

# Ysgol Gyfun Gymraeg Plasmawr

## Annual Report of The Governing Body 2013-14



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Plasmawr's aim is to strive for excellence:  
through maintaining an innovative community based on respect,  
whose language and culture is Welsh,  
is disciplined in behaviour and has a broad outlook on life.  
A community which develops the skills of its learners and  
which values all of its members equally.

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## Mair Parry-Jones, Chair of the Governing Body.

### Dear Parent/Guardian

The 2013-14 academic year was a memorable one on many fronts and bears testament to the rounded education offered to pupils at Ysgol Plasmawr. The 2013 and 2014 external exam results were highly commendable. Our 2014 A Level results were the best of all the Cardiff High Schools on every measure for the second year in succession which is a remarkable achievement and a source of pride for all who are associated with the school. Over a half of our A Level students were accepted to study at a Russell Group University which is a measure of their inherent academic ability but is also a reflection of the guidance provided by the school within its subject departments and also the support offered to them by the Key Stage 5 progress team. The school's GCSE results continue to improve year on year and our Level 2+ threshold results (5 A\* - C including a language and mathematics) in 2014 were the best in the school's history. Pupil attendance across the city is of great concern to the Local Authority and I pay tribute to all parents and pupils who have ensured that the attendance figures for Plasmawr continue to improve and sets the school amongst those with the highest attendance in Cardiff. Pupil behaviour is extremely good and, coupled with the strong welfare agenda within the school, ensures that our exclusion statistics are amongst the lowest in Cardiff. I wish also to acknowledge the work of the progress teams who not only track pupil progress but also offer care and support to each and every pupil.

We know that there is much more to a school than purely its academic performance and I would like to thank the staff of the school for offering a wide range of extra-curricular opportunities including visits which allow pupils to broaden their minds and to develop life skills within a Welsh context. We know from our own school experiences that it is these sort of experiences which create lifelong memories and prepare us for later life.

On a personal note, the school's performance of 'Les Mis' earlier in the year and the Year 9 football team's success in becoming British Champions have provided me with lasting memories from the year.

Leading a school in a climate of forensic scrutiny and of swingeing financial cuts is quite a challenge but I am confident that the strategic leadership provided by the Headteacher, ably supported by his Leadership Team will enable us to manage these challenges. The School Improvement Plan for the next three years sets a clear course for the school and places a great deal of emphasis on addressing the three national priorities of literacy, numeracy and closing the poverty gap.

In spite of the challenges facing the school I am confident that the school remains faithful to its original core objective of equality for all. A successful school is based on forming a constructive and positive relationship between its staff, pupils and parents, and this co-operation has been a feature of Ysgol Plasmawr since its establishment.

The Headteacher and I are determined to ensure that the school continues to develop over the coming years and we will be **aiming for excellence** in all aspects of school life and we will work tirelessly to achieve that aim.

It has been another successful year and once again the Governing Body can present its report with pride.

## **Introduction by John Hayes, Headteacher.**

I would like to thank Mair Parry-Jones for her commendable work as Chair of the Governing Body, with particular gratitude for her support for me and the School throughout the year.

The last academic year has been an important and exciting period in the school's history; here is a summary of the highlights:

### **Reorganisation of the leadership team**

Following a recent re-organization of the Leadership team, 2013-14 was a year of transition and induction for new members of the senior and extended leadership teams. These changes have ensured that the leadership team remains strong as it faces the next phase in the school's journey and responds to the challenging agenda for raising standards set by the Local Authority and the Consortium and its response to the Government's three priorities for education; Literacy, Numeracy and Closing the Poverty Gap.

### **Excellent examination results (see further details in Appendix A)**

The external examination results were excellent again this year (summer 2014). We congratulate all our students on their hard work, determination and perseverance.

#### **GCSE 2014:**

The GCSE results were very good with 81% of pupils attaining the L2 threshold of 5 GCSEs or more between grade A\* and C, or equivalent and 67% of pupils attaining the L2 threshold including Welsh or English and Mathematics. A total of 98.16% of pupils attained the L1 threshold of 5 GCSEs or more between grade A\* and G or equivalent.

#### **A Level 2014:**

Our A Level results were excellent with 41.1% of all grades being A\* and A. 90% of all the grades were between A\* and C, and 100% between A\* and E. We were especially proud of our success in the Welsh Baccalaureate, with the majority of students achieving the Welsh Baccalaureate certificate giving them an additional 120 UCAS points (grade A). Every student who applied for a university place went on to higher education with over half of them to Russell Group Universities. We wish them every success at the start of a new chapter in their lives.

#### **AS Level 2014:**

Our AS level results were also extremely pleasing, providing a solid foundation for the majority of students as they embark on their last year in school. 27% of all the grades were A grades. 75% of all the grades were between A\* and C, and 94% between A\* and E.

### **Curriculum Developments**

It was noted in Estyn's 2009 report on the school that there were many outstanding features to the school curriculum, including the quality of the transition process from primary schools, the innovative methods of presenting skills, the sixth form provision, the success of the Duke of Edinburgh Award and our Personal, Social and Health Education curriculum. It was noted that all the school's extra-curricular activities enrich pupils' learning experiences and that it is an exceptional feature of school life. I am confident that these remain a robust element within the school curriculum, as are a number of important additions that have been introduced since.

The manner in which we have embraced the National Literacy and Numeracy Framework has been robust and comprehensive and we are already seeing the benefits of this strategy in improved literacy and numeric skills.

Other important developments include an opportunity for parents of pupils from Years 7, 8, 9, 10 and 12 to attend an open evening introducing the curriculum for Key Stage 3, Key Stage 4 and Key Stage 5; further developments in our partnership with Ysgol Glantaf, sharing an INSET day with every other Welsh secondary school in South East Wales and organising an INSET day with every feeder primary school, with a focus on 'Closing the poverty gap'.

