic year. In January, 12 Year 11 pupils will have the opportunity to develop their relationship with God at St Cassian's centre and in May, Year 9 will have the same opportunity. The school's newsletters will provide further details on the liturgical life of the school and our charity work.

#### **Admissions Committee**

#### **Chair: Paul Bennett**

As a foundation school, St Joseph's is responsible for the administration for all applications. St Joseph's continues to be oversubscribed for every year group.

The committee meets in January to consider all on time applications for Year 7 in September. It also meets two or three times per month to consider late applications and in year applications.

The committee has full decision-making powers. Any rejected applications may be appealed by the applicants. Appeals and are then heard by an Independent Appeals Panel, as detailed in the Schools Admission Policy. (Available from the school's website or from the Admissions Officer at St Joseph's)

#### **Education Committee**

#### **Chair: Barbara Kurzik**

Throughout the pandemic, the school and all our families have had to develop new ways of working, teaching and learning. Governors too, have needed to adapt and develop new ways to strategically monitor and evaluate the school's performance and ask critical questions. All governors are members of the Education Committee; we met on three occasions to review and monitor curriculum developments and to consider the progress made on aspects of the School Development Plan.

Mr Seghiri, Assistant Headteacher, presented governors with an overview of exam results during our Autumn Term meeting. Mrs J Morgan also introduced governors to Hwb; a website provided by Welsh Government containing online tools and resources for schools. Not surprisingly, distance and blended learning continued to form a key role in our discussions.

Mrs J Morgan, Deputy Headteacher, led our Spring Term meeting which focused on the new curriculum for Wales and the development of the curriculum at St Joseph's. She presented the Curriculum Plan 2022-2023 and gave an update on assessment procedures.

Our third and final meeting, in the Summer Term was led by Mr Humpage, Assistant Headteacher, and focused on safeguarding. The wellbeing of pupils and staff was also of concern to governors. Now that pupils had returned to school, governors wanted to know what was included in the pupil wellbeing sessions, and how vulnerable children were being supported. Governors also wanted to know about the general wellbeing of the staff at the school.

You will be aware that our curriculum policy published on the website states: "Through our mission statement, summarised by 'Serving God through Learning Together', we endeavour to keep faith as the foundation of our curriculum so that Gospel values permeate and affect all aspects of our curriculum and school life."

Governors wish to thank parents and carers for their help in supporting and enabling the school to promote high standards of educational achievement and good behaviour.

#### **Financial Statement**

The financial outturn statement for 2020-21 is shown at the back of the document page 15.

#### **Premises**

The School has continued to work closely with governors and the school council to improve the school site during the 21-22 financial year.

We managed to deliver what the school council's number one site priority, a new astroturf which has been a huge success.

With a growing school community, another priority has been to have sufficient fit for purpose teaching rooms and a chapel and garden for quiet prayer and reflection. To meet these priorities, we added 2 new outdoor classrooms and a new chapel and garden area. We also added a new external PE Office and converted the old PE office to accommodate counsellors on-site and refurbished our Library using designs agreed by our school council's pupil representatives.

Our pupils are regularly talking to senior staff about our school outdoor space and what improvements they would like. We have continued to add additional bench seating around the site, installed 1 new outdoor covered canopy, 6 pieces of outdoor play equipment, re-marked 3 basketball courts and replaced 6 basketball backboards and nets and installed roller shutters on the school bike shed to improve security for those bringing bikes.

This financial year also saw us commence a 3-year programme to replace carpet tiles in all our classrooms and offices.

The school car park was remarked over the summer holidays, a new electric minibus secured to transport our post 16 pupils around to our collaborative partner schools and our first EVC (Electric Vehicle Charging) point installed on site.

Over the summer holidays, we also installed a new outdoor catering pod (in partnership with our catering partner Chartwells) which will serve grab and go options and ensure pupils not requiring hot meals have a second outlet to access/buy from, thereby minimising queuing times.

The headteacher, governors and pupils wish to put on record, their sincere thanks to our wonderful site team who continue to work so hard on behalf our school community.

#### Governors' expenses

No claims for expenses were submitted.

