



HAWTHORN HIGH SCHOOL
Health, Happiness, **Success**



HAWTHORN HIGH SCHOOL

Governors' Report to Parents

2020- 2021



A foreword from the Chair of Governors:

On behalf of the Governing body of Hawthorn High School, I have great pleasure presenting you with our annual report, which highlights the continuing successes of our pupils. We are immensely proud of the achievements of our young people, before, during and post pandemic.

We as a Governing body, would like to extend our thanks to Mrs C Crockett, Headteacher, and all of the staff at Hawthorn for all of the continuous hard work and efforts to ensure the best possible life chances for pupils in our community.

Mrs Helen Cook

Headteacher's Message

It has been a challenging year for pupils, staff, governors and indeed our whole community. I thank all of our community for the patience, understanding and support during this very difficult year.

Without exception, the response to changes put in place has been measured and intelligent. I thank all of our pupils for their maturity and resilience for how they have approached this year, especially year 7 who started school at this strange time and Year 10-13, who sat their A level and GCSEs in an extraordinary way. The pandemic has enabled everyone to reflect and pause for thought. I have and will continue to reflect on our 'togetherness' that has enabled our community to bond and grow in strength. This is a continued priority for us at Hawthorn as we renew, raise aspiration and recover 'together'!

I am immensely proud of all of the achievements that we have accomplished during this period. The school has moved forward considerably in many areas, notably in its application of digital technology and its use both within and beyond the classroom. We will continue to ensure all of our pupils are ready and are able to embrace the next steps in their learning journey as 'Happy, Healthy and Successful' citizens.

C Crockett

Headteacher

Rhondda Cynon Tâf County Borough Council

Governing Body of Hawthorn High School

This report is a summary of the steps taken by the Governing Body in the discharge of its functions since the last report was published.

1. Clerk to the Governing Body

The Clerk to the Governing Body is Simone Delaney, School Governance Solutions Ltd

2. Chairperson of the Governing Body

The Chairperson of the Governing Body is Mrs Helen Cook c/o Hawthorn High School, School Lane, Pontypridd, CF37 5AL

3. Members of the Governing Body

The following people are currently members of the Governing Body:

Name	Category of Governor:	Retirement Date:
Cllr Carl Thomas	LEA	23.4.2025
Cllr J Bonetto		15.1.2022
Cllr S Powderhill		22.9.2023
Cllr Mike Powell		19.7.2024
Mr Graeme Jones		18.7.2022
Mrs C Luxton	Community Governors	15.3.2025
Mrs K McGrath		7.4.2022
Mr J Davies		14.10.2023
Mrs H Cook		9.1.2022
Prof M Stegall		11.12.2022
Mrs S Holmes	Parent	15.11.2022
Mr M Veale		24.11.2023
Miss A Keech		24.11.2023
Mrs J Thorngate		24.11.2023
Mrs L Earl		16.02.2022
+ VACANCY		
Ms Nicola Chapman	Teacher	6.10.2024
Mr James Cox		1.09.2025
Ms Karen Arthur	Staff	10.5.2025
Mrs Claire Crockett	Headteacher	

When fully constituted this governing body is made up as follows:

LEA Representatives	5
Parent Governors	6
Staff Representative	3
Headteacher	1
Community Governors	5
Minor Authority (if applicable)	
Total:	20

4. Resolutions

There were no resolutions passed at the last meeting

5. Election of Parent Governors

The next election of parent governors is due to take place in October. If, however, any Parent Governor(s) resign before this date, arrangements will be made for an election to be undertaken at the appropriate time

6. School Performance Data

Welsh Government performance measures have been subject to multitude changes over the past four years. As a result of the Covid-19 pandemic and the ensuing schools' closure, the decision was made by Welsh Government and Qualifications Wales not to proceed with the examinations in Summer 2020. Instead, schools in Wales were required to undertake a different process to award learner grades. This process drew on different sources of evidence such as marks achieved by learners in previous internal and external assessments as well as standardised teacher assessed qualification grades. Qualifications Wales clearly outlined that teacher assessed grades must be based on the overall qualification grade each learner was likely to achieve at the end of their course of study, based on their performance on a range of classroom and external assessments and on their overall commitment to their studies and ability in the subject.

