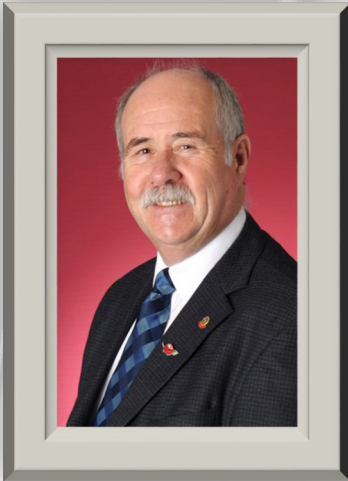




Governors' Annual Report to Parents 2021

Foreword from Alan Pitt – Chair of Governors



The governing body at Ysgol Pen y Bryn includes lay people from the community with identified skills and life experiences, staff members and parents/carers. We work hard to be a strong and effective resource which is available to support the school in its very demanding and important work. The school motto of "Believe It, Achieve It" speaks volumes and reflects the school ethos that every pupil has a strength, has something to contribute to the school, and deserves the best possible support in their formative years. The major ambition of this pioneer school is that every pupil is able to be the best they can possibly be.

As well as supporting, and sometimes challenging, the work and direction of the school, the governors attend learning walks (where they witness the teaching methods being used); and social events such as film and book launches which celebrate the achievements of the school's Enterprise Group. This is in addition to meeting formally twice per term; and taking on specific roles such as safeguarding, and attending one or both of the two substantive sub-committees, school improvement and finance.

In essence the role is quite demanding but is hugely enjoyable and gives one an opportunity to experience a sense of achievement. The leadership team at the school, ably led by Mr Sutton, is a vibrant, enthusiastic group that continues to make significant advances in improving teaching and learning methods.

At this time, it is imperative that I reflect on the past 2 years of disruption that has been enforced upon the school due to the pandemic. The added stress that this has had on all staff, all pupils and all parents/carers cannot be overstated but is acknowledged by the governors. What has been most encouraging is that, instead of feeling sorry for itself, the school community has risen to the challenge and faced head on the many issues presented. The adversity has brought out the best in people, and indeed seen innovation in the way that learning has been undertaken. The methods of teaching and communication both within the school and with parents/carers have benefitted hugely from creative initiatives and the extensive use of Class DoJo, which have enabled class specific and whole school daily activities whenever we have needed to implement remote learning.

The governing body are clear in their view that the whole school community is to be congratulated for the manner in which they have faced adversity. Even during these trying times, the school leadership team has been expanded and restructured following the advancement to headship of another of our deputy heads (the third in recent years); and extensive work has been undertaken to be ready for the significant increase in pupil numbers that is underway on the two sites of the school.

We have new members on the governing body who have not yet been able to attend the school and interact with our wonderful pupils as all business has been carried out via remote technology since the start of the pandemic. We are all anxious to be able to get back to face to face contact and continue to give full support to the school as it continues to grow and improve - even from its current excellent state.

Believe it! Achieve it!

Foreword from Gethin Sutton – Head Teacher

As I read this governors report to parents, I reflect on another year of great challenge. We have continued to meet the demands, constraints and uncertainty presented by the ongoing pandemic and global health crisis. In spite of the difficulties and obstacles put in our path we have had a wonderful year at Pen y Bryn and look forward to a year ahead that will see our expansion, further increase in pupil numbers and opening of our Post 16 centre in Penlan. I am very fortunate to have such a positive working relationship with our governing body. We work in close partnership with our governors to constantly maintain and improve the high standards of wellbeing and curriculum provision for our wonderful pupils. The strength of this relationship and joint commitment to our pupils and school has been invaluable during these times of challenge.

Our governors are important and valuable members of our school community and year on year we find additional ways of involving them in the work of the school. We have all become very adept at using remote and virtual communication channels. Our governors are an extremely committed and supportive group of individuals with a wide range of skillsets that we are very happy to access. Their collective support, guidance, counsel and challenge are highly valued and help drive us forward and keep us safe.