#### **Attendance figures**

On a national scale, attendance has and continues to be affected by the global academic. However, attendance for the academic year in 2021-22, by year group was as follows:

Year 7-92.7

Year 8-92.1

Year 9-90.4

Year 10-90.3

Year 11-89.6

Whole school - 91.0%

#### **Destinations Data**

	Number of pupils	Percentage
Year 11 number on roll	233	
Returned to St Joseph's 6th form	146	62%
Returned to another 6th form provision	2	0.8%
Attending Coleg Gwent	60	25%
Attending Cardiff and Vale College	5	2%
Attending another college provision	11	4%
Attending another education provision	2	0.8%
Attending an Apprenticeship	2	0.8%
In employment	2	0.8%
Family left the area no destination recorded	2	08.%
Attended BAC Year 11- no destination shared	1	0.4%

#### Links with the community

The school offers a comprehensive range of activities, both curricular and extra-curricular. There are strong links with a multitude of organisations who support these activities which include academic institutions, creative industries, and a range of work-based organisations. These links include the Catenians, Rotary Club, Royal Institute of Naval Architects, police, local magistrates and the health service who all continue to work with the school and provide inputs into Personal and Social Education, Skills Challenge and the broader school curriculum. The school has also maintained and fully utilised its excellent links with Careers Wales to continue to provide a diverse range of Careers and Education Guidance Services, to pupils in all key stages. A wide cross-section of employers' help to both organise and run these activities. A number of visitors attend the school on a regular basis. Examples of this are volunteers within the sixth form enrichment programme. This is designed to help pupils to develop the skills that studying alone cannot teach them.

#### Sport and extra-curricular activities

At St. Joseph's, the PE department offer a range of sporting opportunities for all pupils. With the new curriculum in mind, we have reviewed and refined our pilots for Year 7 to incorporate and consolidate new learning opportunities for pupils to involve GCSE content, richer reading opportunities, and overall increasing the knowledge and understanding of wellbeing through physical challenges and improving sporting performances.

The PE department offer a various range of sporting experiences ranging from traditional games such as rugby, hockey, netball, football, and basketball, to creative activities like dance, and leisure type activities like badminton and fitness. The traditional teams all compete in the South East Wales Leagues and Cup, and the boys are entered into the Welsh Cup for football. This year, we have started up girls' football on a weekly basis. We have already played three matches against John Frost school, with over 28 girls signing up for the club in the first few weeks.

It was the first GCSE external practical moderation as a newly established department, and the WJEC moderator was extremely impressed with the high standards of both the practical ability of all pupils, and the excellent way all pupils conducted themselves. The moderator was especially impressed with the way the pupils could talk in depth of their own experiences in sport and were happy to share their sporting performance videos with her and explain the importance of their elite training.

The PE department is in partnership with Newport Live who deliver extra-curricular activities for girls only fitness, dodgeball, and basketball. These clubs are well attended with pupils attending on a weekly basis after school. These clubs are run by volunteers. Newport Live also attend lessons to encourage girls to become involved in community work through coaching and leading activities in community sports. A few of the girls have attended John Frost on a Friday evening to deliver the community sport.

In July, we delivered four Inclusive sports days for Years 7-10, where pupils competed in their form classes, and participated in eight different activities for the first two hours, competing in four traditional sports day activities; shot put, javelin, long jump, and relay, and four non-traditional sports; baseball, dodgeball, football/basketball and CrossFit. For the final hour, the pupils competed in a smaller version of a sports day with the whole year group watching and cheering on form members.

As a department we have organised sporting events for the whole staff to attend one evening every half term to compete in sporting activities. The events have been very successful with activities such as netball, multi-sports; basketball, handball, football, basketball and baseball. The Year 10 boys also competed against staff members in football to show their support to Ukraine in a charity match.

Some of the PE staff worked closely with the work completed by the key stage 3 'ThriveHive' pupils which was coordinated by Miss Jones, Head of Inclusion. The PE staff lead and designed the sessions around the pupils' needs and interests. Also, some of the PE staff supported the transition of ALN pupils in the summer term, to participate in sports and get used to being in school before they attended in September.

In the summer, the PE staff visited St. Joseph's RC Primary school to deliver sporting activities before they completed their transition days. The activities involve CrossFit with some equipment, boxing and dodgeball.

Pupils also had the opportunity to compete in KS3 and KS4 athletics against other South East Wales schools at Leckwith and Spytty Stadiums.

Miss Bignell carried out the Active in Mind project for our pupils and completed weekly tasks with pupils through physical activity. Athlete Liz Johnson was heavily involved in the delivery of the course too. Year 7 girls participated in a Year 7 WRU festival for the community, carrying out training and some matches against other schools.

