

**Llangatwg Community School**  
**Ysgol Gyfun Gymundol Llangatwg**



Governors' Annual Report to Parents  
Adroddiad Blynyddol y Llywodraethwyr  
2024 - 2025

**Inspire, Aspire, Succeed**  
**Ysbrydoli, Dyheu, Llwyddo**

Headteacher: Mrs L. Mackie

Dear Parent / Carer

The Annual Report provides an important opportunity for the school and its governing body to demonstrate accountability to you as parents and carers. It enables us to reflect on the past year at Llangatwg Community School, share our priorities for sustaining high standards, and invite your thoughts on how we can continue to strengthen our work.

If any parent or carer wishes to meet with the Governing Body to discuss this report or raise any other matters, please contact Mrs Maxine Rowlands, Clerk to the Governing Body, through the school office.

As Chair of Governors, I am immensely proud of the school's ongoing commitment to providing a caring, supportive, and inclusive environment for every pupil. This strong pastoral foundation is central to helping our young people thrive both academically and personally.

This year also saw a significant milestone for the school with the successful completion of our full Estyn inspection in May 2025. The Governing Body is extremely proud of the way staff and pupils represented Llangatwg throughout the process, demonstrating the high standards, positive attitudes, and strong community spirit that define our school.

This report also gives me the opportunity, on behalf of the Governing Body, to express our sincere thanks to the Headteacher and all members of staff for their dedication, professionalism, and unwavering commitment to the pupils of Llangatwg. I would also like to extend heartfelt appreciation to you, our parents and carers, for the encouragement and support you provide each day. Your partnership is vital in helping us build a vibrant and successful school community.

Best wishes

*D. Williams*

David Williams  
**Chairman Governing Body**

## Governors' Annual Report to Parents 2024/25

1. **(a) Chairman of Governors:** Mr. D. Williams  
C/o Llangatwg Community School  
Main Road  
Cadoxton  
Neath  
SA10 8DB

**(b) Vice Chair:** Cllr. P.Rogers

2. **Clerk to the Governors:** Mrs. M. Rowlands  
C/o Llangatwg Community School  
Main Road  
Cadoxton  
Neath  
SA10 8DB

### 3. Members of the Governing Body

<b>Name</b>	<b>Category</b>	<b>Term of Office Ends</b>
Cllr. P. Rogers	LA	August 2026
Mr. E. Sumpter-Browning	LA	September 2027
Mr. E. Elias	LA	December 2029
Vacancy		
Mrs. A. Totterdale	Parent	August 2027
Mrs. M. Petzsch	Parent	June 2026
Mrs. Y. Herbert	Parent	November 2025
Miss. N. Budge	Parent	August 2026
Mr. M. Davies	Parent	October 2026
Mrs. K. Dilks	Parent	December 2028
Mr. D. Williams	Community	August 2025
Mr. A. Richards	Community	November 2025
Miss. S. Bowen	Community	March 2029
Mr. P. Totterdale	Community	December 2028
Vacancy	Community	
Mrs. R. Hughes	Teacher	November 2028
Miss. C. Donovan	Teacher	November 2028
Mrs. K. Brown	Non-Teaching	November 2028
Mrs. L. Mackie	Headteacher	April 2029

## **Numbers on Roll/Staffing**

As of the January 2025 school census, our student population stands at 747 pupils, supported by 47 full-time equivalent teachers. This strong teaching team is complemented by a dedicated group of teaching assistants who provide essential support across our mainstream classrooms. Their contribution ensures that every child benefits from high-quality attention, tailored guidance, and the resources needed to flourish.

We remain committed to fostering a supportive, inclusive, and enriching learning environment. Our staffing structure reflects this commitment and underpins our ambition to help every pupil thrive academically, socially, and emotionally.

## **The work of the Governing Body**

During the last twelve months since the last Annual Report the full Governing Body met on four occasions:

17th September 2024	-	AGM
24th October 2024	-	Extraordinary Meeting
10th December 2024	-	Autumn Term Meeting
31st January 2025	-	Extraordinary Meeting
25th March 2025	-	Spring Term Meeting
8th July 2024	-	Summer Term Meeting

Committees of the Governing Body have been established to deal with specific business:

Personnel / Curriculum / PACOS

Finance / Health and Safety / Premises

Inclusion / Community / Marketing

These Committees have met on 7 occasions during the year.

The Chairman of Governors remains closely engaged in the life of the school, making regular visits to address concerns and to recognise pupil success through the presentation of trophies and certificates.