7. Financial Statement (Period Covered 2010-2021)

Enclosed, as appendix A is a copy of the school's financial statement for the Financial Year 2020/2021. Information on the 2021-2022 budget allocation was agreed by the Governing Body on May 26th 2021.

8. School Prospectus

The school prospectus is updated annually to include any changes required by Welsh Government or other related bodies. A copy of the prospectus is issued to parents whose children are starting school or transferring from another school. A copy of this prospectus can be found on the new school website, launched in January 2021.

9. School Development Plan

The Headteacher and leadership team, in conjunction with the Governing body, are responsible for drawing up the School Development Plan. The plan identifies the direction the school will take, over a three-year period, in delivering the curriculum and raising standards across the school. The three-year plan is supported by a specific year annual plan. Following a successful Estyn Inspection in January 2020, where the school was graded 'Good' across all five key inspection areas within the inspection framework, the Headteacher and leadership team formed a post inspection action plan to address the key recommendations made by Estyn during the inspection. Both plans are regularly monitored and revised to ensure progress and impact on standards within all aspects of the school.

The annual School Development Plan for the 2021/22 academic year has recently been considered and approved by Governors. The priorities identified through rigorous self-evaluation processes drive whole school improvement and include a strong focus on continuing to raise standards of attainment and skills across all key stages and the development of the new curriculum. All targets and priorities are regularly reviewed by the Governing Body

10. Use of the Welsh Language: Communication

Hawthorn High School is an English medium school and lessons, and other school activities, are communicated through the medium of English. The use of the Welsh language is promoted using incidental Welsh with all pupils throughout the school day. KS3 pupils' timetables include English, Welsh and French lessons. From Year 9, all pupils study English Language and Literature and Welsh second Language. Pupils can also choose to study a third language at GCSE level.

Should parents request that their child be taught at Hawthorn High School in a language other than English, this request will be given due consideration.

Pupils for whom English is a second language are supported according to their needs by the team within the school's designated provision and also by the LA

11. Term Dates and Holidays 2021/2022 Academic Year

TERM	BEGIN	HALF TERM		END OF TERM
		BEGIN	END	
Autumn 2021	Thursday 2 Sept 2021	Monday 25 Oct 2021	Friday 29 Oct 2021	Friday 17 Dec 2021
Spring 2022	Tuesday 4 Jan 2022	Monday 21 Feb 2022	Friday 25 Feb 2022	Friday 8 April 2022
Summer 2022	Monday 25 April 2022	Monday 30 May 2022	Friday 3 Jun 2022	Friday 22 July 2022

INSET Days

- Thursday 2nd September 2021
- Friday 24th September 2021
- Friday 3rd December 2021
- Monday 4th January 2022
- Thursday 23rd June 2022
- Friday 24th June 2022

Significant dates

- Christmas - Saturday 25 December 2021
- Easter
 - Good Friday 15 April 2022
 - Easter Monday 18 April 2022
- May Bank Holidays
 - Monday 2 May 2022
 - Monday 30 May 2022

The school day is organised as follows:

Time	Years 7 - 9	Years 10 - 13
8.30am	All pupils to arrive in school promptly	
8.30 – 8.45	Form Period / Assembly	
8.45 – 9.45	Period 1	
9.50 – 10.50	Period 2	
10.50 – 11.10	Break	
11.10 – 12.10	Period 3	
12.10 – 12.45	Period 4	
12.45 – 1.15	Lunch	Period 4
1.15 – 1.20	Lunch	Lunch
1.20 – 1.50	Period 4	Lunch
1.50 – 2.50	Period 5	Period 5
2.50pm	End of day for pupils	

**** Significant adaptations were made to this timetable during the last academic year in order to ensure a Covid secure learning environment for all members of the school community.***

12. Community Focused Schools

A community-focused school is one that: 'provides a range of services and activities', often beyond the school day, to help meet the needs of its pupils, their families and the wider community. Across Wales many schools already provide some community services including adult education, study support, ICT facilities and community sports programmes.