Message from Chair of Finance Panel

My name is Keith Brown and I am Chair of the Finance Committee. I have been a local authority appointed Governor at Ysgol Pen-y-Bryn for 5 years. My background is in financial administration in both private and public sectors.

I am a grandparent to three children who currently require additional learning support.

The Finance Committee has been established to agree the school budget and to monitor the expenditure and income for which the governors and staff are responsible.

Message from Chair of School Improvement Panel

My name is Anthony Quinn-Flipping and I am a parent governor and chair of the School Improvement Panel committee. I am also the Branch Chair of the National Autistic Society Swansea Branch. Our SIP committee is responsible for overseeing a school improvement plan and list of priorities we feel as a school are important to be implemented and achieved. It's important to make sure the school and pupils are consistently doing well in as many areas as possible but at the same time looking at things that need to be improved on, to achieve the best results overall for the school and pupil achievement. It is also important to show in the planning how and when the changes will be made to ensure transparency and consistency across all staff and pupils.



Believe it! Achieve it!

Work of the Governors

The Governing Body of Ysgol Pen-y-Bryn meet as a full panel on a half termly basis. Meetings are held within the school day and we actively encourage presentations from both staff and pupils. As well as the statutory committees required for school governors we have a finance panel and a school improvement panel that meet termly. Last academic year saw our governing body meetings move to remote sessions via Microsoft Teams.

Governors updated the following policies during academic year 2020/2021— Administration of Medication Policy, Anti-Bullying Policy, Continuity of Learning Policy and Pay Policy.

Many of you will remember our former Chair of Governors Mr Huw Vaughan. Mr Vaughan retired from the school governing body after over ten years serving as a community governor. Mr Hywel Vaughan (Huw's brother) also resigned at the end of the year following six years of service to the school. The expertise and support of both these governors will be missed.



Governor Details

<u>Name</u>	<u>Category</u>	<u>Term end date</u>	<u>Position</u>
Sian Hodge	n/a		Clerk
Gethin Sutton			HT
Vacancy	Community		
Mrs Angela Maguire	Community	16/09/25	
Cllr Gloria Tanner	Community	16/09/25	
Mr Raymond Keith Brown	LA	24/03/25	Vice Chair
Mrs Lesley Williams	LA	25/11/24	
Mr Alan Pitt	LA	24/03/25	Chair
Mr Anthony Quinn-Flipping	Parent	30/01/24	
Miss Michelle James	Parent	22/10/24	
Mrs Claire Ball	Parent	22/10/24	
Mr Jonathan Davies	Parent	22/11/25	
Miss Lesley Hull	Teacher	12/11/24	
Ms Claire Summerton	Staff	15/07/25	

The clerk and chair person can be contacted via the school on 01792799064 or email hodges9@hwbcymru.net

No expenses were paid to governors of Pen-y-Bryn during the financial year.

Parent governors are elected on to the governing body by ballot when a current parent governors term ends or when there is a resignation. Papers will be sent home with pupils and Dojo message put on school story to inform parents of the vacancy.

Believe it! Achieve it!



Mr G Sutton
Headteacher



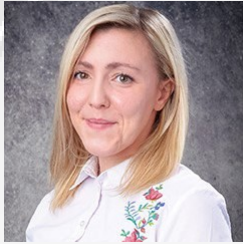
Mrs B Pearce
ALNCO



Mrs S Hodge
Business Manager



Mr S Type
Deputy Headteacher



Mrs F Cole
Assistant Headteacher



Mrs V Palmer
Assistant Headteacher



Ms L Llewellyn
Assistant Headteacher

Senior Leadership Team

The academic year 2020-21 saw the departure of Mrs C Hammond as Deputy Headteacher for a position as Headteacher at Ysgol Heol Goffa in Llanelli. Mrs Hammond's departure provided us with an opportunity to look closely at what senior team structure best suits the needs of our growing school. Traditionally our senior team has consisted of a headteacher, two deputy headteachers, an ALNCO and a school business manager. Following a thorough review of workload we decided to replace the vacant headteacher post with three assistant headteacher posts with specific whole school responsibilities.