The Governing Body has continued to examine detailed reports from the Headteacher, covering a broad range of areas including staffing, curriculum organisation, administration, staff development, building maintenance, pupil activities, attendance, additional learning needs, examination performance, and financial management.

We greatly value the advice and support provided by the Local Education Authority, the Welsh Assembly Government, and Estyn, and we remain committed to maintaining strong and constructive relationships with these organisations.

Our Governors reaffirm their full support for the Local Authority's role in delivering high-quality education services across Neath Port Talbot County Borough and look forward to continuing our active membership within this educational community.

### **Safeguarding**

As Governors of Llangatwg Community School, we take our responsibilities regarding safeguarding very seriously. Our role is to ensure that the school has the policies, procedures, and systems in place to keep all children safe from harm, whether it be physical, emotional, or online.

We want to reassure all parents that safeguarding is a priority for the entire school community, and we are committed to providing a safe environment for every child. This includes promoting the welfare of students and ensuring that all staff are fully trained to recognise and respond to signs of abuse or neglect.

### **Exclusions**

In 2024/2025 there were 219 fixed term exclusions. There were 2 permanent exclusions. While we are committed to fostering an inclusive environment and exploring alternatives to exclusion whenever possible, we recognise that our fixed-term exclusion rate is high. Each decision to exclude has been made thoughtfully, taking into account the nature of the behaviour and the need to uphold our standards of discipline and conduct.

### **New School Staff**

We are pleased to share several new additions to our teaching and support staff over the last year, including the appointment of a new Headteacher.

Mrs. Lauren Mackie, Headteacher, joined us in April 2025 after 6 and a half years as Deputy Headteacher at Brynteg School in Bridgend. She brings a wealth of experience in school improvement, teaching and learning and pupil support. We are really excited to see the direction Mrs. Mackie will take the school in as she works on our 4 Estyn recommendations.

In September 2024, we also welcomed several new teaching staff who have already made a positive impact within the school community:

- Mrs Sian Vaughan, Head of Technology
- Mr Lloyd Lewis, Science Teacher
- Miss Ria Evans, PE Teacher

All have settled in well and are building strong, supportive relationships with both pupils and colleagues.

In January 2025, we welcomed two Learning Support Assistants on temporary contracts to provide additional support for pupils with Additional Learning Needs.

- Miss. Llian Davies
- Mr. Cavan Thomas

Our cleaning team was strengthened in February with the appointment of Jade Davies. She has settled in well and is making a positive contribution to maintaining a clean and safe environment

for all pupils and staff.

### **Staff leaving at the end of the academic year**

In July 2025, we said a sad farewell to a number of fantastic colleagues, some of whom have been with us for a very long time:

Lynne Bubear	start date: 14/01/1986
Roland Nicholas	start date: 01/09/1991
Gary Williams	start date: 01/09/2015
Claire Neyton	start date: 08/01/2024
Sumana Panja	start date: 11/06/2024
Betsan James	start date: 01/09/2024
Cavan Thomas	start date: 20/01/2025
Llian Davies	start date: 10/02/2025

We wish these colleagues the best of luck for the future and thank them for the service they have provided to our pupils at Llangatwg Community School.

Due to the closure of our Y Bont provision, Miss. Nia Phillips will become the temporary Teacher in charge of History, replacing Mr. Gary Williams.

Irene Brown will revert back to her position as Learning Support Officer in our Enfys Centre.

Ria Evans will take up a permanent position as Teacher of PE and Welsh.

Our Attendance Officer, Jade Esteban's contract was extended for a further year.

### **Staff Training / INSET**

Staff undertook a range of training during the 6 scheduled INSET days over the academic year and also weekly ADD's sessions. The content included safeguarding, cross curricular skills, integral skills, pedagogical approaches, ALN, pupil progression, pastoral work and a range of other relevant themes. The school also worked with all our Partner Primary Schools to hold a second whole cluster inset focusing on a shared understanding of progression and consistency across the 3-16 age range. All staff, teaching and non-teaching, have accessed a range of role specific training either internally or via external providers.

### **Examination Results 2024/2025**

The school recorded pleasing results in a number of areas this year. At Key Stage 4, English and Maths results were encouraging. Provisional figures show that the school gained 54% at Level 2 and 49% of pupils gained Level 2 including English and Maths.

We are understandably proud of the combined efforts of pupils, staff and parents.

## **School Targets**

Interim Capped 9 	353.82
Level 2 Inclusion 	54.68%
Level 2 Inclusion with Literature 	54.68%
Level 2 Threshold 	58.99%
Level 1 Threshold 	92.09%

## **School Curriculum**

Llangatwg is an English medium school.

