



## Governors' Report to Parents 2024-2025



## Introduction

Dear parents/carers,

I am pleased to introduce our Annual Report to you for the academic year 2024-2025.

Afon Taf is a thriving comprehensive school. We have the highest expectations of our learners and aim to maximise the potential of each individual pupil.

Our staff work hard to provide students with the skills and opportunities to follow their dreams, and we encourage them to aim high. We are a caring and inclusive community in which all students are valued and in which everybody's opinion counts.

Estyn describe the school as:

“leaders have a clear and challenging vision for improving the school”

“pupils make good progress and gain new knowledge and skills”

“the team ethos creates an excellent environment for teaching and learning.

Afon Taf continues to increase in popularity as evidenced in the continual increase in pupil numbers.

I wish to thank the whole school community, parents, staff, governors and of course the students for all their hard work and look forward to another successful year for the school.

Mr Gareth Lewis

Chair of Governors

## **Governing Body**

The members of the Governing Body are all well respected members of our community who give a great deal of their time in providing guidance and support to the work of the school.

The members of our Governing Body include representatives of the Local Authority (LA), parents, teaching and non-teaching staff, and co-opted members who regularly have business or commercial involvements within the town.

The full Governing Body meets each term in discharging its statutory duty. In addition, the various committees meet regularly to assist the Headteacher in addressing the essential issues and aspects of school life.

At each full Governing Body meeting the Headteacher provides for discussion a written report on the school activities during the term. Information is also received from the Chief Education Officer and debate is undertaken on a range of matters. The work of the school, its achievements and targets for the future are central to all debates. School policies and procedures are reviewed and updated periodically as necessary.

The governing body operates a system of sub-committees, reporting each term to the full governing body. Each sub-committee manages, supports and oversees different areas of school life. To be effective, regular visits to the school take place, with opportunities to share training events and to link closely with different members of staff and their areas of responsibility.

## Afon Taf Governing Body

Governing Body	Governor Type	Member	Start Date	End Of Office
Afon Taf High School	Community Governor	Miss Joanne Baber	01/07/2021	30/06/2025
		Mr Ryan Barry	29/09/2021	28/09/2025
		Mr Ashley Luke Collins	15/02/2023	14/02/2027
		Mr Andrew O'Keefe	22/09/2021	21/09/2025
		Mr Antony Soanes	14/11/2023	13/11/2027
	Headteacher	Mr Stuart James	01/01/2017	
	Local Authority Governor	Mrs Judith Edwards	09/09/2021	08/09/2025
		Cllr Gareth Lewis	24/09/2024	23/09/2028
		Mr Jonathan Martin	10/10/2021	09/10/2025
		Mrs Susan Pound	09/09/2021	08/09/2025
		Ms Alyson Price	20/01/2022	19/01/2026
	Observer	Mr Stephen Baber	23/10/2017	
	Parent Governor	Mr Ashley Collins	17/11/2021	16/11/2025
		Miss Melanie Davies	22/04/2024	21/04/2028
		Mrs Michelle Morgan	14/10/2024	13/10/2028
		Mrs Sarah Pritchard	19/10/2022	18/10/2026
		Mrs Rebekah Stone	17/11/2021	16/11/2025
		Mrs Claire Williams	05/07/2023	04/07/2027
	Staff Governor	Mrs Beverley Thomas	18/09/2022	17/09/2026
	Teacher Governor	Mrs Catherine Griffiths	24/11/2021	23/11/2025
		Mr Nicholas Jones	11/10/2022	10/10/2026