We began an external recruitment process to fill these roles in the summer term interviewing eight candidates for the positions. It is a credit to the quality of staff within Pen-y-Bryn that our three internal candidates were successful in this process.

Our senior team meet weekly to discuss whole school issues and have responsibilities across all three buildings. If you have any issues that you wish to raise then please do not hesitate to speak to anyone of our senior team.



Believe it! Achieve it!

Financial Statement

STATEMENT OF ACTUAL EXPENDITURE 2020/21 FINANCIAL YEAR

	Delegated Expenditure £	Non-Delegated Expenditure £	Total Net Expenditure £
Teachers Salaries	1,288,784	12,128	1,300,912
Salaries	1,607,553	59,831	1,667,384
Other Employee Costs	-2,126	1,314	-811
Premises	40,555		40,555
Transport	7,267	666,001	673,267
Supplies & Services	184,426	534	184,961
Recharges	114,320	200	114,520
Gross Expenditure	3,240,779	740,009	3,980,788
Grant Income	-113,546		-113,546
Other Income	-132,732		-132,732
Gross Income	-246,278	0	-246,278
Net Expenditure	2,994,501	740,009	3,734,510

RESERVES:	£
FINAL FORMULA ALLOCATION:	3,064,268
TOTAL NET EXPENDITURE:	2,994,501
TRANSFER TO / (FROM) RESERVES:	69,767
OPENING BALANCE ON RESERVES 01/04/20	134,090
CLOSING BALANCE ON RESERVES: 31/03/21	203,856



Believe it! Achieve it!

Charity Work

The school endeavours to support a number of charitable organisations both local and national.

During the academic year 2020-21 the ongoing pandemic meant that we were unable to partake in our usual fundraising activities. The following funds were raised.

Children in Need - £195.48

Save the Children - £165.00



Save the Children



Donations

The school was lucky enough to receive the following donations in the previous academic year:-

Rotary Club - £250

Legacy Donations - £120.00

Shine Cymru—£250

Go Fund Me (polytunnel) - £1900

Fords—£13,000

These donations have been used to repair our polytunnel following vandalism and to improve our playground facilities. The remainder will be put towards the schools' contribution to the application to the Variety Club for part funding toward a new mini bus.



Believe it! Achieve it!

Staffing

Last academic year we welcomed Miss Charles, Miss Gorvett and Miss Palmer as teaching assistants. We also welcomed Mrs Vanessa Palmer back from her very successful secondment at Ysgol Hen Felin. Mr Kurtis March, Mrs Julie Bailey, Mr Adam Lewis, Miss Alison Thomas, Mr Josh James and Mrs Ceri Hammond all left for new posts this year and Mrs Lin McNamara retired after twenty years at the school. Congratulations to Mrs L Williams, Miss L Lewis, Mrs B Thomas, Miss Z Lewis, Miss S Williams, Miss K Garrett and Mrs H Skinner who all had babies last academic year.

We are lucky enough to be the first special school in Wales to employ a Hub Officer in conjunction with the WRU enabling us to extend PE provision and opportunities within the school. Mr Jack Hopkins will be taking over this role from Mr James from September.

The increase of pupil numbers at Pen-y-Bryn and move to the Penlan site necessitated a huge recruitment drive during the summer term. We look forward to welcoming Mr West, Mrs Gerlach, Miss Burridge, Miss Wheatley, Mrs Ridgeway, Mrs Jones and Miss Halfpenny to teaching assistant positions. Emily Toulcher and Kieran Evans will be joining us as new teachers to the school in September and Miss Nia White will cover for Mrs McKinnon's secondment as ALN specialist teacher with the local authority.

We have also held internal interviews for key stage leaders following a number of posts being vacated by our new assistant headteachers. Our key stage leaders from September 2021 can be found below and are available to discuss any issues you may have.



Miss Lambert
Head of Primary



Miss Clark
Head of KS3



Miss Hull
Head of KS4



Mr K Evans
Head of KS5

Staff Development

Teaching and non-teaching staff continue to undertake continuous professional development in order to improve their skills across the academic and wellbeing curriculum.

