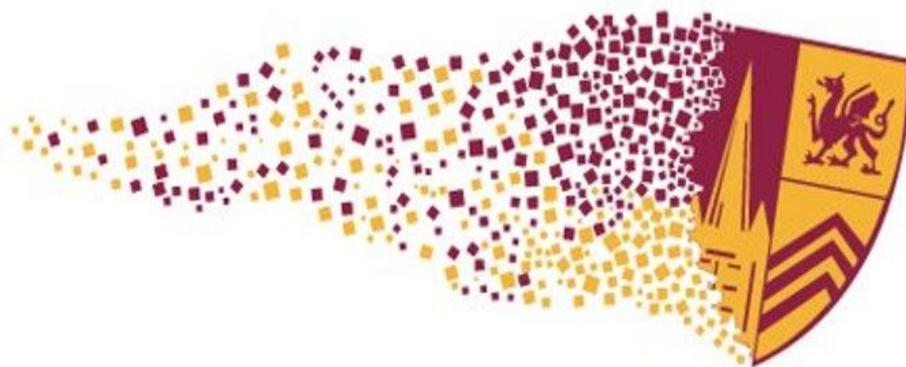


Ysgol Gyfun Gymraeg Plasmawr

Annual Report of the Governing Body 2019 - 2020



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.



Dear Parent/Guardian

I am writing to you as Chair of Governors of Ysgol Plasmawr at the end of a year that came to a close in a way that we had not foreseen last September.

This Annual Report provides evidence of the school's successes during the past academic year up until March. During this time pupils were given opportunities to thrive in a varied range of activities, and it is important that we recognise this. I would like to thank the staff for their commitment in offering this wealth of activities to the pupils. The collaboration between staff, pupils and parents was once more a key element of school life, and the importance of this has been highlighted even more so over recent months.

As we are well aware, the Covid-19 pandemic has brought fundamental changes to our personal and working lives. The world of education has had to respond to unprecedented challenges, and schools are continuing to have to adapt to changing circumstances. Since March the staff at Plasmawr have demonstrated an excellent ability to respond swiftly to a complex situation: planning and delivering education provision, ensuring the emotional wellbeing of their pupils, and creating a safe and supportive environment for them. As governors we have witnessed the tireless work that has taken place through numerous networks and also on the school site. I would like to acknowledge the strong leadership of the Headteacher throughout the year, and most particularly over recent months. I am confident that he, along with his Leadership Team and the rest of the school staff, will demonstrate the same dedication over the coming year, as they nurture and support the pupils, and widen their horizons.

It has been a privilege to be Chair of Governors during the last year and for the three years before that. I would like to thank my fellow governors for their support; I also thank Mair Parry Jones for having taken on the role of interim Chair since mid-August. I wish the school well during the year ahead.

Dr Catrin Redknap
Chair of the Governing Body

Introduction by John Hayes, Headteacher.

Firstly, I would like to thank Dr Catrin Redknap, Chair of the Governing Body for her support for all the School's work during the past year, and for her skilful leadership of the Governing Body during her tenure as Chair.

2019-20 will be remembered as the year of COVID-19 and lockdown. When the virus was first reported in China just before Christmas 2019, no-one thought the virus would have a far-reaching, global impact; a pandemic that would kill hundreds of thousands of people worldwide.

The term 'unprecedented' has been used on several occasions to describe the COVID-19 situation, and is perfectly suited to its impact on schools. The lockdown period has been completely alien to staff, pupils and parents, and everyone was eager to return to an element of normality. The situation has created many challenges for the school community, and everyone has had to adapt quickly to a new and very different way of working.



The health and well-being of all members of the school community was a priority in our planning and provision, and that was regularly communicated to parents in electronic newsletters that were the link between the school and families. The use of digital technology has been a blessing during this time, allowing school staff to communicate regularly with the learners and their parents.

Staff spent every working day preparing packs for their classes on Moodle, MS Teams and other digital platforms, marking pupils' work and offering them feedback via email, attending video meetings and planning for the return to school. Staff worked on a rota at the Hub at Ysgol Glantaf, looking after vulnerable pupils and children of key workers. Many had to maintain a balance between being parents and employees, which was a challenge in itself. The school has been operating remotely, and digital technology has allowed us to hold strategic meetings with colleagues, conduct job interviews for September, as well as Governors' meetings.

As there were no GCSE or A level exams this year, teachers have been diligently allocating grades for each pupil in each subject, based on the range of evidence held by the departments for each individual. Predicting how each pupil would perform in this year's exams was an extremely difficult task, bearing in mind that a few every year manage to surprise us with a late dash to the finishing line! Unfortunately, the National moderation process for A level results failed completely and the Government, Qualifications Wales and WJEC had to make a rather dramatic u-turn due to all the criticism levelled at such a flawed moderation system.

I feel sorry for the cohorts of pupils who have been deprived of the experience of finishing school with the traditional celebrations. There was no end of Year 11 and 13 service, no signing of each other's shirts, and no fancy prom to enjoy.

The school's response to the situation has been varied; the Science department donated 200 pairs of safety glasses to Chirk Hospital and Mrs Nia Clements led a team of workers in her community to sew uniforms for NHS workers.

Setting up **the school staff's virtual choir** was a very successful and popular project: A fortnight after the school closed, staff were keen to send a message to the school community to raise a smile and offer support, to show that the sun is on the horizon and that there would be a sanctuary from the restrictions when the school re-opened. The words of the song chosen were perfect to convey our message, 'Hafan Gobaith' (*Haven of Hope*) by Delyth Rees and Eleri Richards.

*"A respite from life's challenges,
A sanctuary for your soul.
You can rest here at the Haven of Hope until dawn."*

The response to the performance from members of the school community and beyond was very positive, with over 19.6k views on Twitter! I was very pleased that we achieved our aim of raising the mood and spirits of a lot of people in such uncertain and challenging times.



One thing is certain: schools will be very different from what we're used to for some time to come during this 'unprecedented' period.

The contents of the remainder of the report are a record of the school's achievements and successes during the last academic year up to the lockdown on March 23rd, 2020 and I am delighted that the school has provided so many opportunities for our pupils to participate, thrive and enjoy a diverse range of experiences.