**Committee Structures:****CHAIRPERSON** Councillor Gareth Lewis**VICE CHAIRPERSON** Mr Tony Soanes

COMMITTEE	MEMBERS
<b><u>Selection Panel for Head and Deputy Appointments</u></b> Quorum:	<b>Chair of Committee: Councillor Gareth Lewis</b> Headteacher Mrs Catherine Griffiths Mr Jonathan Martin Mr Andrew O’Keefe Mr Tony Soanes  <b>Reserve: Mrs Judith Edwards</b>
<b><u>Teaching / Non-teaching Appointments Committee</u></b> Quorum: Fixed term delegated to head	<b>Chair of Committee: Councillor Gareth Lewis</b> Mr Tony Soanes Headteacher Mrs Beverley Thomas
<b><u>Performance Management / Pay Review Committee</u></b> Quorum:	<b>Chair of Committee: Councillor Gareth Lewis</b> Mrs Susan Pound Mr Tony Soanes
<b><u>Performance Management / Pay Review Appeals Committee</u></b> Quorum:	<b>Chair of Committee: Mr Jonathan Martin</b> Miss Joanne Baber Mrs Michelle Hardy
<b><u>Staff Disciplinary &amp; Dismissal Committee (Including Redundancy, Capacity and Grievance)</u></b> Agreed that Chair be given power to lift the suspension of staff Quorum:	<b>Chair of Committee: Mr Tony Soanes</b> Mr Ashley Collins Mrs Susan Pound
<b><u>Staff Disciplinary &amp; Dismissal Appeals Committee (Including Staffing, Redundancy, Capability and Grievance)</u></b> Quorum:	<b>Chair of Committee: Mr Jonathan Martin</b> Mr Andrew O’Keefe Mrs Alyson Price
<b><u>Staffing Committee</u></b>	<b>Chair of Committee: Councillor Gareth Lewis</b> Headteacher Mr Andrew O’Keefe Mrs Alyson Price
<b><u>Finance Committee</u></b> Quorum:	<b>Chair of Committee: Mr Jonathan Martin</b> Headteacher Councillor Gareth Lewis Mrs Susan Pound Mrs Alyson Price Mr Tony Soanes
<b><u>Pupil Discipline &amp; Exclusion Committee</u></b> Quorum:	<b>Chair of Committee: Mr Jonathan Martin</b> Mrs Michelle Hardy Mr Tony Soanes
<b><u>Complaints Committee</u></b> Quorum:	<b>Chair of Committee: Mr Jonathan Martin</b> Mrs Susan Pound Mrs Sarah Pritchard

COMMITTEE	MEMBERS
<b><u>Policies Review Committee</u></b> Quorum:	<b>Chair of Committee: Mr Tony Soanes</b> Headteacher Mr Stephen Baber (with voting rights) Mrs Catherine Griffiths Councillor Gareth Lewis Mr Jonathan Martin
<b><u>Standards Committee</u></b> Quorum:	<b>Chair of Committee: Councillor Gareth Lewis</b> Full Governing Body
<b><u>Premises, Health &amp; Safety and Transport Committee</u></b> Quorum:	<b>Chair of Committee: Mr Tony Soanes</b> Headteacher Miss Joanne Baber Mrs Catherine Griffiths Councillor Gareth Lewis Mr Andrew O’Keefe Associate Pupil Governors
<b><u>Wellbeing Committee</u></b>	<b>Chair of Committee:</b> Mr Ashley Collins Councillor Gareth Lewis Miss Rebekah Stone Mrs Beverly Thomas

<b>ALN GOVERNOR</b>	<b>Mr Ashley Collins</b>
<b>ATTENDANCE GOVERNOR</b>	<b>Mr Andrew O’Keefe</b>
<b>EQUALITIES GOVERNOR</b>	<b>Mrs Michelle Hardy</b>
<b>INFORMATION TECHNOLOGY</b>	<b>Councillor Gareth Lewis</b>
<b>LINK GOVERNOR</b>	<b>Councillor Gareth Lewis</b>
<b>SAFEGUARDING GOVERNOR</b>	<b>Mr Andrew O’Keefe</b>
<b>WELLBEING / CLA GOVERNOR</b>	<b>Mrs Beverley Thomas</b>
<b>WHISTLEBLOWING GOVERNOR</b>	<b>Mr Tony Soanes</b>
<b>COMMUNITY FOCUSED SCHOOL GOVERNOR</b>	<b>Councillor Gareth Lewis</b>

Governors agreed to set a reserve list for all committees. Where a committee is not quorate the reserve list will be called where appropriate:

1. Mr Jonathan Martin
2. Mrs Susan Pound
3. Miss Joanne Baber – Not including PDC
4. Mrs Michelle Hardy
5. Mrs Claire Williams
6. Mr Andrew O’Keefe
7. Mr Ashley Collins
8. Mr Ryan Barry
9. Mrs Rebecka Stone
10. Mrs Beverly Thomas
11. Mrs Catherine Griffiths

Governors linked with faculties:

- Mr Ashley Collins - ALN
- Mr Andrew O’Keefe - Attendance
- Mr Jonathan Martin - English / Literacy
- Mrs Susan Pound - Music / Performance
- Mr Tony Soanes - ICT / DT
- Mr Jonathan Martin - Science
- Vacancy - Maths
- Councillor Gareth Lewis - Humanities
- VACANCY - Welsh Baccalaureate
- Miss Joanne Baber - Language

## Performance Against Aspirational targets and Predictions

The following tables shows the comparison between the final predictions made in May 2024, the aspirational targets set at the start of year 10 and the results obtained. The 'May Prediction' column is colour coordinated to compare the prediction with actual results, where green shows the prediction is within 1.5% or 5 APS of the actual outcome and red is above 1.5% or 5 APS. The 'Actual Results' column shows green if the actual result is within the aspirational target range or is above the aspirational target, or red if it is below the aspirational target set.

