



Governors' Annual Report 2022-23

Welcome by Chair

Dear parents, carers and guardians,

On behalf of the governing body, I am pleased to present the school's 2022-23 annual report. It provides an overview of the life of the school and provides information on pupil attainment, staffing, finance, membership of the governing body and other useful information.

We are very fortunate that our school is served by a team of dedicated and caring people – the senior leadership team, teachers, teaching assistants, support staff, office staff, canteen staff, caretakers and cleaners. Consequently, this academic year has been, as always, busy and productive, with many positive achievements. And despite budget limitations the school has continued to offer an excellent and diverse education to all of our pupils.

I look forward to working with you all again over the coming year.

Best wishes,

Melanie Phillips
Chair of Governors

Headteacher's comments

The school consistently strives to move teaching from good to excellent, with the pupil's well-being at the heart of all we do. Over the last year, the school completed an extension offer with the Arts Council of Wales, Lead Creative School initiative, focusing on celebrating diversity. The Year 4/5/6 pupils worked with a number of creative practitioners and the project culminated in the performance of a song the pupils had written, in the Swansea Grand Theatre, called 'This is Us.' Pupils shared their lead creative journey with stakeholders and a recording of the performance is available on the school website. The pupils also created a diversity mural on the outdoor classroom.

Our pupils continue to have access to digital software and devices to support their learning and enhance their digital skills. Staff continue to demonstrate an innovative approach to their teaching style and are constantly enhancing the curriculum offer for the pupils. Pupils enjoy engaging in real-life learning opportunities and enterprise tasks and this is leading to improved pupil engagement and attitudes to learning. Staff and pupils continue to work hard to fulfil the school's vision 'to be the best we can be.'

I would like to take this opportunity to thank parents for their continued support and we look forward to continuing this journey together over the coming year.

Mrs Thomas
Headteacher

Chair of Governors:

Mrs Melanie

Phillips (Chair since
Oct 2022)

Headteacher:

Mrs Alison Thomas

Deputy

Headteacher:

Mr Matthew Bannister

Senior Management:

Mr Phil Bendle,

Mrs Gemma

Harris (ALNCo)

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School Environment

Over the last year our Eco-committee and the school successfully maintained the Platinum Plus Eco Schools Award and Beacon School status.

The Eco Warriors at Morriston have created wild flower areas in the garden.

Mrs Lucas and Miss Sellere attended the National Eco Committee at the National Botanical Gardens along with two pupils. They enjoyed participating in team building, eco base activities, sharing ideas with other schools and they even had a go at worm-charming!!

Mrs Lucas and Miss Sellere also attended the Climate conference at Swansea University where they listened to a variety of talks about Climate Change and participated in activities that could help with Climate Change anxiety in young children.

Governors' Annual report

Following the progress made last year, the Governors, in conjunction with stakeholders and staff, are responsible for drawing up the School Development Plan. The plan identifies the direction the school will take over the next academic year, in delivering the curriculum and raising standards. The plan is regularly monitored and revised to take account of any changes and impact.

The main areas for development in 2023-24 are:

- Priority 1 – To embed systems that promote emotional and mental well-being of pupils and staff, supporting positive attitudes to learning.
- Priority 2 - To further enhance teaching and learning by co-constructing a purposeful curriculum that builds systematically on pupils' existing knowledge, understanding, skills and experiences to secure progression as they move through the school.
- Priority 3 – To continue to develop purposeful ALN and assessment and tracking procedures that secure pupil progression and achievement and provision that meets the needs of all learners.
- Priority 4 – To ensure leadership and professional learning impact on standards and learner outcomes across the school.

(A summary of the SDP is available at the end of this document).

Pupil achievements/Sporting opportunities/Extra-curricular clubs

The pupils have enjoyed having extra-curricular clubs return. On offer has been sports club, dance, football, art club, story club, coding club, Eco club, Criw Cymraeg, School Council, Rights Respecting Club, Choir and Healthy Schools Club.