### **The Learning Centre**

The Learning Centre now plays an important part in the academic life of a large number of pupils. As well as holding formal reading classes, the centre is open during the lunch break and after school for children to enjoy reading or to do their homework. The learning centre is a fantastic representation of the school's inclusion agenda as a warm welcome is extended to everyone irrespective of age or ability, and it has the resources to cater for every need. The Learning Centre coordinator, Ruth Roberts is passionate about reading and has established a number of clubs and projects to promote reading amongst boys and girls including trips to meet with famous authors and a visit to the Hay Literature festival.

### **School Council**

This year 23 pupils made up the School Council, all of whom making a solid contribution to the discussions on a number of school related topics. The School Council met regularly during the year and discussed matters relating to the growth of the school, learning and teaching strategies including making an input into the 'excellent lesson' strategy; social inclusion and the healthy living agenda. The Council was represented on the Board of Governors by Garyn Young and Enlli Parri (Year 13). The other members of the council were: Osian Ahir and Betsan Tudur (Yr 7), Non McCarthy and Gwen Williams (Yr 8), George Watts and Tomos Wilshaw (Yr 9), Gruff McVeigh and Maia Davies (Yr 10), Dylan Jones and Megan Edwards (Yr 11), Bedwyr ap Ion, Broni Koziel, Heledd Wilshaw and Awen Evans (Yr 12), Gareth Scourfield (MAP), Aleena Khan (Young Librarian), Mirain Dafydd (CCC), Jacob Dursley (DIP), Olivia Murphy (Merched Mentrus), Elisa Morris (Digon) and Leila Omar (Balch).

### **The Sixth Form**

The contribution of the Sixth Form to the life of the school has once again been immeasurable offering an additional and invaluable dimension to what the school can offer. The Sixth Form pupils have been particularly industrious, creative and imaginative and have led several important projects including establishing an after school club for Year 7 pupils – clwb P6/7. The initiative shown by the Sixth Form has been evident throughout the school including coaching sessions for younger pupils in a variety of sports, mentoring younger pupils and supporting teachers in class in the role of classroom assistants. The Sixth Form pupils have also supported numerous charities and a host of extra-curricular activities including the school production of 'Les Mis', the Christmas concert and a range of sporting activities. One particularly notable achievement was our 1<sup>st</sup> XV beating our neighbours and close rivals Ysgol Glantaf for the first time in our history!

Both Garyn Young and Enlli Parri our Head boy and Head girl were excellent ambassadors for the school throughout the year, representing the student body on the Board of Governors and welcoming distinguished guests to the school. One of the greatest highlights of the year for both must surely be speaking at the prestigious 'Bilingual Cardiff' conference at City Hall. Other

speakers at the conference included Carwyn Jones, First Minister and Paul Orders, Cardiff Council CEO.

### **Leadership Development**

Our peer mentoring and leadership schemes continue to develop apace, and we are often approached by other schools and external agencies to share our vision. The mentoring and leadership schemes offer pupils the opportunity to develop their own skills and leadership qualities. The peer mentors receive a high level of training from Karen Evans (school counsellor) before embarking on their work. Our Academic Peer Mentors assist the homework club (MAPs), the Anti-Bullying Mentors (CCCs) are available at break and lunchtimes to listen to any concerns, our 'BOBs' encourage others to think about nutrition and healthy eating choices and we have a team of volunteers who assist with our reading schemes (DIPs). The aim of our 'Merched Mentrus' and 'Bechgyn Bonheddig' peer groups is to improve self-respect amongst pupils, whom otherwise might not engage with any other activities offered by the school. Both groups have been extremely successful during the past year with 'Merched Mentrus' in particular attracting national recognition including the publication of a poem written by the group in the Daily Telegraph (December 2013). The poem was written as part of a research project conducted by Professor Emma Renold from Cardiff University's Social Sciences Faculty entitled, "Boys and Girls speak out: A qualitative study of children's gender and sexual cultures". One notable addition to the peer groups this year is 'Digon', a group tasked with raising awareness of homophobic bullying in society and to stamp out any form of homophobic bullying in the school. The school's contribution to this year's BBC School Report featured the work of 'Digon' and as part of the project Gareth Thomas, the Welsh rugby legend and gay rights champion visited the school to share his own experiences of homophobic bullying. The contribution made by these pupil leaders in terms of sustaining our supportive ethos is extremely valuable and I would like to thank them all for their hard work and commitment.

### **Extra-curricular Activities.**

An enormous effort is made each year to offer a wide range of extra-curricular activities, and last year proved to be an extremely busy one. I am indebted to those members of staff who are prepared to offer these activities and I'm very pleased with the pupils' overwhelmingly positive response. When former pupils reflect on their experiences in the school it is often the extra-curricular experiences that they most fondly remember.

Several residential visits were organised for a wide range of pupils this year, including a trip to Llangrannog (Year 7), St Davids (Year 8), a trip to the Western Front in Belgium for Year 9 organised by the History department, a trip to Amsterdam for Year 9 organised by the Religious Education department and the annual skiing trip. The Spanish department visited Madrid with their sixth form students and the French department arranged a successful KS4 visit to Paris. The exchange programme with Sakai City, Japan continues to be a resounding success. We hosted a visit in March and in July, 20 Plasmawr pupils participated in a reciprocal visit. I would like to thank Miss Emma Richards for leading all our Duke of Edinburgh expeditions this year. A large number of pupils have benefited greatly from participating in this award. Amongst the year's most memorable events was the Young Musician of the Year competition and our excellent Christmas concert held at the Dora Stoutzker hall at the Royal College of Music and Drama. Bassoon player Florence Plane (Yr 9) won the junior competition and Grace Bowen (flute) won the senior competition.

Once again this year both the Charing and Crowning ceremonies in Plasmawr's school Eisteddfod were an outstanding success. There were extremely worthy winners in all

competitions. Indeed the standard of the work was excellent with a number of entries worthy of the three main prizes in each category. We would like to thank all the entrants for putting pen to paper to compose their work. The winner of the Senior Chair (Welsh language) was Ani Collier and the winner of the Junior Chair (Welsh language) was Pwyll Brynach. Iwan Williams won the Senior Crown (English language) and Cassi Anderson won the Junior Crown (English language).