Mr Walshe and Miss Bignell carried out interform football and netball for KS3 afterschool.

#### Action taken to review policies

All policies are reviewed in consultation with a number of different groups of individuals depending on their type and how they are to be implemented into the school. Consultation can take place with pupils, staff, parents, governors, Diocese, Local Authority and other bodies or organisations as appropriate. Policies are then reviewed and approved by governors before they are implemented. All policies are available from the School and can also be viewed on the website.

**Term dates 2022-23** 

AUTUMN TERM		SPRING TERM		SUMMER TERM	
WEEK	Week beginning	WEEK	Week beginning	WEEK	Week beginning
1	05.09.2022	2	09.01.2023	1	17.04.2023
2	12.09.2022	1	16.01.2023	2	24.04.2023
1	19.09.2022	2	23.01.2023	1	01.05.2023
2	26.09.2022	1	30.01.2023	2	08.05.2023
1	03.10.2022	2	06.02.2023	1	15.05.2023
2	10.10.2022	1	13.02.2023	2	22.05.2023
1	17.10.2021				
2	24.10.2022				
H	HALF TERM	HALF TERM		HALF TERM	
1	07.11.2022	2	27.02.2023	1	05.06.2023
2	14.11.2022	1	06.03.2023	2	12.06.2023
1	21.11.2022	2	13.03.2023	1	19.06.2023
2	28.11.2022	1	20.03.2023	2	26.06.2023
1	05.12.2022	2	27.03.2023	1	03.07.2023
2	12.12.2022			2	10.07.2023
1	19.12.2022			1	17.07.2023

SCHOOL TERMS & HOLIDAYS 2022/2023				
TEDN 4	CTARTC	HAL	F TERM	ENDC
TERM	STARTS	STARTS	ENDS	ENDS
AUTUMN	2 September 2022	31 October 2022	4 November 2022	23 December 2022
SPRING	9 January 2023	20 February 2023	24 February 2023	31 March 2023
SUMMER	25 April 2023	29 May 2023	2 June 2023	21 July 2023

#### TIMES OF THE SCHOOL DAY

	Years 7, 8 & 9		Years 10, 11, 12 & 13
Registration	08:50 - 09:00	Registration	08:50 - 09:00
P1	09:00 - 10:00	P1	09:00 - 10:00
P2	10:00 - 11:00	P2	10:00 - 11:00
Break	11:00 - 11:20	Break	11:00 - 11:20
Р3	11:20 - 12:20	P3	11:20 - 12:20
Lunch	12:20 - 12:55	P4	12:20 - 13:20
P4	12:55 - 13:55	Lunch	13:20 - 13:55
Form time	13:55 - 14:20	Form time	13:55 - 14:20
P5	14:20 - 15:20	P5	14:20 - 15:20

#### Summary of changes to the school prospectus since publication

A prospectus is available on the school website. There have been no changes to the school prospectus.

#### Curriculum

St. Joseph's RC High School is committed to the provision of a Christian education for all its pupils in accordance with the principles and teachings of the Catholic faith. Through our mission statement, summarised by 'Serving God through Learning Together,' we endeavour to keep faith as the foundation of our curriculum so that our Catholic Virtues and Gospel values permeate and affect all aspects of our curriculum and school life.

We embrace Welsh Government's vision of a new curriculum for Wales which supports us in our mission to nurture the whole child to prepare them to serve their communities in an uncertain world. A summary of our approach to the Curriculum for Wales can be found on the school website.

#### Language

St. Joseph's is an English medium, Catholic voluntary aided school with a rich cultural mix. The school celebrates the fact that amongst its school population, 22% of pupils come from minority

ethnic backgrounds and close to 20% speak English as an additional language with 57 languages used across the school.

#### **Statement about Welsh language**

Welsh is taught as a second language to every pupil in years 7-11 meeting our statutory requirements. Teachers use basic Welsh, where they can, across the school to address and praise pupils. Outside of lessons the school promotes the use of the Welsh language reflecting the Welsh Government document 'Our Language: Its Future, laith Pawb'.

#### **Toilet provision**

The school meets Health and Safety requirements for the number of toilets needed for the pupils on roll. The school also has disabled toilets. All toilets are cleaned throughout the day.