Back in September 2019 I received an invitation from Mr Steve Davies, Director of Education for the Welsh Government, for the school to contribute to a major international education conference hosted by the Welsh Government in Cardiff. On the next page is a copy of the letter I received following the conference praising the school's contribution to the conference.

Dear John,

I write to thank you and your school for sharing your journey of education reform in Wales with us.

Representatives from Finland, Iceland, the Basque Country, Ireland, Saskatchewan, Uruguay, Scotland, Nova Scotia and Canada, as well as attendees representing international organizations from Australia and the Organization for Economic Development and Cooperation (OECD), have all noticed the clarity of your vision and how this vision permeated through the system for the benefit of learners in Wales. Delegates were very positive in their responses to the quality of the presentations and also with your leadership within the school, and were very impressed with the teachers who were developing and delivering the curriculum in the classroom. It was also good to be able to show Welsh-medium education at its best. They were impressed by the pupils' confidence, as well as the healthy vision of the teachers and their enthusiasm to make a difference in terms of health and wellbeing, which was clearly central to your school's ethos. The time and effort you put into preparing for this event has clearly paid off. The experiences that our visitors had in your company enriched their visit and left a particularly good impression on them.

I would also like to thank you for organizing the boys' choir and the solo performers (Iestyn, Lili and Nansi) on the Saturday night at St Fagans. The response from the attendees was truly wonderful and they were captivated by the emotional performances. They admired the talent and confidence of all the pupils who took part. They will return with a picture of a country with a strong cultural identity.

Many thanks again for your continued support and dedication.



Steve Davies
Director of Education

Learning Experiences

The school offers a broad and balanced curriculum that meets statutory requirements and fulfils pupils' interests and aspirations. In key stage 3, there are valuable opportunities for pupils to develop their literacy skills and extend their learning experiences by studying a modern second language in Year 9. At key stage 4 and key stage 5 the school offers a wide range of vocational and general courses that meet the needs of pupils and local employers, for example a public services course. The school provides very valuable opportunities for pupils at risk of alienation. The school offers an extensive and stimulating programme of activities for pupils outside of school hours. The school has a productive relationship with a range of local businesses in order to ensure work-related education which is of benefit to the pupils. The school responds positively to the requirements of the national Literacy and Numeracy Framework. Provision for developing literacy across the subjects is comprehensive, and provision for numeracy across the curriculum is developing appropriately. Through a range of appropriate interventions, the school successfully supports pupils with weak skills. The school's transition strategies are comprehensive and lead to smooth curricular progression.

The school provides a full curriculum through the medium of Welsh and offers a range of imaginative opportunities to ensure that Welsh language skills, as well as pupils' awareness of our country's culture and history, flourish. The provision for citizenship is strong and is reinforced through the valuable links with Lesotho and Japan, and through the work of the 'Globe' group.

Provision for sustainability issues is developing appropriately with the active support of the *Eco-Amgylch* (Eco-Environment) group. The *Amgylch* group has been responsible for reducing the sale of plastic bottles at the school, both in the canteen and 6th form shop, and has contributed to exciting projects including planning a housing estate with Wates Group and Pda Architects. The group was part of the school's electricity reduction project and presented at the Friendly Cities conference (March 2020).

The group successfully campaigned for a grant for a new cycle shed for the 6th form, and the group led a successful 'switch off for 10 days' campaign, which resulted in a 10% reduction in our electricity consumption. Members also had the opportunity to contribute to a joint Active Travel scheme with Cardiff Council.

It is a privilege to report that Plasmawr is the lead school for the Consortium in the following areas; Health and Wellbeing; GCSE French; A level Geography and Computing.



School Council



The School Council this year included a variety of pupils representing all aspects of school life, and they have all contributed well to discussions on a host of important issues.

The Council was represented on the Board of Governors by Head Pupils Steffan Rowlands and Rhiannon Spannaus (Year 13).

Year 7 Council: Concern Boxes. The boxes were introduced in all registration classes for year 7 with the aim of offering pupils the opportunity to submit ideas or concerns about the school.

Year 8 Council: Vegetarian Monday. Year 8 members planned and organized a day of vegetarian food in the canteen, then evaluating the success of the initiative, and offering ideas to further develop the provision.

The School Council has been actively discussing a new Reward Scheme to be presented to the School as soon as possible.

The Sixth Form

The contribution of Sixth Form students to all aspects of the School's work is invaluable and provides an additional valuable dimension to School life.

This year's Sixth Form has been extremely active and has led many important initiatives within the School. Evidence of the Sixth Form's innovation is evident throughout the School, including coaching and mentoring younger pupils with their school work as well as more social and personal issues. The Sixth Form has been active in supporting a variety of charities during the year by arranging various extra-curricular activities. A range of extra-curricular activities were organized, including the Christmas service, performing for Llandough hospital patients and the elderly at PlasBryn home, as well as a number of sports teams.



Every year the school's Sixth Formers are chosen by the Urdd to visit Patagonia. It is clear that the considerable experience of our pupils makes a great impression on the Urdd, as so many have been selected from the School over the last few years. This year, Medi Jones had the privilege of going on this special visit.

Congratulations to the following students on taking part in the Rotary debating competition; Manon Roberts, Beca Evans, Martha Llwyd and Manon Hammond.



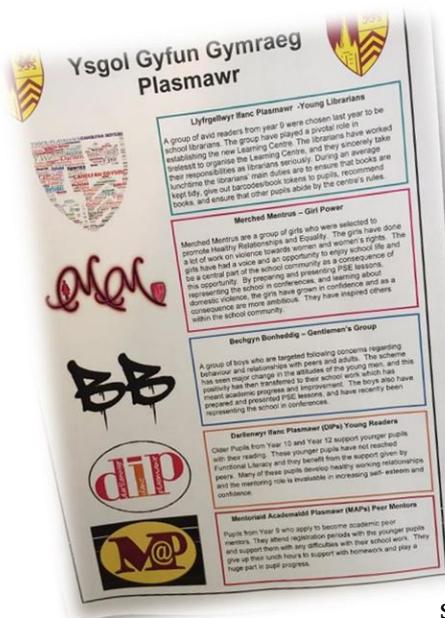
The 6th form trip to Lesotho offers an amazing and unforgettable experience for a group of 6th form students. The February trip was certainly a huge success, with the students contributing so much to the success of the trip led by Mr Aled James and Mrs Amelia Hall Williams.