Warmest congratulations to everyone who represented their school at the Urdd Eisteddfod in Bala during Whitsun half term holiday, and thanks also to everyone who enabled the pupils to compete at such a high standard. Daniel Jones (Yr 8) won the individual folk dance for boys (junior section) and Enlli Parri (Yr 13) won the Senior woodwind solo (flute) and the individual folk dance (Senior section). For her folk dance performance Enlli was chosen as one of six winners of individual competitions to compete for the Urdd's Bryn Terfel Scholarship award in October 2014 – quite an achievement! A number of Plasmawr pupils also competed as members of Aelwyd Bro Taf.

We are very proud of our pupils' successes as individuals and as members of teams this year. Our Year 7 rugby team won the inaugural Malcolm Thomas cup competition at the end of the Autumn term, the contest was played on Cardiff Arms Park between the schools of Plasmawr, Glantaf, Bro Edern and Bro Morgannwg. It was a pleasure to see Malcolm Thomas, Ysgol Glantaf's first Headteacher presenting the cup to Ysgol Plasmawr. It is proposed that the cup competition becomes an annual event between the four Welsh medium secondary schools that developed from Ysgol Glantaf, the first to be established in 1978.

Our girls sports teams have also performed well during the year culminating in the Urdd hockey and netball tournament in March. Our Year 7 girls were netball finalists and our Year 8 girls went one step further and won the hockey tournament. Our female Rugby teams have also tasted success this year – many congratulations!

Congratulations too to our Year 9 football team who remain un-defeated three years on! They became **Cardiff champions** for the third year in succession and went on to **win the Welsh cup** at Aberystwyth in April. They beat Ysgol Bryn Alun from Wrexham in the final. In light of winning the Welsh cup the school was invited to participate in the 'Allen McKinstry' cup during the Whitsun Holiday. The school played against the English, Scottish and Irish schools' cup champions over three days at the National Sports Centre at Lilleshall, England. During a thrilling three days our team beat Braidhurst School (Scotland) and Christleton School (England) en route to the final. In the final they played the Republic of Ireland schools' champions, St Brendon College and managed to win the game in a tense and dramatic encounter to become **British and Republic of Ireland champions**.

Squad members: Edward O'Hare Willmott, Dominic Sweeney, Ben Cabango, William Marsh, Iwan Clements, Jonah Griffiths, Ioan Roberts, Keiron Proctor, Bradley Cotterill, Callum Flynn, Sam Davies, Harrison Morse, Tomos Herbert, Josh Chapman, Elis Williams, Hari Bowen, George Watts, Dewi Wylie, Ben Roberts and Morgan Arkless.

The following pupils have represented the following football academies:

Kieran Proctor and Jonah Griffiths (Cardiff City)

Bradley Cotterill, Ben Cabango and Ioan Roberts (Newport County)

The following pupils represented Cardiff Schools Rugby team during the year and were in the squad for the Dewar Shield final: Garmon ap Ion, Tom James, Dylan Lawley and Ethan Williams.

Congratulations to Betsan Jenkins (Yr 12) for being awarded a 'Sports Aid, Wales Award' in recognition of her ability and potential in 'Triathlon'. Look out for her name in the future!

Several of our pupils benefited from attending residential Engineering courses during the year. Carys Bill (Yr 8) attended a course at Bristol University sponsored by Airbus, the National Nuclear Laboratory, Dyson and Ford; Liam Coyle, Gwyn Robins and Jo Wiggin (Yr 9) attended a course at Coventry University sponsored by Aston Martin, BMW and Jaguar Land Rover. There is no doubt that the pupils have benefited immensely from their experiences which has given them a taste of a career in Engineering. Enda Mulville (Yr 11) had a similar experience on a 3D Technology Printing course at Warwick University.

Congratulations to Carys Bill and Daniel Clarke for winning Mathematics awards at the Urdd National Eisteddfod this year.

Congratulations to everyone who has represented the school during the year or has taken part in some of our activities – da iawn chi!

### **Les Miserables**

In March the school staged 4 performances of Les Miserables to sell out audiences. This was undoubtedly the school's most ambitious and challenging stage production with a cast and crew of over 150 pupils representing all of our feeder primary schools. It was the culmination of months of preparation and teamwork and the end result was a fitting tribute to the dedication of all who were part of the production. The response of the audiences – 4 standing ovations and a deluge of plaudits from all directions confirmed that we had witnessed a production of the highest calibre. The email message below from a past pupil sums up the feelings of all who saw the show:

*"I thoroughly enjoyed the performance on Wednesday evening. The standard of production was amazing! The cast had great voices and the band sounded excellent. Congratulations to all who played a part in the show. It was difficult to believe that it was a school production! It was a pleasure to be back at school again and to see the school going from strength to strength. The fact that I attended a Welsh medium school is a source of great pride to me, particularly a school as good as Plasmawr. I have met so many people who have been to a variety of different schools since I have moved to London, but I firmly believe that I had the best educational experience of them all. It was a pleasure to attend such a colourful and kind school with so many committed teachers. I hope that the current pupils appreciate how fortunate they are! I have a host of fond memories from my time at Plasmawr, thank you very much to all of you".*

### **Guests and visitors**

We have welcomed a number of guests and visitors to the school this year. These have included visitors from Canada, Japan, Spain and Brittany. Assembly Members are frequent visitors to the school, and they support the Sixth Form with their studies for the Welsh Baccalaureate; a training event with the National Assembly was also arranged. It was a pleasure to welcome Geraint Rees, the school's first Headteacher as our guest speaker at our annual prize giving ceremony. Geraint congratulated the pupils on their excellent performance in their examinations the previous summer and paid particular tribute to Dan Roberts the school's first

Chair of Governors who possessed great vision in establishing the school ethos, values and priorities and for ensuring that social inclusion was a fundamental value of the school.