The school continues to embrace the Thrive philosophy and have four staff trained as Thrive practitioners and our own Thrive trainer. This initiative has had a demonstrable impact on pupil wellbeing and behaviour across school and the introduction of a Thrive breakfast in each class means that pupils start the day in a supported and calm way and are ready to learn. Thrive is very important to us and we plan to extend this by introducing a Thrive for families course - look out for further details over the year. Our Thrive team have also undertaken additional professional development to support learners with bereavement and life after lockdown.

We have been investing in 'Talking Mats' training to further support our pupil voice opportunities within the school. This incredibly useful tool has now been cascaded to all classes and will be used in everyday lessons as well as school council and pupil self improvement activities and statutory duties such as annual reviews.

Mr Miller is soon to complete his masters degree in Applied Behaviour Analysis (ABA) and has already had the opportunity to put this learning to good use within both general classroom practice and targeted interventions.

The school maximized any time gained from working remotely to further their professional development. All staff completed courses in health and safety, fire safety awareness, violence against women, data protection and display screen equipment and the majority attended online Makaton training and food hygiene training. ICT, Makaton, Manual Handling and MAPA training are ongoing throughout the year and are delivered by school staff which highlights our level of internal expertise and our capacity to deliver our own high quality training..

The school continues its sector leading practice of supporting parents and carers to gain a NVQ qualification in supporting teaching and learning by undertaking their practical experience at our school. Should you be interested in joining this scheme which is supported by Swansea College please contact Mrs Pearce.

Believe it! Achieve it!

Pupils

Whilst Covid restrictions have limited our ability to go on educational visits the provision of educational opportunities offered to our pupils remains excellent. Some of these activities are featured below:-

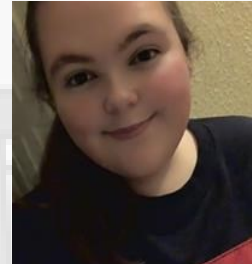
Forest Schools	Gnoll Park Project
Musical Performances	Concreting
Gym Visits	Baking
Gardening	School Council
Duke of Edinburgh	Construction
Enterprise Projects	
Film Skills	



Individual Achievements

We are very proud of **Georgia** who successfully applied to become a member of the Welsh Youth Parliament. Georgia's candidate statement can be found below:-

"I have disabilities and attend a disability school. My brother also has disabilities and mental health issues so I know the challenges people with disabilities face. There is a lack of representation about disabilities in books, TV and life in general. I myself have experienced not feeling represented and know others have too. I know it is important for somebody with disabilities to feel inspired and represented when they see somebody like me who has a disability in this role. I know that we need to listen more to disabled people and make our voices heard so we can reach our goals and have the same opportunities as everybody"



Leon Morgan Moholt and **Mason Harvey** both participate in Karate clubs and are working their way through the belts.



Charlotte Bell, Kieran Martin and Ben Evans are members of Bravehearts, a pan disability football club run by a group of dedicated volunteers. They have been on an away day and can't wait to start playing football again as soon as restrictions allow.

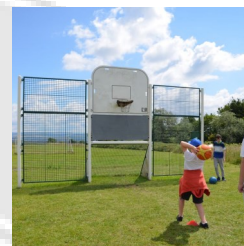
Max Herbert, Daisy Stacey and Pasha Richards Parssa Nykoo love singing and dancing with their Rising Stars group. They are a very talented bunch and their talents have been seen in a number of school productions.



Kyle Bainbridge is a rising star of Llansamlet Bowls Club and has competed in a number of competitions.

Believe it! Achieve it!

School Premises

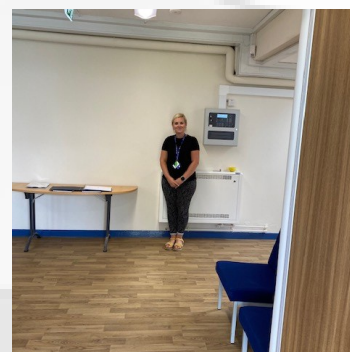


Our school is lucky to benefit from extensive grounds and ensuring these are used to the maximum both for recreation and outdoor learning opportunities has been a priority this year. We have increased the use of our outdoor classrooms and taken lessons outside at every feasible opportunity. We were saddened to return in September 2020 to the vandalism of our polytunnel however thanks to the generous donations of others we were quickly able to repair this. A special thanks must be mentioned to Mrs Dawn Shaw for organizing a GoFund me page for this.