OAU	Mrs Lucas	Miss Labbett (Tues, Wed, Thurs), Mrs Watkins, Miss Halcrow (Mon) & Miss Otter (Fri) Mrs Bowen (Wed pm)
Nurs	Mrs Arnold	Mrs Griffin, Miss Sellere. Mrs Meyrick (Tues – Thurs), Mrs O'Connor (Mon & Fri)
Rec/Year 1	Miss Rees	Mrs Collins, Miss Couch, Mrs Moses (Mon-Thurs), Ms Meyrick (Fri)
Year 1/2	Mrs Moore	Miss Hill, Miss Osborn
Year 3/4	Miss White	Mrs Siberry (Tues - Fri), Ms Meyrick (Mon), Mrs Davies (Mon, Wed, Fri am)
Year 4/5	Mr Bannister (Deputy Head)	Mrs Lovering, Mrs M Thomas
Year 5/6	Mr Bendle	Miss Matthews
STF 1	Miss Johns	Mrs Williams, Miss Carmichael (Mon-Wed), Mrs Bowen (Wed am), Mrs Samuel (Wed am, Thurs & Fri)
STF 2	Mrs Harris	Mr Thomas, Mrs Bowen (Mon pm and Fri all day), Miss Halcrow (Tues - Thurs), Miss Melville (Mon, Tues, Wed am & Thurs), Miss Otter (Mon-Thurs)

Additional Learning needs

Mrs G. Harris is the school ALNCo (Additional Learning Needs co-ordinator). If you have a concern about your child's learning or development, you should initially speak to their class teacher. The teacher may then suggest a further meeting with the ALNCo should it be deemed necessary. This may lead to additional support or a teaching intervention.

We are proud to be an inclusive school and allow all pupils to have access to the full curriculum. We have good facilities to include pupils with physical disabilities, including disabled toilets.



Our school prospectus is updated every year. Call into the school or look at our website if you would like a copy.

School Community links/ PTFA

The school works closely to develop and establish strong links with the community of Morriston. The PCSOs/police liaison officer comes in regularly to speak to the children and the fire brigade also visit. We have a strong relationship with Libanus Church. Our choir sing in local residential homes and the local community at Christmas time.

Morriston Primary PTFA is made up of numerous parents, grandparents and volunteers

who have an interest in enhancing the school for all pupils. They usually meet regularly to discuss and arrange a variety of fund raising and non-profit events and activities. Though raising money is a large part of their work, everyone agrees the main aim is to help the school give each pupil the fullest experience possible during their time at school.

Healthy Schools

We are a healthy school, and we sell fruit every day as well as learning about healthy eating, health and well-being, positive mental health, healthy bodies and healthy relationships as part of the curriculum.

Over the last year we have moved from strength to strength and achieved the National Quality Award for Healthy Schools in July 2022.

School organisation/curriculum

The school continues to offer a rich and varied curriculum. Text-types are mapped out across the year and pupils are encouraged to apply their skills across the curriculum through rich tasks and enterprise tasks. This innovative and very successful method of teaching enables pupils to apply their Literacy, Numeracy and DCF skills in a cross-curricular way, as well as the integral skills and to apply the four purposes. We pride ourselves on a holistic approach to teaching, focussing on the all-round development of pupils as well as supporting the teaching of the cross-cutting themes.

Did you know the school has 2 Specialist Teaching Facilities and an Observation and Assessment Unit for pupils with moderate to severe learning difficulties and autism. The OAU is a short-term placement facility where pupils attend to have further assessment. The staff in these classes have specialist skills in teaching pupils with autism. We are very proud of our Specialist Teaching Facilities which we feel hugely benefit the school and the pupils involved.

PTFA contributions

The events supported by the PTFA this year have supported children in the following ways:

- Play equipment for the school yard
- Father Christmas gifts
- Raffle prizes
- Year 6 'Leavers gifts'
- Etc.

For more details/information please contact the PTFA via the school.

We have 10 toilet areas through-out the school. These are cleaned every evening!

School Council

The School Council are a group of pupils who represent all the pupils in school and enable them to have a voice in the leadership decisions in improving our school. Throughout the year they hold regular class surveys and meetings to feedback and discuss suggestions from their peers.