### **The Parent-Teacher Association**

The school is indebted to the Parent Teacher Association for organising fund raising events during the year including the quizzes and the Christmas fair. Every penny raised is used to buy resources for the learning centre for the benefit of all pupils.

### **Charity Work**

Our pupils' response to charity work is remarkable and once again this year the pupils have been collecting money for charity in a variety of ways. Their generosity is to be commended having raised just over £8,500 on behalf of local, regional and international charities. Excellent work!

Clic Sarjent	£2,913
Phillipine Disater fund	£658
Macmillan	£139
Anti-bullying work in Russia	£976
Epilepsy	£330
Asthma UK	£700
Action Aid	£660
Velindre	£180
Stepen Drws	£205
Ty Hafan	£437
The Welsh Flanders memorial	£708
JDM Research	£880

### **Future challenges**

The school will continue to grow and develop over the next few years and will face many new challenges; these include:

#### **Challenging budgetary issues:**

The way the school responds to the changes to its catchment area and the effect that this has on pupil numbers in terms of the budget, staff and curriculum is vitally important, and is dependent on the support of the Local Authority.

The early evidence that has come to light as a result of the school's response to the national priority of closing the poverty gap shows that a **sociological change within the school** is continuing to emerge. Our youngest children are defined by severe social polarisation – with an increasing percentage of pupils coming from the most disadvantaged areas in the city. The early work undertaken by the Family Support Officer shows that a high percentage of our families are Working Families in Poverty. We will need to reinforce our **inclusion and support systems** in order to support the pupils from vulnerable and disadvantaged families. In Plasmawr we are committed to ensuring equality for all.

We are also committed to continuously striving to **maintain standards and secure progress**. Close and consistent collaboration between the Leadership Team, Subject Leaders and Progress Leaders will continue on the basis of addressing the relentless challenge of raising standards.



The pursuit of excellence in our learning and teaching and assessment for learning is an integral part of maintaining standards and securing progress. The learning experiences and assessment afforded to pupils within our departments form the basis of academic progress. It's essential that we regularly reflect on our classroom procedures in order to ensure that we are providing the very best education in every lesson and that this is done consistently throughout the school.

**Substantially changing our educational provision is a priority.**

The increasing emphasis on embedding the **National Framework for Literacy and Numeracy**, developments in the field of skills and learning pathways 14 -19, and the results of the recent consultation on qualifications means that we must continue to think about aspects of our curriculum and teaching and learning experiences in new and innovative ways. We aim to offer flexible, sensible and innovative adjustments to the curriculum in response to the Government's priorities for education.

- There exists an increasing pressure on the school to ensure that all pupils are given plenty of opportunities to speak Welsh in every aspect of school life. The Extended Leadership Team is responsible for developing a **whole school strategy for promoting the use of Welsh in the school.**

**Summary**

Every member of Ysgol Plasmawr's community has the right to feel proud of all that we have achieved which is testament to the tireless efforts of all associated with the school. I am exceptionally proud of the school and I'm determined to ensure that it continues to develop and improve over the next few years.

I would like to thank you as parents for your continued support and for establishing such a strong partnership with the school, a unique characteristic of which we can all be proud.

John Hayes, Head teacher.

**Membership of the Governing Body – and dates for consideration of re-election.**

<b>Community</b>	<b>Local Authority</b>	<b>Parents</b>	<b>Staff</b>
<b>Mrs Mair Parry-Jones</b> <b>Chair</b> 25/6/09 – 24/06/17	<b>Mr John Hayes</b> Head teacher	<b>Mrs Gwenan Williams</b> 08/02/13 – 07/02/17	<b>Mrs Ceri Llewellyn</b> 01/09/10 – 31/08/16
<b>Mrs Teleri Bevan</b> 05/12/10 - 04/12/14	<b>Ms Ruth Parry</b> 17/09/10 - 16/09/14	<b>Mrs Catrin James</b> 26/11/10 – 25/11/14	<b>Mrs Karen Salter</b> 05/10/11 – 04/10/15
<b>Mr Dan Roberts</b> 05/12/10 - 04/12/14	<b>Ms Siw Hughes</b> 24/09/10 – 23/09/14	<b>Ms Rebecca Leach</b> 26/11/10 – 25/11/14	
<b>Mr John Griffiths</b> 05/12/10 - 04/12/14	<b>Rev. Evan Morgan</b> 17/09/10 – 16/09/14	<b>Dr Catrin Redknap</b> 02/12/11 – 01/12/15	
<b>Mrs Cath Thomas</b> 30/11/10 - 29/11/14	<b>Mr Huw Herbert</b> 26/09/12 – 25/09/16	<b>Mr Michael Jones</b> 24/02/12 – 23/02/16	<b>Pupil representatives</b>
	<b>Dr Arun Midha</b> 26/09/12 – 25/09/16	<b>Lowri Griffith</b>	<b>Garyn Young</b> <b>Enlli Parri</b>

**Mr Hywel Jones** is the school's System Leader on behalf of the Central South Consortium. We would like to thank him for his support during the past year, and look forward to working in close collaboration with him in the future.

The Clerk to the Governing Body is **Eve Smith** who works in County Hall. If you would like to contact her, please telephone 029 20872 915.

The Chair of the Governing Body can be contacted through the school office.

#### **SCHOOL ATTENDANCE DATA 2013-14**

	<b>Attendance</b>	<b>Authorised absences</b>	<b>Unauthorised absences</b>
<b>Year 7</b>	<b>95.9</b>	<b>2.2</b>	<b>1.8</b>
<b>Year 8</b>	<b>95.3</b>	<b>2.8</b>	<b>1.8</b>
<b>Year 9</b>	<b>94.9</b>	<b>2.8</b>	<b>2.3</b>
<b>Year 10</b>	<b>94.2</b>	<b>2.3</b>	<b>3.5</b>
<b>Year 11</b>	<b>93.8</b>	<b>2.3</b>	<b>3.9</b>

#### **IN-SERVICE EDUCATION AND TRAINING FOR TEACHERS (INSET)**

The annual INSET budget has now been set aside to assist teachers in the provision of the 3 national priorities, namely literacy, numeracy and support for pupils who may be at a disadvantage as a result of poverty or deprivation. The number of INSET days has been reduced from 7 to 5 in the academic year. As a result of these changes, we have had to develop creative methods of training staff internally.