We made other significant playground improvements last academic year including replacing condemned play equipment with a new roundabout and balance board. Miss Keen's quad area was transformed into a creative outdoor space with artificial grass and colourful spinners.

We continue to utilise our construction group to undertake specific projects throughout the school such as building our upper school planters. Mr Tristram was incredibly busy in the summer holidays painting three classrooms and installing new blinds.

A rolling programme of premises work is in place across the whole site.



Post 16 Campus

In April 2021 we were able to access our Post 16 campus in Penlan for the first time after it was vacated by the Arfryn PRU. What followed was a mammoth task to ensure the building was just as welcoming, modern and comfortable as our Clase site. The Council completed essential work to replace fire doors, shutters and provide disabled access however it was the school who had to procure any aesthetic works.

Over the summer the building underwent extensive refurbishment with new flooring throughout, toilet upgrades, three kitchens fitted and new blinds throughout. This work was still ongoing on the inset days at the start of term and staff were amazing in ensuring the building was ready to accept pupils, driving furniture between the two sites in minibuses and organizing their classrooms until late into the evening.

Although there were still some teething issues at the start of term the pupils have settled well into this bright and airy building and feel very grown up in their new school.

Believe it! Achieve it!

School Priorities

Here are our school priorities for the forthcoming year :-

- Continue to raise standards in Literacy, numeracy, communication, digital competence and life skills for all pupils
- Further develop provision to support pupils' wellbeing and enhance attitudes to learning
- Continue to develop and implement our bespoke Curriculum for Wales and blended learning provision
- To continue to ensure high quality care, support and guidance in and beyond school
- Ensure provision is robust in all seven dimensions of the SLO model

Each of these priorities are underpinned by a set of targets to ensure they are completed. Both Governors and the schools Challenge Advisor regularly assess the schools progress towards achieving their priorities through termly meetings and professional discussions. If you would like to know more about our school improvement plan please contact the clerk to governors.



Curriculum

At Pen-y-Bryn we are developing a new curriculum for our pupils with experiences and opportunities at the heart of this design. Over the last year we focused on developing and embedding the four purposes in line with our school ethos and values of Pen-y-Bryn CARES.

The school has undertaken a number of processes with all stakeholders to develop our Pen-y-Bryn "I Can Statements". These statements are the benchmark for our pupils when they transition out of Pen y Bryn to their post 19 provisions. These statements are the drivers of our planning through each of the six Areas of Learning Experience.

An ongoing process of Continuing Professional Development aims to develop the use and understanding of 12 pedagogical principles. These principles are key to improving the teaching and learning process.

We are very proud of what we are creating both locally and nationally; sharing our practice, creating change and ensuring our pupils have the very best learning experiences. We at Pen-y-Bryn have embraced the challenge of developing a curriculum fit for our pupils, ensuring all pupils the opportunity to be the best they can be driven by our "I Can Statements".

Believe it! Achieve it!

Destinations

The school had 17 pupils leave at the end of the academic year with the majority going to Gower College. Five pupils went to a privately run ASD provision, one to a STF in a local comprehensive and one unfortunately left due to health reasons.

College	9
School Refuser	1
Privately run ASD provision	5
Secondary School	1
Ill Health	1



Term Dates

Term Dates 2021-22

Autumn 2021

Term Begins 2nd September 2021
 Mid Term Holiday 25th October - 29th October 2021
 Term Ends 17th December 2021

Spring 2022

Term Begins 4th January 2022
 Mid Term Holiday 21st February - 25th February 2022
 Term Ends 8th April 2022

Summer 2022

Term Begins 25th April 2022
 Mid Term Holiday 30th May - 3rd June 2022
 Term Ends 22nd July 2022

INSET Days agreed for 2nd and 3rd September 2021, 1st November 2021, 3rd December 2021, and 24th June 2022.