The broad, balanced educational diet provided is in line with the requirements of the National Curriculum. Welsh is taught as a second language and there is no instruction provided through the medium of Welsh. However, a range of opportunities are provided for staff and pupils to use individual Welsh throughout the working day.

### **Years 7, 8 & 9**

All pupils study the following subjects:

English, Mathematics, Science, French, Welsh, History, Geography, Religious Education, Physical Education, Games, Technology, Music, Art, Information Technology and Health and Well-being.

### **Year 10 & 11**

All pupils study the following subjects:

English, Mathematics, Science, Welsh, RE, Welsh Baccalaureate, Religious Education and Games.

In addition, three other subjects are chosen from each of three option lines.

Each option line contains a mix of traditional GCSE subjects such as Geography and History and Vocational subjects such as Prince's Trust and SWEET. Our more able pupils are able to study more challenging subjects such as Additional Maths and Triple Science.

We continue to work with the NPTC Group to provide Hairdressing and Junior Apprenticeships opportunities.

## **ALN**

The new ALN system is now fully embedded into the ALN department of the school, and the feedback from this has been positive. Within the ALN department there are 5 caseworkers, who make regular contact with parents/carers of those learners with additional learning needs, and arrange person centred review meetings (PCRs) to review and monitor the support, and identify what additional support might be required. We have also moved over to a new booking system, allowing parents/carers to book review meetings with their caseworker, which has made getting an appointment with the ALN team a lot easier and more accessible.

The school has a Pupil Inclusion Centre (Enfys) which provides flexible support for those pupils who find it difficult to function in the mainstream on a full time basis. Our Pupil Support Centre

continues to see an increase in the number of pupils supported during each day. There are a higher number of pupils attending due to emotional issues and given time in the Centre to help reintegrate into mainstream classes. We have also provided a higher number of pupils with Nurture Group support.

The number of interventions that we are able to offer to learners has increased, and we now have more learners accessing additional interventions than we ever have. We monitor and track learners regularly to ensure that they are making progress, and look at getting support in place as early as possible.

Regular screening testing takes place to ensure that any new needs are quickly identified, and that progress of learners can be effectively tracked and changes made. These take place for all Key Stage 3 learners at the start of every year to look at any needs that learners have, and support is offered to all learners who fall below the average range in any area of their learning.

We have also introduced new systems for the referral to the neurodevelopmental team for ASD and ADHD, which ensures that referrals are made in a fair way, and as quickly as possible.

### **Teaching and Learning**

All staff at Llangatwg are committed to the principle of lifelong learning. The sharing of good practice has facilitated professional debate on pedagogical practice. All staff have taken part in varied staff development opportunities, working both individually and collaboratively.

Several staff have helped to lead INSET and twilight sessions delivering on new exciting developments as we continue to implement the Curriculum for Wales across the age range. We have held our second whole cluster INSET day so that our staff could work with primary colleagues as we continue to develop a shared understanding of progression and 3-16 links.

Our curriculum is frequently reviewed and updated to ensure it meets the needs of all learners within our school community. KS4 continue to receive additional support both internally and externally as they approach their GCSEs and final assessments in vocational subjects.

### **Transition**

One of our key aims at Llangatwg is to ensure as smooth a transition from primary to secondary school as possible, working in partnership with our cluster family of primary schools throughout the year. A number of opportunities were delivered throughout the school year, including 3 transition days for learners and 2 transition evenings for parents/carers, one of which was a tour of the school and the second being a meeting with key staff within the school and their child's new form tutor.

In addition to these transition opportunities, we have also been able to offer, with the support for Team Teulu, informal drop-in sessions for parents in each of the 8 feeder primary schools in order to allow all parents/carers to access support from staff, and to have any questions or concerns that they may have addressed. These have been very successful, and will continue into next year.

Some specific targeted work has also been completed to support the transition process by Mr Barnes, including information exchange for every learner in each of the primary schools, CATs

testing for us to have a better understanding of how to support our new intake of learners, and attendance at Year 5 and 6 review meetings to look at future provision planning.

We are really proud of the work that we do around transition, and this was highlighted by our recent Estyn inspection, where transition was given a spotlight in the report for good practice. This is something that we continue to build on to ensure that we support all learners through the transition process.

### **Pastoral Provision**

We have many pupils enrolled on the Cynnydd scheme and the opportunities on offer to participate in extra-curricular activities and alternative education projects has increased. Claire Millar, our Cynnydd worker, has organised for groups to attend activities such as Forest School, and has provided emotional support and guidance to many pupils from all year groups. Claire has also secured three Year 11 Welding places for 3 Year boys to start Autumn 2025.