Performance Measure	Target Set	May Prediction	Actual Results
<b>Level 1</b>	95% - 97%	100%	97.9%
- Males	95% - 97%	100%	97.8%
- Females	92-95%	100%	98.1%
- eFSM	92-94%	100%	97.4%
<b>Level 2 Inc</b>	53% - 58%	58.9%	54.80%
- Males	55% – 60%	60.2%	58.1%
- Females	50% – 55%	56.6%	49.1%
- eFSM	37% - 42%	31.6%	32%
<b>5A*-A</b>	12% - 17%	11%	10.3%
- Males	12% - 17%	12.9%	12.9%
- Females	12% - 17%	7.5%	5.7%
- eFSM	7% - 12%	0%	0%
<b>Average Capped 9 Score</b>	350 – 370 APS	378.3 APS	359.4 APS
- Males	345 – 365 APS	377.6 APS	357.9 APS
- Females	355 – 375 APS	379.6 APS	362.1 APS
- eFSM	320 – 340 APS	339.9 APS	312.7 APS
<b>Best of Literacy</b>	35 – 37 APS	40.5 APS	39.9 APS
- Males	36 – 38 APS	39.8 APS	38.2 APS
- Females	36 – 38 APS	41.6 APS	41.1 APS
- eFSM	32 – 34 APS	35.0 APS	34.2 APS
<b>Best of Numeracy</b>	37 – 39 APS	37.9 APS	36.0 APS
- Males	34 – 36 APS	38.1 APS	36.5 APS
- Females	36 – 38 APS	37.5 APS	35.0 APS



- eFSM	32 – 34 APS	31.3 APS	34.2 APS
<b>Best of Science</b>	35 – 37 APS	39.2 APS	36.6 APS
- Males	35 – 37 APS	39.2 APS	37.1 APS
- Females	37 – 39 APS	39.1 APS	35.9 APS
- eFSM	32 – 34 APS	33.4 APS	29.2 APS
<b>Skill Challenge Certificate - National</b>	76-80%	92.5%	91.1%
- Males	78-82%	91.4%	89.2%
- Females	74-78%	94.3%	94.3%
- eFSM	60-64%	89.5%	86.8%

## Attendance

The following attendance data has been prepared by the Local Authority.

Actual Attendance						Previous Targets						Proposed Target 2024/25
18-19	19-20	20-21	21-22	22-23	23-24	18-19	19-20	20-21	21-22	22-23	23-24	
91.95%	93.1%	93.0%	86.2%	87.4%	86.7%	94.0%	95.0%	95.0%	Not set	94.5%	94.50%	<b>94%</b>

## Attendance Summary: School Year 2023-24

	22-23	23-24
Afon Taf	87.4%	86.7%
Merthyr CBC Secondary Schools	84.90%	84.7%

## Attendance by Month (Academic Year 2023-2024)

	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	July
Afon Taf %	89.8	89.3	90.5	84.2	88.4	89.4	87.0	88.2	87.2	87.1	86.7
Merthyr Secondary Schools %	88.3	87.3	87.7	81.0	86.5	87.0	84.7	86.8	84.6	85.1	84.7

## Attendance eFSM/non eFSM (Academic Year 2023-2024)

	eFSM	Non eFSM
Afon Taf	77.0%	88.1%
Merthyr Secondary Schools	75.3%	86.4%

## Attendance by Year Group 23-24

	All Year Groups	National Curriculum Year Group				
		Year 7	Year 8	Year 9	Year 10	Year 11
Afon Taf	86.7%	91.5%	87.2%	89.0%	85.5%	79.6%
Merthyr Sec	84.7%	89.8%	85.7%	85.6%	83.5%	78.5%

## Persistent Absentee Data 23-24

	Number on roll	Attendance less than 80%		Attendance less than 90%	
		Number pupils	% of Roll	Number pupils	% of Roll
Afon Taf	775	144	18.6%	356	45.9%
Merthyr Sec	3154	721	22.9%	1674	52.4%