Members of the 6th form have contributed a great deal to the whole school community this year, including supporting 'Welshness' days at Plasmawr and neighboring Primary Schools. It was a pleasure to welcome the band 'Mellt' to the school to perform on 'Shwmae / Sumae' day and 'Alpha' on Wales Music Day.

I would particularly like to thank our head pupils this year; Steffan Rowlands and Rhiannon Spannaus, as well as Callum McGuinness and Medi Jones in their roles as their deputies. They have been great ambassadors for the School on a number of occasions during the year and have represented Plasmawr pupils with dignity on the full Governing Body.

A group of pupils have been following a Leadership and Management course with Cardiff University's Business department. This was a successful BroPlasTaf project, with input from leading individuals including Dr Eleri Rosier, Ann Beynon and Leighton Andrews.

Congratulations to three Year 13 students who received Partnership Scholarships to study at Aberystwyth University; Elen Morris, Ifan Emyr and Jac Lingard.



Leadership Development

Our peer mentoring and leadership schemes continue to develop and thrive, and we are often asked by other schools and external agencies to share our vision with them. All of the mentoring and leadership schemes we offer are committed to providing opportunities for pupils to develop their own leadership skills and qualities. The peer mentors receive training from Karen Evans (school counselor) before they start their work. Our Academic Peer Mentors support the homework club and Personal Tutor sessions (MAPs). The Anti-Bullying Mentors (CCCs) are available at break and lunch time to listen to other pupils' concerns and we have a team of volunteers who assist with our reading plans (DIPs). 'Merched Mentrus' and 'Bechdyn Bonheddig' are peer groups aimed at improving pupils' self-image and developing healthy relationships towards each

other and towards school life.

The 'Newid Ffem' group has continued to raise awareness of equal rights for women including undertaking the Three Peaks Challenge back in September 2019 to raise money for charities campaigning for women's rights. 'Digon' is supporting LGBT+ pupils by running various activities during 'Rainbow Week' in February and by offering training to Lansdowne Primary School and Botwnnog Comprehensive School. Members of 'Digon' contributed to a thematic Estyn Report on projects where pupils offer support to other pupils in schools.

Extra Curricular Activities

Every year a tremendous effort is made to offer a wide range of extra-curricular activities, and last year was another extremely busy year, up until lockdown. I am indebted to those members of staff who are willing to offer these activities and I am delighted with the tremendous response from pupils to the activities. When former pupils reflect on their time at school, it is often the extra-curricular experiences that come to mind.

Engineering and STEM activities:

A series of STEM activities were organized again this year to raise the awareness of pupils, especially girls, of employment opportunities in the fields of Mathematics, Science and Engineering.

The range of STEM activities on offer this year included:



Celebrating the Sciences: On the afternoon of Wednesday 20th November, a 'Celebrating the Sciences' event was held at Ysgol Plasmawr. This is the second year running that the school has organised such an event, and is intended to inspire pupils to take an interest in Science and hear about the career paths of many former pupils in the field of Science.

A series of engaging workshops were organized by A level pupils at the school to demonstrate to the younger pupils of the school the type of learning experiences on offer when following A level courses. Year 9 pupils who were pursuing a CREST qualification presented a workshop on their project on micro-plastics in local water sources.

It was a great pleasure to welcome 9 former pupils back to school to deliver workshops on their career paths in the world of science. The workshops were suitable for older pupils who are studying sciences at KS4 and KS5 and who are considering studying Science in the 6th form or in Higher Education.

The event concluded with a question and answer session with current pupils asking former pupils questions about all sorts of career issues. The school is extremely grateful to the following former pupils for generously giving their time to the school for the benefit of the current cohort.

Catrin Manisty: Head of genomics programme; **Eleri Middleton:** Clinical Embryologist; **Anthony Boden:** Sustainable energy company in Prague; **Sean Roberts:** Artificial Intelligence; **Rhydian King:** Dentist; **Elin Rowlands:** Doctor; **Tim Austin:** Paramedic; **Lewis Gayle:** Mechanical design engineer; **Emyr James:** Civil Engineer.



20 Year 9 pupils presented a workshop on the evening, following their group projects on micro-plastics in local water sources. Year 9 pupils went on to submit their work successfully for CREST Silver awards.

- Viridor UK: a visit for KS3 girls.
- Year 8: 'Bloodhound' workshop.
- An education program from BAE systems for Yr 7.
- Bro Plas Taf Community Leadership and Management Course with Cardiff University's Business Department. A series of seminars by well-known speakers hosted by Dr Eleri Rosier.
- Year 9 - Smallpiece Trust workshop - robotic car programmes.
- Year 12: EESW STEM Cymru engineering scheme.

- Year 10: Aeronautical challenge. Cardiff and Vale College.
- Year 10: Virtual engineering careers morning from ARUP
- Year 10: Expanding maths workshops through the University of South Wales (Treforest)
- Year 12: Team competing in the International Covid World Cup of Ideas through UNICEF, developing community and technological solutions in the context of the pandemic.

Trips

Several residential trips were organized this year before the lockdown period for a wide range of pupils, including Llangrannog (Year 7), Glan-Llyn (Year 8), the Year 9 History trip to the Western Front in Belgium, and the Welsh and Geography departments' trip to Glan-Llyn for Year 12 students. A hockey trip to the Netherlands was arranged for Year 8 and 9 girls and the Geography department organized a field trip to Iceland in the autumn.

The Year 12 and 13 pupils' visit to Lesotho is a very unique and special trip. Our link with Moshoeshoe II School is an important and valuable one and the experience of travelling there and spending time with the children and young people of Lesotho is an unforgettable one for our young people and staff. A group of staff and students travelled to Lesotho during February 2020.