WELSH

We are an English medium school and we teach Welsh as a second language. Incidental Welsh happens every day and pupils have focussed lessons based around a topic or our language patterns during the week. We engage pupils in a range of work celebrating Wales, where we live and developing our sense of 'Cynefin.'

We have achieved the Bronze Award for the Siarter Iaith and we are working towards Silver.

Morrison Primary School Terms and Holiday Dates 2023-2024 Academic Year

School term and holiday dates 2023 / 2024

Holiday dates and bank holidays.

School term and holiday dates 2023 / 2024

Term	Term begins		Mid-term holiday begins	Mid-term holiday ends		Terms ends	Total days
Autumn 2023	Friday 1 September	Friday 27 October	Monday 30 October	Friday 3 November	Monday 6 November	Friday 22 December	76
Spring 2024	Monday 8 January	Friday 9 February	Monday 12 February	Friday 16 February	Monday 19 February	Friday 22 March	50
Summer 2024	Monday 8 April	Friday 24 May	Monday 27 May	Friday 31 May	Monday 3 June	Friday 19 July	69
Total							195

Bank holidays

29 March 2024 - Good Friday

1 April 2024 - Easter Monday

6 May 2024 - May Day

27 May 2024 - Spring Bank Holiday

Please note that this calendar is subject to any changes that may arise as a result of Welsh Government issuing a direction on term dates.

Swansea Council does not accept any liability for any losses incurred in respect of altered holiday arrangements following changes to the timetable in any direction issued by the Welsh Government.

When a Parent Governor's 'term of office' comes to an end, the school will send letters home to give all parents the opportunity to apply to become a governor. If more than one parent applies then a ballot is held.



Our governors receive regular training opportunities provided by the Local Authority.

Governor roles and responsibilities

There is a high level of expertise within the staff & governors and there is a strong commitment to continued professional development. The governors ensure that the focus for the school is to raise standards of teaching, learning and care of the pupils. Governors are involved with the analysis of school data and setting targets and the School Improvement Plan.

The Governors have specific committees that they are involved in, and they also have areas of responsibility that they focus on. This involves them coming into school to monitor their individual area of responsibility. This could involve speaking to the teacher lead for the area or meeting children and discussing their work.

Governors also regularly review school policies to ensure they are up to date and valid. School policies are available on request from the school office once reviewed. An AGM for parents and governors is offered every year in the Full Governing Body meeting in October. Any questions or queries should be addressed to the Chair of Governors, Mrs Melanie Phillips or the Clerk to Governors, Mrs Debbie Gibbs. Both are available for contact through the school.

Meet the Governors

	Type of Governor	End of Term	
Louise Quinn-Flipping	Parent	23/3/25	
Cllr Andrea Lewis	Local Authority	24/3/25	
Cllr Yvonne Jardine	Local Authority	24/3/25	
Alison Cross	Community	19/10/26	
Philippa White	Teaching Staff	2/3/24	
Jeffrey Nsofor	Parent	6/3/26	
Melanie Phillips (Chair)	Parent	19/10/26	
Clare Beynon	Community	16/7/23	
Anthony Beynon (Vice Chair)	Community	16/7/23	
Alison Thomas	Headteacher	/	
Matthew Bannister	Deputy Head	/	
Denise O'Connor	Non-teaching staff	10/10/25	
Emma Burton	Parent	19/10/26	

The school's last reported attendance figure placed the school in the top 50% of similar schools, in Benchmark Quartile 2. Attendance for last year was 89.5% with 8.3% authorised absences and 2.2% unauthorised absences.

Morrison Primary follows the local authority attendance pathway. Parents are sent letters about low attendance. If attendance does not improve within 2 weeks, a second letter is sent stating the EWO will become involved. If after a week, attendance still hasn't improved, a third letter is sent asking the parents to come to school for a meeting. Fixed penalty notices have also been reinstated since September 2022.



FINANCIAL MANAGEMENT REPORTING

The school and governors have a responsibility to ensure there is good financial management practice in the school and that we provide 'good value for money'. The information below shows the budget and actual spend for the academic year 2022-23.