## Exclusions

### All Fixed Term Exclusions

	Number on roll	Pupils excluded	Number of exclusions	Number of days lost to exclusion	Number of exclusions per 1000 pupils
Afon Taf	766	76	134	93	175
Merthyr Sec	3100	277	497	815	160

### Exclusions of 5 days or less

	Number on roll	Pupils excluded	Number of exclusions	Number of days lost to exclusion	Number of exclusions per 1000 pupils
Afon Taf	766	76	134	93	175
Merthyr Sec	3100	277	489	737	158

### Exclusions of more than 5 days

	Number on roll	Pupils excluded	Number of exclusions	Number of days lost to exclusion	Number of exclusions per 1000 pupils
Afon Taf	766	0	0	0	0
Merthyr Sec	3100	7	8	78	2.6

## Permanent Exclusions

There were 5 permanent exclusions in the academic year 2023-24 (3 permanent exclusions in 2022-23).

## School Budget

Afon Taf had a surplus budget of £364,164 at the end of the 2023-2024 financial year

## Financial Risk Categorisation

In accordance with the Schools Financial Monitoring, Scrutiny and Intervention Policy the school has been categorised at financial risk level AMBER - medium to high risk for 2024-25.

## **School improvement**

Identified key school priorities 2023-2024

Priority 1: Develop pupils' skills

Intended Outcome:

2024-5 - Most leaders plan and evaluate for the progressive development of pupils' skills

Priority 2: Attendance and Attitudes to Learning

Intended Outcome:

2024-25 - Many pupils are ambitious, capable learners and have a positive attitude to attendance

Priority3: Improved Outcomes for Learners in English and Mathematics

Intended Outcome:

2024-5 - Most more able and talented pupils make expected progress in English and Maths

Priority 4: Develop Teaching and Learning

Intended Outcome:

2024-5 - Many pupils are able to learn effectively with a high level of independence

Priority 5: Improved leadership impacting on standards

Intended Outcome:

2024-5 – Many staff engage in appropriate CPD activities to develop their leadership skills

## Links with the community

Afon Taf is proud to be at the heart of our local community. We actively encourage and promote co-operative and constructive partnerships with parents, local industry, other educational establishments and the community at large.

## Organisation of the school 2024-25

### Timetable

We operate a two week timetable, with five one hour lessons per day. We start at 8:30 am and finish at 3:05 pm, though staff are expected to be in school before the start of the school day and remain for at least ten minutes at the end of the day. The school is open from 7:05 to staff and 8:00 am to pupils.

### School Day

8:30am-	8:55 am	Registration/Assembly
8:55am-	9:55am	Lesson 1
9:55am-	10:55am	Lesson 2
10:55am-	11:20am	Break Time
11:20am-	12:20am	Lesson 3
12:20am-	1:20pm	Lesson 4
1:20pm-	2:05pm	Lunch Time
2:05pm-	3:05pm	Lesson 5

### Term Dates 2024-25

TERM	TERM BEGINS	HALF TERM STARTS	HALF TERM ENDS	TERM ENDS
AUTUMN 2024	Monday 2 September	Monday 28 October	Friday 1 November	Friday 20 December
SPRING 2025	Monday 6 January	Monday 24 February	Friday 28 February	Friday 11 April
SUMMER 2025	Monday 28 April	Monday 26 May	Friday 30 May	Monday 21 July

## **Wellbeing**

This continues to be a key focus for Afon Taf, and we have worked very diligently with pupils and their families to ensure that pupils are as happy as possible when learning in school. We have a dedicated team who support pupil wellbeing in the school. We run a variety of support programmes in the school and have undertaken training as a trauma informed school to ensure we better understand our pupils' needs and issues. Our stakeholder surveys tell us, that the majority of pupils and parents are happy with the school and the support we provide.

## **Sporting Programme and Fixtures**

Pupils from all year groups have participated in a wide variety of sports, many progressing to gain representative honours. Pupils participate in range of sports on a carousel basis. Underpinning this participation is an extensive programme of extra-curricular activities provided by teachers and support staff. We have superb sporting facilities to support these activities.

## **ALN**

The school publishes an Additional Needs Policy, which encompasses the framework of identification, assessment and provision for students with ALN. Mrs Hayley Searle is the school's Additional Learning Needs Co-ordinator (ALNCo).