These developments have included sharing one of our themed INSET days with staff from our feeder schools; arranging a second INSET day with every other Welsh medium secondary school in South Wales on the theme of raising standards at Key Stage 4 and Key Stage 5. The three remaining INSET days focussed on different aspects of the School Improvement Plan.

One positive development last year was the continued work of the Professional Learning Communities within the school, which included every member of the teaching staff. These communities focus on developing a specific aspect of the school's improvement plan throughout the year, and members from each community give feedback on their own community's findings and conclusions during one of the INSET days that are held at the end of the academic year.

A high percentage of our staff work as examiners for WJEC and as a result played a part in the work of planning GCSE and A Level examinations. We consider this to be a particularly efficient way of developing expertise, and as far as possible the school will support the staff in undertaking this type of work. The school has also developed an innovative method of developing staff by giving them the opportunity to monitor each other as they teach; this enables teachers to reflect on their practice, and further improve their teaching skills for the benefit of pupils. The school continues to support the professional development of Newly Qualified Teachers and trainee teachers and we have appointed two new senior mentors to lead this work.

## **THE IMPLEMENTATION OF THE ADDITIONAL LEARNING NEEDS POLICY**

The provision for pupils with Additional Learning Needs continues to have a high profile within the school. The Learning Support Centre is effectively used as a resource, as the team continues to undertake excellent work in terms of supporting pupils with a wide range of needs. The awareness of Additional Learning Needs, including More Able and Talented Pupils, is high among staff, and the school has enjoyed success with the initiatives that have been introduced. We have excellent links with parents and external agencies; a strong focus on links between year 6 and 7 that includes the Forum for Additional Learning Needs Coordinators; effective cooperation between departments and a prompt and direct response to a high percentage of pupils with **reading and spelling difficulties** in both languages and delayed numeracy skills.

A great deal of work has already been undertaken with regard to raising standards in literacy and numeracy, and this work continues within departments as well as within bespoke reading and numeracy schemes.

We are significantly indebted to our adult volunteers for their work and commitment in assisting pupils Year 7 - 9 with their reading and numeracy skills. We are very grateful to the adult volunteers for their remarkable commitment – if anyone is interested in volunteering, please contact Mrs Catrin Pallot at the school.

The Learning Support Centre, under the guidance of Mrs Catrin Pallot (Assistant Headteacher for Welfare and Inclusion), is a haven for pupils requiring a more intense level of support for their learning needs, which vary from: general learning needs, specific learning needs, and emotional, behavioural or social needs, to medical needs, physical or sensory. It also provides an appropriate location for our Reading Scheme with our Adult Volunteers.

Mrs Ruth Davies is the school's Special Educational Needs Co-ordinator, and she continues to work closely with pupils who need specialist intervention. There are 11 Learning Support Staff who are totally committed to the task; they have an excellent contribution to make, not only to individuals and groups of pupils, but to the school as a whole.

Every member of staff is charged with implementing the policy for Additional Learning Needs and the More Able and Talented Pupils policy. The individual learning plans, and where needed, the individual behaviour plans, are live documents and are monitored regularly. Teachers in all departments receive all the necessary information regarding any additional needs a pupil may have, and make good use of the information as they plan pupils' work.

Effective use is made of all the resources that are available: specialist and subject staff, support teachers, learning support assistants, external agencies and partnerships, reading schemes, school and home spelling schemes and the contribution of parents and friends for the benefit of pupils. As a result of all this, it is evident that pupils with Additional Learning Needs are making good progress and standards are rising.

## **THE SCHOOL'S PRIORITIES FOR THE NEXT FEW YEARS**

We are committed to an agenda of raising standards and continued progress. The headings listed below form the core element of our school improvement document.

- 1. To embed the framework for literacy and numeracy in every department throughout the school**
- 2. To ensure excellence in our teaching, learning and assessment for learning.**
- 3. To develop our systems to focus on reducing the effect of deprivation on our pupils' progress**
- 4. To use progress tracking data and intervention schemes to raise achievement standards and secure progress for our pupils including specific cohorts of pupils (FSM / SEN / M/F / MAaT).**
- 5. To adapt our curriculum to meet local and national requirements ensuring that resources and staff are available to bring about the changes.**
- 6. To secure equality for all members of the community of Plasmawr, a multicultural and tolerant community, with the Welsh language at its very core.**

### **PERFORMANCE INDICATORS 2013-14:**

Appendix A: Summary of Attainment KS3, 2014.

Appendix B: Summary of Secondary Schools' Performance 2013.

Appendix C: Final financial figures for 2013-14.

Appendix D: Your right to request a meeting with the school's governing body.

**Appendix A: KS3 2014 attainment summary.**

(Table 1 of 2 - PERCENTAGES)