#### Healthy eating and drinking

Health and wellbeing remain paramount at St Joseph's RC High School, not only for our pupils but also for our staff. Now, more than ever, we are conscious of the vitally important role that this plays in our school community. We continue to strive to ensure that the school environment is safe, happy, and inclusive where all members of the community demonstrate mutual respect whilst celebrating and embracing diversity. We have enhanced provision in relation to both physical and mental health and wellbeing. Specialist staff, employed by the school, provide bespoke and often unique and highly successful intervention to support positive mental health. The school works with a wide variety of outside agencies such as MIND, Barnardo's and school counsellors to ensure support is provided to the pupils who need it. Our Inclusion department offers pupils a calm and peaceful environment should they need to talk, re-engage with education, or just need time out.

We are delighted to report that there continues to be an extensive range of extracurricular sporting clubs offered to all pupils. Resources have also been directed to enhance the sporting equipment and facilities around the school and we continue to offer a diverse range of provision including weight training areas, table tennis tables, basketball nets, outdoor gym equipment, teqball table as well as more traditional investment in rugby, football, hockey, and netball to name just a few. The take up of these opportunities continues to be strong. Health and safety protocols surrounding the provision are adhered to at all times.

The school has, for some years now, worked with our catering partners, Chartwells. The school offers a comprehensive menu selection, in line with relevant Welsh Government guidance, and has expanded its daily provision, responding to pupil voice and feedback. As the school continues to progress each year with the staged Healthy Schools assessment programme, the curriculum provision is also reviewed each year to ensure that health, fitness, and wellbeing area are key areas which are delivered across a whole school personal and social education programme which is delivered to each year group on a weekly basis.

#### The Annual Governors' Meeting with Parents

No meeting was held under Section 94 of the School Standards and Organisation (Wales) Act 2013.

## Financial Statement for Year Ending 31st March 2022

2020/21		2021/22
Outturn		Outturn
£	Employees	£
4,764,346	Teachers	4,867,337
924,396	Support Staff	986,299
55,821	Caretakers	59,535
4,022	Midday Supervisors	9,021
106,801	Cleaners	122,156
	Other Employee Costs	
57,076	Supply Insurance Premium	64,423
119,458	Agency Staff	234,169
828	Lunch Time Meal Entitlement	2,324
0	Foreign Language Assistants	0
593	Exam Invigilators	4,304
0	Advertising	0
0	Interview Expenses	0
1,912	Misc Employee Costs	834
	Energy	
23,115	Gas	21,281
45,486	Electricity	63,442
0	Oil	0
348,104	Capitation and ICT	368,174
1,590	SCC, EIG and PDG Expenditure	0
	Premises Related	
0	Hire of Facilities	0
34,775	Rates	34,775
249,628	Building Maintenance and Alarm Lines	376,659
1,140	Grounds Maintenance	1,140
10,533	Water	11,603
7,169	<b>Building Cleaning Contract</b>	12,542
2,973	Refuse Collection	6,034
582	Miscellaneous Premises	366
	Communications	
2,570	Postage/Fax/Telex	2,940
25,707	Telephones	22,006

	T	
1.624	Transport	21.761
1,624	Vehicle Maintenance	31,761
0	Purchase of Vehicles  Vehicle Hire	11 524
3,840	Car Allowance	11,524
0		0
0	Travel Expenses	0
118,311	Exam Fees	55,175
	External Courses	
2,130	School Funded Training	1,210
0	Alternative Curriculum Provision	0
10,000	Sixth Form	10,000
99,418	Central Services	97,921
	Income	
0	Lettings	0
-31,780	Sales Income	-6,300
0	Music Service Income	0
-2,520	Donations	0
0	Miscellaneous	0
-244,834	Supply	-215,892
0	Exam Fees	0
-597	Interest	-242
0	Rental Income	0
0	EIG	0
0	PDG/EYPDG	0
0	<b>Energy Compensation</b>	0
0	Coaching Fees	0
-1,751,679	Other Grant and Contributions	-2,164,721
0	Reserve Transfer	220,000
0	After Schools Club	0
4,992,538	Total Net Expenditure	5,311,800
5,305,663	Total Funding	5,505,961
313,125	In Year Surplus / Deficit	194,161
90,450	Prior Year Surplus / Deficit	403,575
403,575	Accumulated Surplus / Deficit c/fwd	597,735
7.61%	Balance as % of Funding	10.86%

St. Joseph's RC High School

Ysgol Uwchradd Gatholig Joseff Sant

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