Plasmawr Young Singer and Young Musician:

Memorable events of the year included the Young Singer and Young Musician of the year competitions and our wonderful Christmas concert held at St Catherine's Church, Pontcanna.

Efan Williams (Yr 7) won the school's junior singer competition and the senior competition was won by Lili Mohammad (Yr 11). The judges, Steffan Rhys Hughes and Huw Euron, enjoyed the experience of judging and were impressed with the high standard of the competition. Congratulations to everyone else who competed: Gruff Charles, Ela Mai Williams and Mia Owen in the junior section, and Gwen Hill, Iestyn Jones and Nansi Rhys Adams in the senior section. Special thanks to last



year's winner was Lefi Jô Hughes, who performed during the evening and to Mr Rhydian Lake for accompanying the singers.

The Plasmawr Young Musician competition was held in early February. The standard of competition was extremely high according to the judges, Enlli Parri and Manon Browning (former pupils); the accompanist was Mr Rhydian Lake. The competition was again sponsored by Mrs Ruth Lewis, and we thank her for her generosity and support for a very special occasion. Erin Jardine playing the harp was the winner of the junior musician competition, and Lily Gainsbury playing the flute won the senior competition.

Congratulations to all involved:

Junior section: Caled Lewis, Ana Wigley, Manon Neale.

Senior section: Dewi Thistlewood, Iestyn Ellis, Beca Evans.

An evening of musical entertainment:

A musical evening was organised again this year giving bands, instrumental groups and instrumental soloists the opportunity to perform in an informal and fun atmosphere. The evening of entertainment featured musical items from our jazz bands, junior orchestra, string ensemble, harps, brass and woodwind, junior and senior wind band and the rock band - Riffs Gruff.



School Eisteddfod: The Chaining and Crowning ceremonies at the Plasmawr Eisteddfod, held at City Hall at the end of the Autumn term again this year, were a resounding success.

There were worthy winners in all of the competitions. According to the judge, Dewi Richards, the standard of work was excellent, with a number of candidates worthy of the top three positions in each of the categories. We would like to thank all the candidates who sharpened their pencils or fired up their laptops to compose their work. The winner of the senior Welsh language chair was Madog Hammond, and the winner of the junior Welsh language chair was Cristyn Rhydderch-Davies. Congratulations to Llys Taf on winning the highest marks at the Eisteddfod. Many thanks to Daniel Jones and Gwen Williams (former pupils) for judging all the competitions.



Eisteddfod yr Urdd: A virtual 'Eisteddfod T' was organized by the Urdd this year and the school had considerable success:

Virtual staff choir - 1st. *Hafan Gobaith*.

Senior boys' choir - 1st.

Nansi and Lili - 1st duet from a musical.

Nansi - 1st solo from a musical.

Lily - 2nd solo from a musical.

Enlli and Lleucu – 1st. Folk dance / group

Daniel and Morus - 2nd.

Morus Jones - Solo folk dance. 2nd

Cristyn Rhydderch-Davies (Yr 9) - runner up in the main literary competition. Poetry 14 - 25 years.

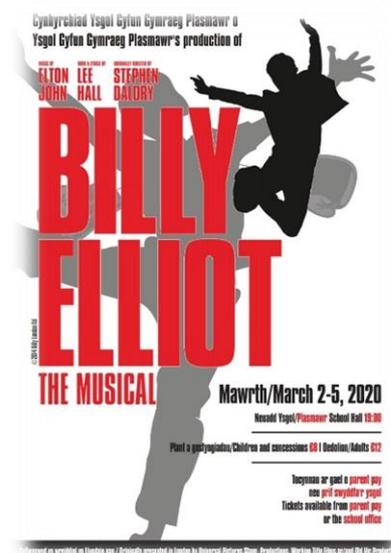
Plastaf girls' choir - 2nd.

Guto Sion - commended in the maths competition.

Ela Mai Williams - 1st folk song.

Drama: During the first week of March four outstanding performances of the musical Billy Elliot were staged in the school hall, which were sold out on all four nights. The show was based on the film released in 2000. The music was composed by Elton John, and the script was by Lee Hall. Mr Marc Lewis, Head of the Drama department translated the script into Welsh so that the show could be performed in Welsh for the first time!

The story is based on a Durham boy during the miners' strike who has lost his mother and is beginning to take ballet lessons. The show traces the story of his personal struggle to get his family to accept that he wants to be a ballet dancer during a time of social conflict and anxiety with the community. It was extremely significant that the week of the show marked 35 years since the miners returned to the pits, having lost the battle against Margaret Thatcher's Government's policy of mine closures. The cast included over 100 pupils, a talented band and a skilled production team that had worked hard for many weeks to prepare for the production; this was reflected in excellent performances, with the audience giving each show a standing ovation.



The main characters were split so that two pupils could share the four performances. All the actors were commended on their performances:
Billy: Efan Williams / Lefi Jô Hughes
Michael: Ffred Hayes / Gruff Charles
Mrs Wilkinson: Lili Mohammad / Nansi Rhys Adams
Pushing the boundaries and challenging pupils are some of the hallmarks of Mr Marc

Lewis, the school's Head of Drama, and Billy Elliot's success with a cast of talented pupils is further evidence of his talent and passion as Head of the Drama department.

Special thanks to the sponsors of the show and to Radyr and Morganstown Community Council who contributed to the cost of staging the performances.

This comment from a member of the audience about the performances says it all, and congratulations to everyone involved in the production: "I laughed, I cried, I was stunned, I held my breath and was completely captivated by Ysgol Plasmawr's stunning performance of Billy Elliot - in Welsh for the first time!"

Sports: Congratulations to everyone who has represented the school during the past year, either as individuals or as a member of a team. The department strives to offer as many opportunities as possible for pupils to participate within the department and in extra-curricular activities. The department is proud to be able to regularly offer games to boys and girls in teams A, B, C and Ch in years 7, 8 and 9.

The department organizes regular trips, and in October pupils from Years 8 and 9 went to the Netherlands on a hockey trip.

Morning training (07:30) for netball and hockey in the Autumn term continued this year, with an impressive number of pupils getting up early to join the practise sessions.