The development of community-focused schools is not just a short-term project or initiative, but a real opportunity for schools and communities to work together in new ways for the future benefit of children, young people and adults.

We are committed to the development of Hawthorn High School as a community school and offer a range of activities, events and clubs within and for our local community. We work with a number of community partners, including the fire service, police and health services to support the development of relationships and progress local objectives.

As local and national restrictions are lifted, post pandemic, we will resume those activities and partnerships with renewed enthusiasm.

13. Review of School Policies

The following policies / guidance were reviewed and /or adopted during the year:

Exam Contingency Policy	School Data Protection / RCT Data Policy
Exam Policy and Contingency Plan	CSC Disciplinary policy
Word Processing Policy	Antibullying policy
Controlled Assessment	Procedure for reporting incidents
Internal Appeals Policy	SAR documentation
Emergency Evacuation of Exam Room	Safeguarding
Performance Management policy Teachers/Headteachers/Support Staff	E-Safety
Capability procedure for support staff	Admissions
	Prospectus

14. Additional Learning Needs

The School's Policy for the Assessment of and Provision for pupils with additional learning needs is summarised as follows:

The School's policy for the identification, assessment and provision for pupils with Additional Learning Needs is consistent with the requirements of the Special Educational Needs Code of Practice for Wales issued by the Welsh Assembly Government in January 2002.

The School's Additional Learning Needs Co-ordinator (ALNCO) works closely with all other members of staff to ensure that individual educational plans are developed and implemented to meet the needs of pupils, appropriate to those who require them.

The ALNCO also liaises with all members of staff, to ensure that the progress of all pupils is regularly monitored and assessed and to ensure that each pupil reaches his or her potential.

During the current academic year, on the date of the PLASC census:

138 pupils were on School Action.

49 pupils were on School Action Plus (including those with Notes in Lieu).

0 pupils were undergoing Statutory Assessment.

13 pupils had statements of Special Educational Needs.

The new ALN bill is driving the way that we work as a school and, while its implementation may have been delayed, we are making good progress in transitioning our working practices to ensure that they are aligned with new expectations.

15. Access for Disabled Pupils

The governing body is mindful of the requirements of the Disability Discrimination Act (DDA) 1995 and The Special Needs and Disability Act (SENDA) 2005 in its daily actions and activities.

The school is committed to ensuring that all pupils are able to fully access the school curriculum and (where they desire) in activities such as after school clubs, leisure/sporting events and educational visits. All aspects of accessibility, including access to written information are included in the planning process and accessibility plan.

The Authority has in place an Accessibility Strategy and in line with this strategy has had an audit of the school site undertaken, as part of an Authority wide brief, to identify any potential barriers and (ultimately) improve the access to the school.

16. Fabric of the Building & Provision of Toilet Facilities

The building is generally in a good state of repair. Over the past year roofing repairs have been undertaken to the main building.

Within the school we have adequate toilet facilities. The toilets are cleaned at least twice every day, there is a team of caretakers available throughout the day if further cleaning is required. During the pandemic, toilet facilities, along with other high use areas, are cleaned on a continuous basis throughout the school day through additional support from the LA.

17. Target Setting

The implementation and review of the school's strategies and targets is documented in detail in the School Development Plan. A change in policy due to the pandemic does not require us to publish these. We continue to focus on ensuring our pupils achieve in line with their potential.

18. Attendance Information

Absence from school is a contributing factor in low pupil achievement, so the Welsh Government is targeting improved attendance. Parents can help this situation by informing the school if they feel that there are any problems that are preventing pupils from attending or causing the pupil to feel that they do not want to attend school. The school is committed to supporting pupils and families in improving attendance. Ensuring pupils return to full time face to face teaching following extended periods of distance learning has been a priority this year and ensuring good attendance will continue to be a focus as we move to the new academic year.