SCHOOL:		Morriston Primary	
STATEMENT OF ACTUAL EXPENDITURE 2022/23 FINANCIAL YEAR			
	Delegated Expenditure £	Non-Delegated Expenditure £	Total Net Expenditure £
Teachers Salaries	687,779	0	687,779
Salaries	439,289	23,107	462,396
Other Employee Costs	3,125	532	3,658
Premises	8,496	0	8,496
Transport	232	191,776	192,008
Supplies & Services	326,608	0	326,608
Recharges	10,516	13,295	23,811
Gross Expenditure	1,476,045	228,710	1,704,755
Grant Income	-202,670	0	-202,670
Other Income	-121,935	0	-121,935
Gross Income	-324,605	0	-324,605
Net Expenditure	1,151,440	228,710	1,380,150
RESERVES:		£	
FINAL FORMULA ALLOCATION:	1,089,414		
TOTAL NET EXPENDITURE:	1,151,440		
TRANSFER TO / (FROM) RESERVES:	-62,026		
OPENING BALANCE ON RESERVES 01/04/22	158,630		
CLOSING BALANCE ON RESERVES: 31/03/23	96,604		



School Development Plan Summary 2023- 2024



An overview of the conclusions or findings of the school's self-evaluation ...

The school is a nurturing, caring, welcoming environment where wellbeing continues to be a priority. The school equips pupils with the language to recognise and talk about emotions and gives them strategies to support their mental health. Staff use 'Growth Mindset' approaches across the school to develop pupil resilience, perseverance and independence. Morryston Primary School has achieved the National Quality Award for Healthy Schools and promotes health and well-being through its broad and enriched curriculum. The NQA assessment report outlined that:

"The School Vision and Mission Statement, which have been drawn up in consultation with pupils, staff, parents and governors are 'To Be the Best That We Can Be' and 'Together Everyone Achieves More' this sums up completely the inclusive nature of the school and how diversity is celebrated. It has a very caring philosophy and well-being is at the heart of everything that the school plans and delivers. All school staff are firmly, and enthusiastically committed to the aims of the school and to the aims of the Healthy School Scheme. The highly committed and enthusiastic staff at the school know their pupils very well and target their work so that each pupil has appropriate support. They deal with their vulnerable pupils with care, wisdom and sympathy. The teachers, the teaching assistants and auxiliary staff are all highly valued and there is a strong feeling that all staff are working as a team. This caring and sharing ethos stems from the careful and sensitive leadership of the head teacher." Leaders also evidence the very positive impact the Empathy Lab approach has had on building pupil resilience and empathy, and developing greater understanding of diversity through respect and tolerance. Throughout the year classes engaged with empathy rich texts/ novels in line with their topics. This developed basic empathy principles whilst developing learner's literacy and Health and Well-being skills.

The school consistently strives to move teaching from good to excellent. At the start of each academic year, learners throughout the school engage in a topic entitled 'Morryston and Me'. This topic celebrates learner's culture and diversity whilst developing understanding and knowledge of the local history and community (Cynefin). All practitioners create termly curriculum maps using an online planning portal to ensure a broad and balanced curriculum is delivered to learners, with the four purposes and pupil voice at the heart. Throughout the year, school leaders and practitioners have been eager to engage in many different initiatives / projects which enrich the experiences and skills sets of all learners, such as enterprise activities, links with outside agencies to raise aspirations and an Erasmus+ project linked to outdoor learning.

The school champions inclusion and ALN provision and this is a strength. The school serves an area of high deprivation and a traveller community. Pupil mobility is high, and pupils' needs vary considerably. A few pupils exhibit very challenging behaviour which the school manages well. Staff are experienced in early identification and provision of pupils with additional learning needs. The ALNCo is Cluster ALN Lead and has delivered whole school training on IDPs, decision making and the gradual response of Universal, Early Intervention, Targeted support, and Specialist Specific support.