Football: The School's football teams have gone from strength to strength and many pupils play to a high standard.

Year 12: Harri Watts, Ioan Llywelyn and Sam Horne have played for the county under 18s.

Year 11: Morgan Bowen: County squad. Aidan Macnamara: Cardiff Under 18s (CCFC) and Wales Under 17s. Has received a scholarship to the Cardiff academy.

Year 9: Dan Watts: Swansea and Wales under 15 years. Scholarship to the Swansea academy.

Kyron Pithers: Swansea and Cardiff Schools. Nia Fajeysian, Lily Hanburry-Dunn and Elen Edwards have played for the county under 14s.

Year 8 - Jos Jones and Dafydd Ball: Cardiff Schools. Arwen Williams, Cardiff Under 13 girls.

Year 7 - Jack Block; Rhodri Amos and Rhys Jenkins; Cardiff Schools.

Congratulations to the year 8 team who reached the quarter-finals of the Welsh cup.

Congratulations to former pupil Ben Cabango who has secured his place in Swansea City's full team squad, and has won his first cap for Wales under Ryan Giggs. We wish him every success for the future.

Rugby: Many pupils have represented the school this year, including three teams of senior boys who represented the school against Llanishen School on the same night.

Cardiff Under 15 Schools Rugby Squad: Harrison Cooksey, Siôn Davies Jack Pollitt, Osian

Griffiths, Jos Rees, Harrison Cooksey (Yr 9) and Siôn Davies (Yr9). Blues under 16 rugby squad:

Zack Mutiambizi, Morgan Bowen, Jac Davies, Rhys Burleton, Ben Moon, Ben Edwards. Wales

Under 18 - Teddy Williams, Cai Davies.



Netball: Congratulations to the 5 girls who represented the County's under 16s: Fflur, Mali, Hanna, Lucy and Demi.

Achievements:

Yr 11 Team: Won the Cardiff and Vale competition for the 3rd year running.

Yr 7 Team: 4th in Cardiff and Vale Schools.

Hockey: It has been a successful season for our Year 11 hockey team on reaching the Cardiff Schools final.

Congratulations to Moli Watts on being selected for the Wales squad and winning a sports scholarship to study at Millfield School.

Tennis: Congratulations to Rufus Plane: No.1 in Wales under 18 and 16 years.

Sailing: Merle Nieuwland has recently been selected to train with the British youth sailing squad, which is amazing. This is in addition to being in the Wales team. As a result, she will have to attend 10 training weekends as well as numerous competition weekends around the world.



Horse jumping: Congratulations to Esme Morgan on coming second in the Welsh Schools competition.

Cross-Country:

Osian Tyrrell: representing south Wales schools under 15 in Brecon: 1st, 2nd and 3rd.

Elis Finlayson: representing south Wales schools under 15 in Brecon:

Sophie Knoyle: representing south Wales schools under 15 in Brecon: The team came 1st.

Golf: Joseph Oakley: Winner of junior section, Wales junior order of merit 2019.

Skiing: Wil Jones: 5th in Wales; 3rd in Ireland.

Baseball: Kallie Chapell and Sophia Evans-Francis play for the British team.

Mountain Biking: Congratulations to Elin Berry on reaching the top in the sport in the UK.

Gymnastics:

Urdd - regional	Trios: 1st and 3rd. Nia and Nel: 1st and 2nd. Under 14 girls team came second. Under 19s team came 3rd
Urdd - national	KS3: 1st: Nia Holmes, Samara Haines and Nel Lewis. Milano under 19: 1st Milano under 16: 2nd. Under 16 Team: Mollie Curtis, Samara Haynes, Nel Lewis, Katie Dovey. Under 19 Team: Caitlin Boyle Maisie Gowman Mia Thomas
Milano Trios British Finals - Stoke	Caitlin, Mia and Maisie, 2nd

Congratulations to Ruby Evans on being selected for the Wales team, but also part of the British developmental team.

Dance: November: Dance Challenge UK in Blackpool - 2nd in the UK (beginners 12 and over). An invitation to the World Cup - Dance in Rome in June 2020 (postponed until 2021). Urdd Dance Championships (Rhyl) in February: 1st and 2nd for the dance teams. 1st - Jasmine Harris (Yr 7).

1st and 2nd at the county Eisteddfod.



Guests and visitors

It was a pleasure to welcome Ian Gwyn Hughes and Ryan Giggs in November to hold a question and answer session with members of our football teams. The guest speakers for our certificate presentation ceremony this year were Dr Catrin Redknap and former pupil, Elinor Snowsill, who has won 56 (rugby) caps for Wales. It was a privilege to welcome Joseph Gnagbo, an asylum seeker from Ghana to speak to the 6th form about his experiences and his passion for the Welsh language. We were proud to welcome Uri Winterstein from the Holocaust Educational Trust to address our pupils.

Plasmawr Parents, Teachers and Staff Association (CRASP)

The School is indebted to the PTA for organizing fund-raising activities during the year. Every penny from the fund-raising campaign goes towards buying resources such as new computers and running the school minibuses, things which all pupils benefit from. We had a very successful 'stomp' evening and our special thanks go to Elen Rhys for organizing the event.

There was a specific campaign this year through a 'Go fund me' page to raise money for new sound equipment for the Hall, and our 'Rags to Riches' campaign received a great deal of support. The CRASP café was hugely popular offering refreshments during the musical, Billy Elliott, and thanks to everyone who volunteered to help at the café on all four nights. CRASP is now registered as a charity, which allows access to a variety of grants for the school as well as being able to claim Gift Aid where possible. There are a number of schemes in the pipeline; if you would like to know more, please get in touch.

The Business Forum

The work of the Business Forum is developing year on year, and there have been several successful projects this year that have benefited both the school and the learners. The Forum aims to build strong and sustainable links and collaborative partnerships with local, regional and national businesses and companies that will benefit the school and the business or company. Forum meetings this year proved that the school has much to gain from working more closely with the business community by sharing their experiences and ideas.

Plasmawr also has a lot to offer businesses, ranging from a quality building and facilities to the bilingual workforce of the future. The school now has strong links with the following businesses and organizations, who have collaborated with the school on exciting and interesting projects: Santander; ACT / BLC; Cardiff Business School; Plasdŵr; Cardiff Commitment, Lloyd's and EESW.