There will be one other Inset Day scheduled within the academic year.



Believe it! Achieve it!

Welsh

Our Welsh heritage and culture is fully celebrated at Pen-y-Bryn. Whilst we were unable to hold our traditional Eisteddfod this year we used our Dojo platform to provide Welsh themed activities such as making Welsh cakes in cookery, poems for Dydd Santes Dwynwen and making Welsh dragon crafts.

We continued to have our Welsh word of the week with different members of staff recording videos of our Welsh word and the corresponding Makaton sign on Class Dojo.

Classrooms have a number of Welsh displays and greeting and goodbye songs are often sung in Welsh. We aim to resurrect our Criw Cymraeg and further raise the profile of the language throughout the school. We are also looking at the our Welsh heritage project for academic year 2021-22 and will look at Copper Kingdom, the history of Swansea as a whole school.

Healthy Eating

At Pen-y-Bryn lifeskills and cookery is an essential part of the curriculum. Pupils learn about healthy eating and how to make good choices through a variety of means. Cookery lessons have moved away from the making of cakes and biscuits and concentrate on how to make a healthy snack such as sandwiches, vegetable pittas and fruit kebabs. Pupils start the day with healthy breakfast as part of our Thrive strategy.

School dinners are provided by the council following healthy schools guidelines. We also serve salads and vegetables and encourage all pupils to taste a variety of foods. We have also worked closely in assisting parents with encouraging those with a very limited diet.

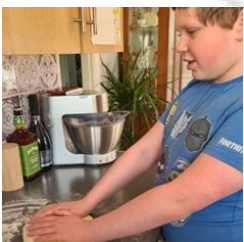


Impact of Covid

The academic year 2020-2021 was again disruptive due the effects of the global pandemic. Pupils returned in September amid mask wearing and risk assessments however by January 2021 we saw another prolonged period of home learning. The school aimed to lessen impact in any way that it could including continuing our whole school topic work on class dojo and celebrating pupils work in our weekly videos. Staff once again uploaded weekly Makaton videos as well as daily greeting videos, weekly PE sessions and regular stories for pupils. Individual class activities such as cookery, art, numeracy and literacy were uploaded to class pages and we were very proud of the quality of work produced by the pupils. We aimed to make home learning as fun as possible and staff came up with some very creative ideas including a guess the staff member reading the story competition. We would like to thank parents for supporting the home learning effort.

The education hub supported approximately 15% of our pupils for in school learning for a variety of reasons.

By March 2021 pupils were beginning to return to in school learning starting with our primary pupils. Our Covid risk assessment has meant that staff and older pupils have worn facemasks within the school building and has also limited our offsite opportunities however, pupils have proved their resiliency coping extremely well with both the disruption and the restrictions.



Believe it! Achieve it!

Partnership Working

Pen-y-Bryn prides itself on the vast array of partners we work with and the opportunities for the pupils that this collaborative working brings. Whilst the pandemic has meant that we have had to strictly control visitors to school we have worked hard to find new and creative ways to safely continue with our partnership working.

Key Stage Five have benefited from lifelong learning workshops delivered remotely and in school (depending on regulations at the time). This has allowed them to experience a variety of new skills such as photography, calligraphy and fine art.

Key Stage Four have began a programme of work related units working with Job Centre Plus and employers to develop CV writing and interview skills.

We have continued our local partnership with Penllergare Trust for our Bronze Duke of Edinburgh award.

Active Young People are frequent visitors to the school delivering a number of sporting activities including curling, dance, boccia and athletics. There are even plans in place to introduce break dancing sessions.

We have close links with our local councilors and Assembly Member who continue to support the school.

Mr Barry Vale has ensured that we keep in touch with all our usual community partners as well as working on some exciting new partnerships ready for when we are again able to have visitors to school. These include police, fire service, RNLI, Western Power, Chinese Society and Fair Trade Wales.



Believe it! Achieve it!