Performance management/development is linked to SDP priorities and professional standards. The school has continued to take part in the national professional enquiry project (NPEP) and the DHT is now a lead enquirer, leading other schools pan Wales. Distributed leadership is now firmly established at Morryston. All teachers have an AoLE responsibility and hold themselves to account. AoLE Leads contribute to the school's robust self-evaluation system. AoLE Leads receive release time to share their action plans with governors and to monitor standards and coverage, carry out book looks and listen to learners. This information informs the school's self-evaluation and improvement reports.

We celebrate...

Inclusion and ALN Provision is strong at the school. Staff are experienced and effective in catering for the individual needs of the pupils. Well-being support of pupils is effective. Nearly all pupils feel safe at the school and have people they can access if they are in need of support. The Headteacher is a Licensed Thrive Practitioner.

The school has just completed an extension offer with the Arts Council of Wales Lead Creative School initiative, focusing on celebrating diversity. The Year 4/5/6 pupils worked with a number of creative practitioners and the project culminated in the performance of a song the pupils had written, in the Swansea Grand Theatre, called 'This is Us.'. Pupils shared their lead creative journey with stakeholders and a recording of the performance is available on the school website. The pupils also created a diversity mural on the outdoor classroom.

The school has Platinum Plus Eco status, and is a beacon school.

The school has the Siarter Iaith Bronze Award.

Our enterprise curriculum and we share practice in this area with other schools.

We need to work on...

Revisiting curriculum plans ensuring progression in knowledge, skills and experiences across the school.

Continue to implement ALN Reform.

Continue to develop/increase confidence of staff and pupils when speaking and communicating in Welsh.

Last year we achieved...

The whole school Thrive approach has continued to have a positive impact on the school ethos, as well as the self-esteem and emotional regulation of the individuals receiving intervention.

The school opened its community kitchen and has worked with @SharingTableCymru, delivering cooking sessions for parents and their children, in school.

The school has just completed a three-year Erasmus+ funded project with partners from Greece, Romania and Wales. The focus of the project was to develop teaching methodologies, whilst sharing practices. Throughout the academic year, pupils and staff visited Romania, gaining and sharing knowledge of outdoor teaching methodologies. In May, the school also hosted circa fifty pupils and colleagues from partner countries to share current school practices.

The DHT has completed his NPQH.

The school has taken part in making a film for Welsh Government outlining our enterprise journey and how this has developed our work towards the four purposes.

This year we aim to...

Continue to promote positive emotional and mental health and well-being.

Continue to improve attendance and pastoral support for pupils and their families and further develop community engagement.

Revisit curriculum plans ensuring progression in knowledge, skills and experiences across the school.

Further develop fluency and confidence of learners and staff when speaking Welsh.

Embed assessment and progression tracking, involving pupils in assessment for learning (how they learn best) and identifying the next steps in their progression.

To continue to improve ULP, the writing of outcomes and continue to follow the ALN implementation timeline plan for September 2023 to August 2025, leading to a high standard of provision for all learners.

AoLE Leads to lead on curriculum development, ensuring developing understanding of progression and coverage of knowledge and skills in their areas.

Continue to develop pupils as leaders and support their involvement in school improvement processes.

Continue to ensure Health and Safety and safeguarding arrangements and priorities are maintained and that any maintenance is completed in a timely manner.

This is how we will achieve our aims and who will help us...

Continue to embed Thrive strategies and Empathy Lab across the school.

New pastoral officer to implement attendance pathway and further develop parental/community workshops.

Continue to map activities linked to termly themes onto the progression maps across every AoLE.

Introduce Ffa La La to support the teaching of Welsh across the school. Pupils to know the 20 key Welsh Language patterns from the Continuum.

Continue to embed tracking systems and pupil profiles with clear LOs, using active verbs and Steps to Success to involve pupils in their self-assessment and reflections encouraging them to become aware of the next steps in their progression.

ALNCo to work with staff to continue to develop universal learning provision, outcomes and implementation of ALN reform as outlined in the WG implementation plan.

AoLE Leads to continue to network and liaise with staff/Cluster/Partneriaeth and wider to lead on curriculum development, ensuring progression and coverage of knowledge and skills in their areas.

Pupil voice groups to continue to improve and develop the school.

Maintain documentation and safety checklists. Organise for timely maintenance as required.