A successful Apprenticeship Fair was organised for Plasmawr, Glantaf, Bro Edern and Radyr students, and the BroPlasTaf Leadership and Management programme was organized in conjunction with Cardiff University. Plasmawr Leadership Team had the opportunity to meet members of the ACT leadership team to share experiences and ideas. If you would like more information about the work of the Forum, please contact the school.



Charitable work

Our pupils' response to charity work is amazing, and again this year the pupils raised money for charity in a variety of different ways. Pupils who are members of the charity committee have ensured that regular collections take place during the year to support local, regional and national charities. The generosity of our families is to be commended, having contributed to a very worthy total for the school again this year. The charities that have benefited from the generosity of members of the Plasmawr community this year are:

Macmillan, Llamau, Rainbow Week (All Out), Velindre Hospital, Mind Cymru, Manon Jones Foundation, Moshoeshoe II School, Lesotho and Diabetes UK.



Future challenges

The School Improvement Plan for 2020-21 focuses on the ongoing agenda for raising standards. It also focusses on maintaining the school's standards of teaching and learning, as well as the curricular revolution and the well-being of staff and pupils. The plan also reinforces our 'Behaviour for Learning' procedures. The aim is to ensure that all pupils have the opportunity to make progress in every lesson and that our pupils' social behaviour is appropriate, ensuring that we as school leaders prepare for the new inspection framework.

Following our lockdown experience we will also ensure that we further develop our blended learning policy in case we face another lockdown period. We will also train staff on differentiated learning, as all KS3 classes are mixed ability for the time being in response to the guidelines on reopening issued by the Government.

The school's fundamental aim is 'Excellence' and there is a clear focus on continuing to raise standards at KS3 and KS4 including amongst our most disadvantaged pupils. The sociological change within the school continues to manifest itself and the recent reorganization of Cardiff's Welsh-medium secondary school catchment areas has increased the social polarization experienced at the school. We will need to strengthen our systems for inclusion and support in order to deal with the pupils from vulnerable and disadvantaged families and to give them every opportunity to succeed at Plasmawr.

Summary

I am extremely proud of the school and am determined to ensure that it continues to thrive, 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.

John Hayes,
Headteacher

Membership of the Governing Body 2019-20:

Community	Local Authority	Parents	Staff
Mrs Mair Parry-Jones	Mr. John Hayes Headteacher	Mr. Osian Leader	Mrs Kathy James
Ms Rebecca Leach	Ms Ruth Parry	Dr. Kathryn Walters	Mrs Karen Salter
Dr Catrin Redknap	Rev. Evan Morgan	Mrs. Caroline Cooksley	Mr Aled James
Mr John Griffiths	Mr Gareth Owens	Ms Lynette Thomas	Mrs Catrin Pallot Deputy Head
Mrs Sara Williams	Dr. Arun Midha	Mrs Lowri Griffiths	Pupil representatives
	Dr Huw Onllwyn Jones	Mrs. Kate Oprava	Steffan Rowlands Rhiannon Spannaus

Ms Elise Jones has been the school's Challenge Adviser for the South Wales Central Consortium during 2019-20. We thank her for her support during the past year in our efforts to continue to raise the school's standards.

The Clerk to the Governors is **Eve Smith** who works at County Hall. If you want to contact her, you can do so on 029 20872 915.

The Chair of Governors can be contacted through the school office.

IN SERVICE TEACHER TRAINING (INSET)

The funding set annually for INSET is ring-fenced to assist teachers in the provision of national priorities, namely literacy, numeracy, digital competency, support for pupils who may be disadvantaged by poverty and deprivation and new curricular developments.

These developments include sharing one of our INSET days with primary school staff; a second INSET day is shared with all other Welsh-medium secondary schools in south Wales on the theme of improving standards at Key Stage 4 and Key Stage 5. The remaining three INSET days focussed on different aspects of the school improvement plan.

A high percentage of our staff also work as examiners with WJEC, and as such have been involved in designing new GCSE and A level examinations. We regard this as a unique way of developing expertise, and as far as possible Plasmawr will support staff in developing this type of work. The school has also developed an innovative internal approach to staff development by allowing them to observe each other teaching; this enables teachers to reflect on their practice, further enhancing their teaching skills for the benefit of the pupils. The school continues to support the professional development of Newly Qualified Teachers (NQTs) and trainee teachers.

IMPLEMENTATION OF ADDITIONAL LEARNING NEEDS POLICY

Provision for Additional Learning Needs continues to have a high profile within the school. The learning support block (M Block) is used effectively as a resource, and the team continues to do excellent work in offering support to pupils who have a wide range of needs. Awareness of Additional Learning Needs, including More Able and Talented Pupils, is high among staff, and the school has had success with the initiatives that have been introduced. There are excellent links with parents and external agencies; a strong focus on links between years 6 and 7 which includes an Additional Learning Needs Co-ordinators' Forum; effective co-operation with departments and a prompt and direct response to a high percentage of pupils who have **reading and spelling difficulties** in both languages and deferred skills in numeracy.

We owe a great deal to the work and dedication of our adult volunteers, who assist Year 7 - 9 pupils with their reading and numeracy. We are very grateful to the adult volunteers for their remarkable dedication - if anyone is interested in volunteering, then you should contact Mr Trystan Williams at school.

The Learning Support Block, led by Mr Trystan Williams (Additional Learning Needs Co-ordinator) is a haven for pupils who require an intensive level of support with their learning needs, which can range from general learning needs, specific learning needs and emotional needs, to behavioural, social, medical, physical or sensory needs. It also provides an appropriate venue for our Reading Scheme with our adult volunteers. An important and valuable development over the past year is the wellbeing centre led by Mr Hefin Dumbrill which offers emotional wellbeing support to some of our most vulnerable and needy pupils.

All staff are responsible for implementing the Additional Learning Needs policy and the policy aimed at More Able and Talented Pupils. The individual learning plans, and where necessary, the individual behaviour plans, are live documents that are regularly monitored. Teachers in all departments receive all the necessary information regarding any additional needs that pupils have, and they make good use of the information when planning pupils' work.