We are working with the Wellbeing Team to provide some pupils with an opportunity to discuss a range of topics.

The SWEET Project and King's Trust courses continue to be very successful. The NPT Youth service legacy team continues to work with our Year 11 pupils who are at risk of not pursuing further education or training after leaving Llangatwg. They help identify a training pathway that suits their needs and ensure that they make a smooth transition to post 16 education.

We have worked with NPT College to provide alternative qualifications as part of the Junior Apprenticeship Scheme. Four pupils attend college on a full time basis, whilst in college the pupils also received Maths and English tuition.

### **School Buildings – Health & Safety**

Significant work has been undertaken this year to maintain and improve the school site.

The chimney above the Reprographics room has now been fully sealed and made waterproof, allowing remedial work to be completed in the two rooms previously affected by the leak.

The gym and fitness suite equipment has continued to receive routine maintenance, with repairs successfully carried out on two of the weights machines. Unfortunately, some items were deemed beyond cost-effective repair and were formally condemned during the spring term.

A full deep clean of the kitchen facilities was undertaken during the summer holidays, ensuring high standards of hygiene and food safety.

The Health & Safety Officer for Neath Port Talbot continues to work closely with staff and departments across the school to update and strengthen Health & Safety procedures.

Unfortunately, the boiler in the swimming pool plant room has failed. Replacement components are extremely costly and increasingly difficult to obtain due to the age of the system. After extensive discussions within the Finance, Health & Safety, and Premises sub-committee, it is with deep regret that the decision was taken to close the swimming pool in the summer term. Given the significant financial implications, keeping the pool operational was not a viable option.

## **Toilet Facilities**

Toilet facilities at Llangatwg Community School are cleaned thoroughly each day to ensure a safe environment for all pupils. Essential supplies, including toilet paper, hand soap, and hand-drying provisions, are checked regularly and replenished whenever required.

Pupils have access to toilets in the following areas of the school:

- Main Block – Ground Floor: Girls and Boys
- Science Block – Ground Floor: Girls and Boys
- Technology Block – Ground Floor: Girls and Boys
- Old Block – Ground Floor: Girls and Boys
- New Block – Ground Floor: Girls and Boys

Any maintenance issues are reported immediately and addressed promptly to maintain high standards of cleanliness, safety, and accessibility across the school site.

## **School Improvement Planning**

In May 2025, we welcomed a team of Estyn inspectors who reviewed all aspects of school life. The inspection was extremely positive, resulting in two spotlight awards: one for our work on transition with our cluster primary schools and another for our provision in career-related education. Inspectors also made four recommendations, which, alongside our own self-evaluation process, have helped us to identify key priorities for the coming year.

Following the Estyn inspection, a *Task and Finish* group was established to develop our School Development Plan for 2025–26. The group included members of the Leadership Team, teachers, AoLE Leaders, Year Leaders and support staff, ensuring that a wide range of perspectives informed the process.

Through discussion, the group agreed that last year's School Development Plan was not easily accessible to all staff, pupils and parents. As a result, the new plan has been deliberately designed to be clear, accessible and user-friendly for the whole school community.

The School Development Plan is structured around three key themes, each directly linked to Estyn's recommendations:

<b>Theme 1</b>	Learning, Teaching and Assessment (Estyn recommendation 1)
<b>Theme 2</b>	Attendance (Estyn recommendation 2)
<b>Theme 3</b>	Leadership and Management (Estyn recommendations 3 and 4)

Each theme is further broken down into a series of clear objectives and actions that will be addressed throughout the year, as illustrated in the example on the following page. Members of the Governing Body have also been linked to each theme, providing additional support and challenge as the work moves forward.



**Llangatwg Community School**  
*Inspire Aspire Succeed*

<b>Theme 1 Learning, Teaching and Assessment</b>			
<b>Objective 1a</b>	<b>Improve the quality and consistency of teaching across all Areas of Learning and Experience</b>		
<b>Rationale</b>	Improving the quality and consistency of teaching across all Areas of Learning and Experience is essential to ensure all learners receive high-quality education that supports their progress and achievement. This priority directly responds to a key recommendation from our recent Estyn inspection, which highlighted the need to enhance teaching and assessment practices. By focusing on this area, we aim to create a more cohesive and effective learning environment that meets the needs of all pupils.		
<b>Lead person(s)</b>	RS/KH		
<b>Collaborators</b>	Curriculum Leaders/all teachers		
<b>Gov Link(s)</b>			
<b>Learning, Teaching and Assessment (Estyn Recommendation 1)</b>			
<b>Key Initiative(s)</b>		<b>Success Criteria</b>	<b>Timeline</b>
<b>1a.1</b>	Establish and embed a consistent and effective classroom routine across all lessons to improve pupil engagement and learning outcomes.	<ul style="list-style-type: none"> <li>All teachers greet pupils at the classroom door to create a welcoming environment and set positive expectations from the outset.</li> </ul>	Sep 25 - Mar 26
			<b>Monitoring</b>
			Oct 25
			Jan 26
			Mar 26

## **Community—Wider Life of the School**

At Llangatwg Community School, the governors are extremely proud that the school plays a full and active role within the communities in which it serves.