**Cardiff**

Ysgol Gyfun Gymraeg Plasmawr

		N	D	NCO1	NCO2	NCO3	1	2	3	4	5	6	7	8	EP	5+
<b>English</b>	School	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	3.1	42.3	42.3	12.3	0.0	0.0	96.9
	Wales	0.3	0.1	0.1	0.1	0.1	0.3	0.9	3.2	12.0	40.2	30.3	11.3	0.9	0.1	82.9
Oracy	School	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.5	42.3	42.9	12.3	0.0	0.0	97.5
	Wales	0.3	0.1	0.1	0.1	0.1	0.3	0.8	3.1	12.3	37.4	31.8	12.1	1.3	0.1	82.7
Reading	School	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	5.5	39.3	41.7	12.9	0.6	0.0	94.5
	Wales	0.3	0.1	0.1	0.1	0.1	0.4	0.8	3.5	13.6	38.7	29.5	11.5	1.1	0.1	80.9
Writing	School	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	5.5	41.7	42.9	9.8	0.0	0.0	94.5
	Wales	0.3	0.1	0.1	0.1	0.1	0.5	1.0	4.1	17.6	38.9	26.6	9.6	0.9	0.1	76.1
<b>Welsh First Language</b>	School	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.9	36.8	48.5	9.8	0.0	0.0	95.1
	Wales	0.1	0.0	0.0	0.0	*	*	0.2	1.8	10.2	41.8	33.3	11.7	0.7	*	87.6
Oracy	School	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.3	34.4	49.1	12.3	0.0	0.0	95.7
	Wales	0.1	*	0.0	0.0	0.0	*	0.2	1.4	10.2	39.7	34.6	12.8	0.9	*	88.0
Reading	School	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	3.7	44.2	40.5	11.7	0.0	0.0	96.3
	Wales	0.1	0.0	0.0	*	0.0	*	0.2	2.0	11.5	40.7	32.7	12.2	0.6	*	86.2
Writing	School	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.3	43.6	46.0	6.1	0.0	0.0	95.7
	Wales	0.1	0.0	0.0	*	0.0	*	0.3	2.7	16.9	42.5	28.0	8.9	0.5	*	80.0
<b>Mathematics</b>	School	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	7.4	24.5	33.7	32.5	1.8	0.0	92.6
	Wales	0.3	0.1	0.1	0.1	0.1	0.4	0.7	3.2	11.2	30.7	31.8	19.0	2.3	-	83.9
<b>Science</b>	School	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.3	31.9	49.1	11.0	3.7	0.0	95.7
	Wales	0.3	0.1	0.1	0.1	0.1	0.3	0.4	1.6	9.9	38.4	33.8	14.0	0.8	-	87.0

Core Subject Indicator \*\*

School	90.8
Wales	77.0

		N	D	NCO1	NCO2	NCO3	1	2	3	4	5	6	7	8	EP	5+
<b>Welsh Second Language</b>	School	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	<i>Wales</i>	0.9	1.4	0.1	0.1	0.1	0.6	1.0	5.8	16.7	40.9	25.1	6.7	0.6	0.1	73.3
<b>Modern Foreign Language</b>	School	0.0	0.6	0.0	0.0	0.0	0.0	0.0	0.0	6.1	37.4	50.9	4.9	0.0	0.0	93.3
	<i>Wales</i>	1.0	1.5	0.2	0.1	0.1	0.5	1.0	4.0	13.6	37.9	29.8	9.9	0.5	-	78.1
<b>Design and Technology</b>	School	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.6	6.1	57.7	32.5	3.1	0.0	0.0	93.3
	<i>Wales</i>	0.4	0.2	0.2	0.1	0.1	0.3	0.5	1.4	8.7	44.9	34.3	8.5	0.3	-	88.1
<b>Information and Communication Technology</b>	School	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	17.2	64.4	18.4	0.0	0.0	100.0
	<i>Wales</i>	0.4	0.2	0.1	0.1	0.1	0.3	0.4	1.2	8.1	41.6	36.6	10.6	0.3	0.0	89.0
<b>History</b>	School	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	9.8	31.3	43.6	14.1	1.2	0.0	90.2
	<i>Wales</i>	0.4	0.2	0.2	0.1	0.1	0.2	0.7	2.0	11.3	38.8	32.7	12.4	0.9	-	84.8
<b>Geography</b>	School	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	12.9	38.7	28.2	17.8	2.5	0.0	87.1
	<i>Wales</i>	0.4	0.2	0.2	0.1	0.1	0.3	0.6	2.0	11.5	39.8	31.4	12.2	1.1	0.1	84.6
<b>Art and Design</b>	School	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	8.0	53.4	33.1	4.3	1.2	0.0	92.0
	<i>Wales</i>	0.4	0.2	0.2	0.1	0.1	0.3	0.4	1.2	8.6	43.6	32.5	11.1	1.2	-	88.5
<b>Music</b>	School	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.6	3.7	30.1	38.0	22.1	5.5	0.0	95.7
	<i>Wales</i>	0.5	0.3	0.1	0.1	0.1	0.3	0.4	1.2	9.7	52.3	27.1	6.7	1.0	0.1	87.2
<b>Physical Education</b>	School	0.0	0.6	0.0	0.0	0.0	0.0	0.0	0.0	7.4	52.1	35.0	2.5	2.5	0.0	92.0
	<i>Wales</i>	0.6	0.3	0.2	0.1	0.1	0.2	0.4	1.3	10.7	50.2	27.7	7.6	0.7	-	86.1

#### Notes

N: Not awarded a level for reasons other than disapplication.

D: Disapplied under section 364 or 365 of the Education Act 1996, now effected through sections 113-116 of the Education Act 2002.

NCO1 : National Curriculum Outcome 1

NCO2 : National Curriculum Outcome 2

NCO3 : National Curriculum Outcome 3

(NB NCO1, NCO2 & NCO3 have replaced Level W in previous years)

EP: Exceptional Performance

% achieving the expected level (L5+)

- : Not exactly zero, but less than 0.05

\* : Figure is less than five or cannot be given for reasons of confidentiality

\*\* : Achieved the expected level in each of Welsh First Language or English, Mathematics and Science in combination.