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

The priority for the coming year is to ensure that the school meets the statutory requirements as presented in the new Additional Learning Educational Needs bill.

Priorities for School Improvement, 2020-21:

1. Standards:

Aim to achieve a similar performance in the main KS4 measures as in previous years.
Improve the KS3 performance particularly in L6+ compared to previous years.

Ensure that our Middle Leaders are accountable for departmental standards.
Increase and improve our use of SMID within our Middle Leaders.
Monitor the performance of key groups of learners – MAaT; FSM; under-achievers and those who live in deprived areas.

2. Student voice:

Ensure that student voices contribute to the self-evaluation process and school improvement planning.
Utilise the school council and year group councils to recognise areas of strengths and weaknesses within teaching and learning; curriculum provision; extra-curricular provision, pastoral care and wellbeing and the school site and resources.
Ensure student voice in short term COVID related policies e.g. temporary assessment policy, use of ICT and digital platforms etc.
Improve the resilience of learners through providing a forum for pupils to meet and discuss and to help steer a whole school strategy.
Link our work on ‘growth mindset’ with a new ‘Trauma Informed Schools’ strategy.
Allow co-operation with external agencies to enhance the skill set of our Progress and Wellbeing team.
Respond to the new ALN bill in ensuring that needs of every young person is addressed.

3. Teaching and Learning:

<i>Short term (in line with WG guidance on COVID-19)</i>
Training:
Prepare and share a comprehensive virtual training package for staff on blended learning techniques.
Train and up-skill all members of the school community on our digital platforms: Moodle and MS Teams.
Teaching:
Prepare clear guidance to staff on preparing effective lessons within a blended learning model.
Ensure good quality learning experiences for the learner in a mixed ability environment for KS3.
Ensure good communication between staff, pupils and parents on access to blended learning materials.
Management and monitoring:
Update monitoring programme for SLT and Middle Leaders.
Progress Team to track and monitor KS3 pupils commitment to distance learning.
Develop consistent departmental distance learning policies.
<i>Long term, through 2020-21:</i>

Focus on the quality of teaching in order that the majority of lessons are judged good or excellent.
Prepare a training experience for staff that focuses on the quality of teaching based on recent educational research.
Ensure a consistent departmental assessment and marking policy in line with whole school principles and guidance.
Discuss, prepare and agree a whole school home-work policy.
Ensure that every teacher is aware of the new professional standards.
Combine the professional standards with staff development planning and performance management.
Promote the Schools as Learning Organizations principles.
Prepare a Teacher Development Plan based on providing bespoke training opportunities; research opportunities , self-reflection and sharing good practice.
Support and mentor NQT's using revised Government guidance.

4. (a) Curriculum:

Continue to evaluate and develop our Year 7 Health and Wellbeing curriculum and prepare our Year 8 Health and Wellbeing curriculum including growth mindset and skills development through the study of suitable health and wellbeing themes.
Ensure that every department has a new curriculum scheme of work in place for Year 7 to be evaluated at the end of the year.
Establish a Curriculum committee with representatives from each subject area to ensure a bespoke curriculum for Year 7 for September 2022.
Continue to work with our cluster of primary schools, SIG and other partners in sharing good practice and developing our new Welsh KS3 curriculum.
Ensure that we have a suitable curriculum in place for our most vulnerable learners in KS3 and KS4.

(b): Cross-curricular skills:

Close the knowledge and skills gap in our KS3 pupils in light of no national tests and no transition experiences in summer of 2020.
Respond to M Block knowledge and skills testing of Year 7 and 8 pupils in order to provide a bespoke intervention and support strategy for those that require support with core skill development.
Entrench skill development into our Year 7 curriculum through close collaboration with our curriculum leads in every department.
To continue to work closely with our primary cluster schools to provide a cluster approach to skill development.

5. Respect policy:

<p>Promoting the use of the Welsh language as a result of the lockdown period and previous concerns - develop a reward system but also a strategy to deal with pupils who resist the school rule on speaking Welsh.</p> <p>Develop a 'Welsh language' graduated response strategy to present to the LEA which includes support and mentoring at its core.</p> <p>To develop links with the Welsh immersion class in order to offer greater language support to those individuals who need an intervention around language development.</p>
<p>Ensure the consistent use of edulink within the whole school community.</p> <p>Train the Progress and Wellbeing team in the use of edukey.</p>
<p>Develop further our emotional wellbeing provision for our most vulnerable pupils and ensure adequate curricular support.</p>
<p>Training provided for teachers who teach the less able pupils in classroom management and differentiation.</p>
<p>Take steps towards becoming a 'Trauma Informed school'.</p> <p>Training provided to staff in order to de-escalate issues with challenging pupils in order to reduce the number of difficult incidents.</p>

6. Resources, budget and site:

<p>Ensure that the school has an up-to-date COVID-19 risk assessment plan which is evaluated regularly to ensure the safety and wellbeing of all on site.</p>
<p>Close collaboration with members of the Governing body finance and site committee and Local Authority finance officers in managing a challenging budget. Ensure that the school's medium-term plan balances within three years whilst continuing to spend on staffing and resources.</p>
<p>Planning for further growth in the school with support from the LEA in addressing our priorities:</p> <ul style="list-style-type: none">• Enhancing our nurture and mentoring provision.• Improving the quality of our toilets.• Increasing our dining facility capacity.
<p>Continue to develop ways of listening to pupil, parent and governor voice.</p>

Appendix A: Final financial figures for 2019-20.

Appendix B: Dates for the 2020-21 academic year.

Appendix C: Parents' right to call for a meeting.