The school's target for individual attendance is set at 95%. The strategies that we are currently using include:

- New attendance procedures are in place from September 2021. These include a full graduated response to attendance concerns including a wide range of supportive measures for pupils and families. The procedures include the referrals to Attendance and Wellbeing referrals for identified pupils.
- Relevant teaching and support staff, including the school's Family Engagement Officer are working closely with the Attendance and Wellbeing Service and the Education Psychology service to implement a plan to tackle persistent absenteeism e.g below 60% attendance throughout the school.

19. Admission/Transition Arrangements

Rhondda Cynon Taff County Borough Council is the Admissions Authority for all schools (other than Church schools where the school's governing body is the admissions authority) within the Authority's boundary. The school's admission arrangements are, therefore, operated in line with the Authority's policy on school admissions which is contained in the publication Starting School book. The book is made available to parents at the point of their application for their child's admission to school. The contents of this book can also be accessed online on the Authority's website www.rctcbc.gov.uk.

20. School Leavers

The school has excellent relationships with a range of Post-16 provisions including schools, colleges, and Careers Wales. The table below outlines the destination data for post-18 learners in Summer 2020:

Destination	Number of students
Further Education	23
Other school/sixth form	0
Employment	1
Deferred	2
Unemployment	0
Other/unknown	28

21. Sporting Aims and Achievements

The school takes part in a range of sporting events including netball, football, rugby, athletics and the annual ski trip.

The extra-curricular activities programme allows pupils to expand their interests outside of the classroom. In the main they are practical sessions that are adventurous and reflective, while mentally and physically challenging.

We offer a variety of activities across all ages here at Hawthorn High School. Activities will vary from term to term - further information will be shared at the start of each term.

Traditionally, sessions are run after school and in some cases involve students being taken off-site for fixtures against other schools. However, some sessions do take place before school and at lunchtime.

We hope that pupils will try new activities and find hidden skills. Activities are run by staff and/or specialist instructors who have expertise, experience and enthusiasm for their activities. We very much look forward to introducing more sporting activities to our provision – both curricular and extra-curricular as we ease current constrictions due to the pandemic.

22. Healthy Eating

At Hawthorn High School we promote healthy eating by encouraging children to eat healthy snacks during morning break time, and healthy lunches at dinnertime.

We teach children about the importance of a balanced diet through PSE, science, and design and technology lessons, as well as through themed events during the year.

23. Agencies

The school is well supported by a range of in-house and outside agencies that provide appropriate advice and guidance to both staff and pupils. These include:

- Careers Wales
- Education Psychology
- Youth Offending Team
- Eye 2 Eye Counselling Service
- School Nurse
- School Police Liaison Officer and Community Police
- Support Officers
- Children's Services
- Youth Engagement and Participation Service

- Family Engagement Officers
- Alternative Pathway In-house Provision

APPENDIX A

Hawthorn High School

The LA provides the school with a budget for each financial year based upon a number of factors, including the number of children on the ALN register, floor space within school etc, but the main factor is the school's pupil numbers. The funding received from the LA is called the Delegated School Budget.

On receiving the delegated school budget the governors then decide how this money should be allocated and agree a budget that is followed for the year. This account is monitored continually by the Headteacher, Finance Manager, LA and the Subcommittee of the Governing Body at their regular meetings, along with termly updates to the Governing Body.

Statement for the 2020-2021 Financial Year :

LEA Budget	£ 3,607,127
Income	£ 745,602
2019/20 Deficit b/f	£ -259,756
Total Funds Available	£ 4,092,973
<u>Expenditure</u>	
Employees	£ 2,913,112
Premises	£ 385,437
Transport	£ 10,780
Supplies & Services	£ 424,041
Transfer Payments	£ 9,843
Total Expenditure	£ 3,743,213
c/f to 21/22 – Surplus	£ 349,760