National comparative data refers to 2013

(Table 2 of 2 - PUPIL NUMBERS)

**Cardiff**

Ysgol Gyfun Gymraeg Plasmawr

	N	D	NCO1	NCO2	NCO3	1	2	3	4	5	6	7	8	EP	Cohort
<b>English</b>	0	0	0	0	0	0	0	0	5	69	69	20	0	0	163
Oracy	0	0	0	0	0	0	0	0	4	69	70	20	0	0	163
Reading	0	0	0	0	0	0	0	0	9	64	68	21	1	0	163
Writing	0	0	0	0	0	0	0	0	9	68	70	16	0	0	163
<b>Welsh First Language</b>	0	0	0	0	0	0	0	0	8	60	79	16	0	0	163
Oracy	0	0	0	0	0	0	0	0	7	56	80	20	0	0	163
Reading	0	0	0	0	0	0	0	0	6	72	66	19	0	0	163
Writing	0	0	0	0	0	0	0	0	7	71	75	10	0	0	163
<b>Mathematics</b>	0	0	0	0	0	0	0	0	12	40	55	53	3	0	163
<b>Science</b>	0	0	0	0	0	0	0	0	7	52	80	18	6	0	163

Core Subject Indicator \*\*

School	148
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Cohort = 163

	N	D	NCO1	NCO2	NCO3	1	2	3	4	5	6	7	8	EP	Cohort
<b>Welsh Second Language</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Modern Foreign Language</b>	0	1	0	0	0	0	0	0	10	61	83	8	0	0	163
<b>Design and Technology</b>	0	0	0	0	0	0	0	1	10	94	53	5	0	0	163
<b>Information and Communication Technology</b>	0	0	0	0	0	0	0	0	0	28	105	30	0	0	163
<b>History</b>	0	0	0	0	0	0	0	0	16	51	71	23	2	0	163
<b>Geography</b>	0	0	0	0	0	0	0	0	21	63	46	29	4	0	163
<b>Art and Design</b>	0	0	0	0	0	0	0	0	13	87	54	7	2	0	163
<b>Music</b>	0	0	0	0	0	0	0	1	6	49	62	36	9	0	163
<b>Physical Education</b>	0	1	0	0	0	0	0	0	12	85	57	4	4	0	163

#### Notes

N: Not awarded a level for reasons other than disapplication.

D: Disapplied under section 364 or 365 of the Education Act 1996, now effected through sections 113-116 of the Education Act 2002.

NCO1 : National Curriculum Outcome 1

NCO2 : National Curriculum Outcome 2

NCO3 : National Curriculum Outcome 3

(NB NCO1, NCO2 & NCO3 have replaced Level W in previous years)



**Pupils aged 15****Number of pupils aged 15 who were on roll in January 2014 : 163****Percentage of pupils aged 15 who:**

	entered at least one qualification	achieved the Level 1 threshold	achieved the Level 2 threshold	achieved the Level 2 threshold including a GCSE pass in English or Welsh first language and mathematics	Core Subject Indicator (2)	Average capped (3) wider points score per pupil	Average wider points score per pupil
School 2013/14	100	98	83	67	62	362	546
LA Area 2013/14	99	93	75	54	49	330	469
Wales 2013/14	99	94	82	55	52	340	520
School 12/13/14	100	99	80	66	60	360	535
School 11/12/13	100	98	79	65	60	359	527

**Number of boys aged 15 who were on roll in January 2014 : 76****Percentage of boys aged 15 who:**

	entered at least one qualification	achieved the Level 1 threshold	achieved the Level 2 threshold	achieved the Level 2 threshold including a GCSE pass in English or Welsh first language and mathematics	Core Subject Indicator (2)	Average capped (3) wider points score per pupil	Average wider points score per pupil
School 2013/14	100	99	82	67	59	354	524
LA Area 2013/14	99	92	73	51	47	319	449
Wales 2013/14	99	92	78	51	48	327	493
School 12/13/14	100	99	78	65	59	351	513
School 11/12/13	100	98	74	63	59	345	498

**Number of girls aged 15 who were on roll in January 2014 : 87****Percentage of girls aged 15 who:**

	entered at least one qualification	achieved the Level 1 threshold	achieved the Level 2 threshold	achieved the Level 2 threshold including a GCSE pass in English or Welsh first language and mathematics	Core Subject Indicator (2)	Average capped (3) wider points score per pupil	Average wider points score per pupil
School 2013/14	100	98	84	68	64	368	565
LA Area 2013/14	99	94	78	57	52	341	490
Wales 2013/14	99	95	86	59	56	354	549
School 12/13/14	100	98	82	66	60	368	554
School 11/12/13	100	98	83	68	61	370	550

(1) For details on approved qualifications, point scores and contribution to thresholds, please see the Database for Approved Qualifications in Wales (DAQW) at <http://www.daqw.org.uk/>

(2) For information about which syllabuses are included in each subject area see Notes for Guidance.

(3) Average capped wider point scores are calculated using the best 8 results.

(4) Entry Level Qualification.

(5) Used for all Free School Meal benchmarking tables.

(6) Used in the calculation of the Core Data Set statistical family.

(7) Note that the denominator for this indicator is the number of 15 year olds who entered Welsh First Language, rather than the total number of 15 year olds.

.. Data not available.

# Appendix C

## THE CITY OF CARDIFF COUNCIL/GYNGOR DINAS CAERDYDD SCHOOLS OUTTURN OF EXPENDITURE/CANLYNIAD GWARIANT YSGOLION 2013-2014