Within the school, our participation of pupils in the Duke of Edinburgh Scheme is a real strength and Mr Darren Clapham and his team ensure that all our pupils have the access to such a worthwhile and respected initiative.

Llangatwg continues to work closely with the community, alongside our partners in Team Teulu and other multiagency groups. Our family engagement officer works closely with families in order to signpost to additional support, and provide additional support and guidance as required.

In addition, with thanks to Team Teulu, we have been able to offer additional sessions in school during holidays, including our Easter Holiday scavenger hunt, which allows learners to explore the school site in a less formal way than our traditional transition days.

Throughout the course of the year we have offered cluster clinics to parents/carers, where we have visited local community hubs throughout our cluster, in order to allow parents/carers to drop-in and discuss any concerns that they may have in an informal setting, and removing difficulties such as transportation to Llangatwg.

**Llangatwg Community School Financial Statement**

**Actual spend for Year Ending 31<sup>st</sup> March 2025**

**EXPENDITURE:**

	£	£
Teacher Salaries	3604042	
Non-Teaching Salaries	1177930	
Other payroll costs	1004	
<b>TOTAL SALARY COSTS</b>		<b>4782976</b>
Premises Costs	362339	
Transport Costs	13513	
Supplies	453883	
Third Party Cost	47417	
<b>TOTAL NON SALARY COSTS</b>		<b>877152</b>
<b>TOTAL EXPENDITURE</b>		<b>5660128</b>
<b>TOTAL INCOME</b>		<b>1110222</b>
<b>NET EXPENDITURE</b>		<b>4549906</b>
<b>BUDGET SHARE</b>		<b>4258923</b>
<b>2024/2025 IN YEAR DEFICIT</b>		<b>290893</b>
<b>DEFICIT CARRIED FORWARD TO 2025/2026</b>		<b>116899</b>

## **Pupil Destinations**

Figures unavailable at time of report's production.

## **Pupil Attendance / In-Year Transfers 2024/25**

Improving pupil attendance remains a key priority for the school and this year a member of the SLT has overall responsibility for overseeing this. Procedures are reviewed on a regular basis and data is used to target pupils who are a cause for concern. Key Stage and Assistant Key Stage Leaders work closely with the Educational Welfare Officer as well as the SLT Lead (Mr Ward Jones) to ensure attendance levels are high. A number of Fixed Penalty Notices have been issued to parents whose children's attendance fails to improve. We continued to reward high pupil attendance with celebration assemblies, certificates, along with non-uniform days.

Attendance for the period September 2024 to the end of July 2025 was 87.18%. The Governing Body would ask all parents to accept only genuine illness as a reason for staying home from school. The Governing Body would urge all parents to support the school in seeking to achieve an overall attendance rate of over 94% in the next academic year.

## **School Policies**

We are happy to provide full copies of any policies to parents on request. Please make all requests to the Clerk to Governors. Key documents are posted on the school website.

## **The School Day 2024/25**

8.35am – 9.00am	Registration
9.00am – 11.00am	Lesson 1
10.00am – 11.00am	Lesson 2
11.00am – 11.20am	Break
11.20am – 12.20pm	Lesson 3
12.20am – 1.20pm	Lesson 4
1.20pm – 1.55pm	Lunch
1.55pm – 2.55pm	Lesson 5
2.55pm	End of School Day

## **School Term Dates 2024-25**

<b>Term</b>	<b>Term Begins</b>	<b>Mid Term Holiday Begins</b>	<b>Mid Term Holiday Ends</b>	<b>Term Ends</b>
Autumn 2024	Monday 2nd September	Monday 28th October	Friday 1st November	Friday 20th December
Spring 2025	Monday 6 <sup>th</sup> January	Monday 17th February	Friday 21st February	Friday 4th April
Summer 2025	Monday 28th April	Monday 26th May	Friday 30th May	Monday 21st July
<b>Total</b>				

## **INSET Days 2024-25**

1st September 2024

4th October 2024

6th January 2025

17th February 2025

11th April 2025

21st July 2025