Appendix A:

CARDIFF COUNCIL/GYNGOR CAERDYDD				
SCHOOLS OUTTURN OF EXPENDITURE/CANLYNIAD GWARIANT YSGOLION 2019-2020				
Governing Body/Corff Llywodraethu of: Ysgol Gyfun Gymraeg Plasmawr				
	Governor Approved Budget/Cyllideb a Gymeradwywyd gan y Llywodraethwyr		Actual Expenditure/ Gwariant Cyflawnedig	
	£	£	£	£
Staffing costs/Costau Staff				
Teaching Costs/Costau Addysgu	3,772,806		3,806,912	
Special Needs Teachers/Athrawon Anghenion Arbennig	124,754		125,299	
Teachers for statemented pupils/Athrawon ar gyfer disgyblion sy'n destun datganiad	0		0	
Short Term Supply/Llanw Byr Dymor	40,000		76,009	
Long Term Supply/Llanw Hir Dymor	75,273		100,464	
Special Needs Support Staff/Staff Cymorth Anghenion Arbennig	137,828		171,149	
Nursery Assts/ Teachers Aides / Adult Helpers/Cynorthwyyr Meithrinfa/ Cymhorthion Athrawon / Cynorthwyyr	197,976		196,096	
Foreign Language Assistants/Cynorthwyyr Ieithoedd Tramor	17,406		15,827	
Technicians/Technegwyr	80,722		79,175	
Mid Day Supervisors/Gorychwylywyr Canol Dydd	0		0	
Library Staff / Attend Officer/Staff Llyfrgell / Swyddog Presenoldeb	0		0	
Administrative Staff/Staff Gweinyddol	215,737		217,410	
Non teaching supply costs/Costau llanw staff heb fod yn athrawon	0		0	
Training Costs/Costau hyfforddi	114,938		100,591	
Other Staff Costs/Costau staff eraill	38,907		47,892	
Performance Management/Rheoli Perfformiad	0		0	
Total Staffing Costs/Cyfanswm Costau Staff		4,816,347		4,936,823
Premises Related Costs/Costau Eiddo				
Caretaking Staff/Staff Gofalwyr	101,687		96,785	
Domestic Staff/Staff Domestig	0		15,260	
Grounds Staff/Staff y Tir	6,600		6,541	
Cleaning Costs/Costau Glanhau	184,683		175,070	
Energy Costs/Costau Ynni	77,225		79,859	
Rates/Cyfraddau	135,445		135,445	
Repairs and Maintenance/Atgyweiriau a Chynhaliath	46,937		86,612	
Water/Dŵr	13,477		12,195	
Total Premises Related Costs/Cyfanswm Costau Eiddo		566,054		607,767
Transport Costs/Costau Cludiant				
Pupil Transport Costs/Costau Cludiant Disgyblion	12,450		11,339	
Staff Transport Costs/Costau Cludiant Staff	0		903	
Vehicle Costs/Costau Cerbydau	17,500		17,997	
Total Transport Costs/Cyfanswm Costau Cludiant		29,950		30,239
Supplies and Services/Cyflenwadau a Gwasanaethau				
Teaching Materials/Adnoddau Addysgu	98,000		111,127	
Equipment, Furniture, Materials & music tuition/Offer, Dodrefn, Deunyddiau a hyfforddiant cerddoriaeth	4,750		3,949	
Library Books & Materials/Llyfrau a Deunyddiau Llyfrgell	0		0	
Catering Costs/Costau Arlwyio	0		0	
Unallocated / Savings to be found/Arian heb ei ddosbarthu / Cynilion	-84,353		0	
Communications Equipment and Services/Offer a Gwasanaethau Cyfathrebu	45,500		69,726	
Consultants Fees/Ffioedd Ymgynghorwyr	0		0	
Examinations Fees/Ffioedd Arholiadau	129,000		137,065	
Games & School Activities/Gemau a Gweithgareddau Ysgol	12,500		11,247	
Clerk to Governing Body/Clerc y Corff Llywodraethu	1,500		1,968	
Other office costs/Costau swyddfa eraill	32,650		79,790	
Printing & Stationery/Argraffu a Deunydd Ysgrifennu	0		-15,170	
Pupil Exclusions/Gwaharddiadau Disgyblion	0		0	
Subsistence and expenses/Cynhaliath a threuliau	3,000		6,059	
Total Supplies and Services/Cyfanswm Cyflenwadau a Gwasanaethau		242,547		405,762
Central Services/Gwasanaethau Canolog				
School Meals/Prydau Ysgol	27,520		30,576	
Service Level Agreements/Trefniadau Lefel Gwasanaeth	69,330		68,386	
Total for Central Services/Cyfanswm ar gyfer Gwasanaethau Canolog		96,850		98,961

Appendix B: Dates for the 2020-21 academic year.

Autumn Term:

Start: 01.09.20

Half term: 26.10.20 - 30.10.20

Finish: 18.12.20

Spring term:

Start: 04.01.21

Half term: 15.02.21 – 19.02.21

Finish: 26.03.21

Summer season:

Start: 12.04.21

Bank Holiday: 03.05.21

Half term: 31.05.21 – 04.06.21

Finish: 20.07.21

Appendix C: 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 inform you of changes to the regulations and new arrangements for holding a meeting with the school governing body.

The School Standards and Organization (Wales) Act 2013 (the Act) removes the requirement for school governing bodies to hold an annual meeting with parents, and new arrangements have been introduced instead to enable parents to request up to 3 meetings with the school's governing body during any school year about issues that are causing them concern. Under the Act, four conditions will need to be met if parents wish to exercise their rights to hold a meeting.

1. Parents will need to draw up a petition in favour of holding a meeting.

Parents of at least 30 pupils registered at the school are required to sign the petition. If it is a paper petition, a written signature must be provided as well as the name and class of each child registered at the school. If it is an electronic petition, the 'signature' required is the typed name of the parent as well as the name and class of each child registered at the school and the email address of each parent who has 'signed' the electronic petition.

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

3. Up to three meetings can be held during the school year. The law enables parents to exercise their rights to request up to three meetings with the governing body of a school during the school year.

4. There must be at least 25 school days remaining in the school year. One of the conditions of the law is that there must be at least 25 school days remaining in the school year when the petition is submitted to the school in order for the meeting to be held. "School day" means a day when the school is open to pupils: This does not include weekends, public holidays, school holidays or INSET days.

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

Further information on how parents can request a meeting with the governing body is available on the Welsh Government website at:

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

Yours sincerely,

Ysgol Plasmawr Chair of Governors