Governing Body/Corff Llywodraethu of: Ysgol Gyfun Gymraeg Plasmawr

	Governor Approved Budget/ Cyllideb a Gymeradwywyd gan y Llywodraethwyr		Actual Expenditure/ Gwariant Cyflawnedig	
	£	£	£	£
<b>Staffing costs/Costau Staff</b>				
Teaching Costs/Costau Addysgu	3,175,687		3,235,659.11	
Special Needs Teachers/Athrawon Anghenion Arbennig	57,488		57,716.73	
Teachers for statemented pupils/Athrawon ar gyfer disgyblion sy'n destun ddatganiad	0		0.00	
Short Term Supply/Llanw Byr Dymor	40,000		59,625.62	
Long Term Supply/Llanw Hir Dymor	66,370		62,061.99	
Special Needs Support Staff/Staff Cymorth Anghenion Arbennig	73,960		66,029.89	
Nursery Assts/ Teachers Aides / Adult Helpers/Cynorthwyywyr Meithrinfa/ Cymorthion Athrawon / Cynorthwyywyr	231,098		247,486.64	
Foreign Language Assistants/Cynorthwyywyr Ieithoedd Tramor	14,766		14,613.60	
Technicians/Technegwyr	97,520		88,533.03	
Mid Day Supervisors/Gorychwylywyr Canol Dydd	10,220		10,227.78	
Library Staff / Attend Officer/Staff Llyfrgell / Swyddog Presenoldeb	0		0.00	
Administrative Staff/Staff Gweinyddol	302,427		298,200.79	
Non teaching supply costs/Costau llanw staff heb fod yn athrawon	0		0.00	
Training Costs/Costau hyfforddi	2,000		17,637.40	
Other Staff Costs/Costau staff eraill	1,000		17,546.00	
Performance Management/Rheoli Perfformiad	0		424.52	
<b>Total Staffing Costs/Cyfanswm Costau Staff</b>		<b>4,072,536.00</b>		<b>4,175,763.10</b>
<b>Premises Related Costs/Costau Eiddo</b>				
Caretaking Staff/Staff Gofaiwyr	97,054		77,027.54	
Domestic Staff/Staff Domestig	0		0.00	
Grounds Staff/Staff y Tir	8,000		7,019.48	
Cleaning Costs/Costau Glanhau	189,412		189,389.62	
Energy Costs/Costau Ynni	70,200		80,096.21	
Rates/Cyfraddau	115,991		115,991.00	
Repairs and Maintenance/Atgyweiriau a Chynhaliath	32,834		33,343.41	
Water/Dŵr	6,650		6,080.78	
<b>Total Premises Related Costs/Cyfanswm Costau Eiddo</b>		<b>520,141.00</b>		<b>507,948.24</b>
<b>Transport Costs/Costau Cludiant</b>				
Pupil Transport Costs/Costau Cludiant Disgyblion	0		0.00	
Staff Transport Costs/Costau Cludiant Staff	100		805.57	
Vehicle Costs/Costau Cerbydau	17,000		17,751.63	
<b>Total Transport Costs/Cyfanswm Costau Cludiant</b>		<b>17,100.00</b>		<b>18,557.20</b>
<b>Supplies and Services/Cyflenwadau a Gwasanaethau</b>				
Teaching Materials/Adnoddau Addysgu	175,000		210,125.84	
Equipment, Furniture, Materials & music tuition/Offer, Dodrefn, Deunyddiau a hyfforddiant cerddoriaeth	18,300		13,059.02	
Library Books & Materials/Llyfrau a Deunyddiau Llyfrgell	0		0.00	
Catering Costs/Costau Arlwyio	7,386		7,040.44	
Unallocated / Savings to be found/Arian heb ei ddsbarthu / Cynllion	34,348		0.00	
Communications Equipment and Services/Offer a Gwasanaethau Cyfathrebu	27,631		29,394.10	
Consultants Fees/Ffioedd Ymgynghorwyr	0		0.00	
Examinations Fees/Ffioedd Arholiadau	98,000		97,679.24	
Games & School Activities/Gemau a Gweithgareddau Ysgol	11,000		12,650.81	
Clerk to Governing Body/Clerc y Corff Llywodraethu	2,488		2,513.00	
Other office costs/Costau swyddfa eraill	0		0.00	
Printing & Stationery/Argraffu a Deunydd Ysgrifennu	4,200		-5,245.70	
Pupil Exclusions/Gwaharddiadau Disgyblion	0		0.00	
Subsistence and expenses/Cynhaliath a threuliau	0		5,556.00	
<b>Total Supplies and Services/Cyfanswm Cyflenwadau a Gwasanaethau</b>		<b>378,352.94</b>		<b>372,772.75</b>
<b>Central Services/Gwasanaethau Canolog</b>				
School Meals/Prydau Ysgol	14,471		14,471.00	
Service Level Agreements/Trefniadau Lefel Gwasanaeth	33,700		30,110.00	
<b>Total for Central Services/Cyfanswm ar gyfer Gwasanaethau Canolog</b>		<b>48,171.00</b>		<b>44,581.00</b>

## **Appendix D:** Your right to request a meeting with the school's governing body

Dear Parent

I am writing to you on behalf of the governing body to advise you of changes in regulations and new arrangements for meeting with the school's governing body.

The Schools Standards and Organisation (Wales) Act 2013 (The Act) removed the requirement for school governing bodies to hold an annual meeting with parents. Instead new arrangements have been introduced to enable parents to request up to 3 meetings in any school year with a governing body, on matters which are of concern to them. If parents wish to use their rights under the Act to hold a meeting, 4 conditions will need to be satisfied:

1. Parents will need to raise a petition in support of holding a meeting.

The parents of at least 30 registered pupils will need to sign the petition. If it is a paper petition, then a written signature must be given as well as the name and class of each child who is a registered pupil at the school. If the petition is in electronic format, the 'signature' required is the typed name of the parent plus the name and class of each child who is a registered pupil at the school and the email address of each parent who 'signs' the electronic petition.

2. The meeting must be called to discuss matters which affect the school

The meeting cannot be called to discuss such matters as the progress of individual pupils, or to make a complaint against a member of the school's staff or governing body. The petition should contain brief details of the matter(s) to be discussed, and the reasons for calling the meeting. This information should be clearly displayed at the top of the petition, with parents' signatures appearing below.

3. A maximum of 3 meetings can be held during the school year. The law allows parents to use their rights to request up to 3 meetings with a school governing body during the school year.

4. There must be at least 25 school days left in the school year. The law makes it a condition that at least 25 school days are left in the school year when the petition is received so that the meeting can be held. A "school day" means a day when the school is open to pupils: it does not include weekends, public holidays, school holidays or INSET days.

The address for service of a petition requesting a meeting with this school's governing body is: Chair of Governors c/o Ysgol Gyfun Gymraeg Plasmawr, Pentrebane Road, Fairwater, Cardiff CF5 3PZ.

Further advice on how parents may go about requesting a meeting with a governing body is available on the Welsh Government's website at:

<http://wales.gov.uk/topics/educationandskills/publications/guidance/parents-meetings-statutoryguidance/?lang=en>

Yours sincerely,

Chair of Governors for Ysgol Plasmawr