



# Governors' Annual Report to Parents and Carers

Adroddiad y Llywodraethwyr Blynyddol  
at Rieni a Gofalwyr

**2023-24**



St Joseph's RC High School  
Ysgol Uwchradd Gatholig Joseff Sant



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## **Introduction from the Chair of Governors**

Dear Parents/Carers

Welcome to this edition of the Governors' Annual Report to Parents. As we all adapt to 'the new normal' the Governing Body continues to follow Welsh Government, Public Health Wales, and Local Authority Guidance to ensure that the safety, emotional and physical wellbeing of the students and staff of St Joseph's RC High School, remain at the heart of everything we do.

Schools, like other organisations, are facing significant demand on reduced resources. However, your children and their wellbeing remain our priority. Governors are committed to provide an educational environment where every child is nurtured and given the opportunity to develop and achieve to the best of their ability. St Joseph's has a well-established, caring, and compassionate pastoral system based on the 3 Rs of Respect, Responsibility and Relationships. Our Year 13 students are actively involved in supporting the well-being of our younger students. Please refer to the website for more information about student wellbeing and for links to a variety of outside agencies that can offer help and support.

The Liturgical Life of the School and our Catholic Virtues are central to the education offered at St Joseph's. You will be aware that the new Curriculum for Wales has been implemented for our younger students and in due course will be rolled out to all students. The new Curriculum for Wales aims to deliver a broad and balanced education for all students. Here in St Joseph's, the staff work tirelessly to ensure the students are prepared to meet the challenges of the 21<sup>st</sup> century.

From the amazing dramatic performances in 'We Will Rock You' to participation in sporting activities and charitable events, your children continue to work incredibly hard, and standards have remained consistently high. Governors would like to offer their congratulations to all those students who sat public examinations; outstanding results were achieved. Going forward, governors and staff are committed to improve the progress of all students and particularly those who continue to be disproportionately affected by the pandemic.

Governors wish to take this opportunity to thank Mrs Jarrett and all teaching and non-teaching staff whose hard work, passion, and diligence has ensured that the students continue to prosper. In these challenging financial times, we are grateful to Mrs Kent and all those who help her to ensure that 'pre-loved' uniform is available to all students. We remain thankful to our dedicated Site Manager and his team who work extremely hard to maintain the premises and create a safe, secure, and welcoming environment in which students can learn effectively and make friends.

A huge thank you is extended to you, the parents, and carers. Governors are grateful for your continued support. If you have any questions about any aspect of this report, please contact me via the school.

Barbara Kurzik

Chair of Governors

## Composition of the Governing Body 2023-2024

Mrs Jackie Jarrett	HT
<b>FOUNDATION GOVERNORS</b>	
Mr. Paul Bennett	End 31 August 2024
Mrs Valerie Bradshaw	End 14 September 2026
Mrs Reema Cross	End 31 August 2024
Fr Brian Cuddihy	End 31 August 2024
Mrs. Linzi Dunn	End 31 August 2024
Mrs Anna Godfrey	End 31 August 2024
Mrs Barbara Kurzik (Chair) Contact via school	End 31 August 2024
Mrs Norrie McLoughlin	End 31 August 2024
Mrs Louise Robinson	End 31 August 2024
Mrs Kate Rowlands	End 14 December 2025
Mrs Mary Tilley	End 31 August 2024
Mrs Geraldine Waite	End 14 September 2026
<b>LA APPOINTED GOVERNORS</b>	
Cllr Pat Drewett	End 21 November 2026
Vacancy	
<b>PARENT GOVERNORS</b>	
Mrs Clare Ward	End 31 January 2026
Mrs Stephanie Molina	End 21 March 2027
Mr Simon Linton (Vice Chair)	End October 2027
<b>TEACHER GOVERNOR</b>	
Mrs Kath Burke	End 30 June 2027
Mr Joseph Ryan	End 31 December 2026
<b>NON-TEACHER GOVERNOR</b>	
Mr Mark Rowland	End 31 January 2024
<b>ASSOCIATE STUDENT GOVERNORS</b>	
Christian Liganay	
Madison Paul	
<b>LA Clerk to the Governors</b> <b>Contact at</b> <b><u><a href="mailto:Governor.support@sewaleseas.or.uk">Governor.support@sewaleseas.or.uk</a></u></b>	

## Governors' Roles and Responsibilities 2023-24

The Governing body work as a team, offering knowledge, skills and expertise to assist in the effective running of the school. Our Governing Body comprises Foundation Governors, appointed by the Archdiocese; Teacher Governors elected by the teaching staff of the school; a Staff Governor who represents the non-teaching staff of the school; Parent Governors elected by parents of our school; LA Governors appointed by Newport City Council, Associate Student Governors and the Headteacher of the school.

The governors at St Joseph's fulfill four essential functions:

- to contribute to the Catholic nature of education in the school as set out in the mission statement;
- to provide a strategic view to raise standards of achievement;
- to act as a critical friend, to provide the Headteacher and staff with support, advice and information; monitoring and evaluating the school's effectiveness and promoting the interests of the school and its students; and
- to ensure good quality education within the school and to be accountable to parents and the wider community for its actions and the school's performance.

In order to undertake their various roles Governors are members of the following statutory and non-statutory committees:

Admissions; Capability; Capability Appeal; Complaints; Education: Self-Evaluation; Head Teacher's Performance Management; Head Teacher's Performance Management Appeal; Head Teacher and Deputy Headteacher Selection Panel; Pay Review: Pay Review Appeal; Personnel; Student Discipline and Dismissals; Resources; Staff Discipline and Dismissals; Staff Discipline and Dismissals Appeal; Staff Grievance; Staff Grievance Appeal; Staff Requests; Staff Requests Appeal; Teacher Performance Management Appeal.

Governors also have specific responsibilities related to the three overarching themes of Professional Learning and Leadership; Accountability; the Welsh Dimension and International Perspective. Governors are also linked to subject areas via the Six Areas of Learning and Experience. Two governors engage with our Inclusion Department. Details of governors' responsibilities are listed below:

### Link governors with special responsibilities

	<b>Special Responsibility</b>	<b>Governors</b>
<b>PROFESSIONAL LEARNING AND LEADERSHIP</b>	1. Personal Professional Development	B KURZIK and S LINTON
	2. Policies	M ROWLANDS
	3. Health and Safety	S LINTON
	4. ICT and Hwb Champion and digital safety	G WAITE
	5. Newport School Forum (Finance)	A GODFREY
<b>ACCOUNTABILITY (Self-evaluation, SDP)</b>	6. Catholic Life of the School	Fr BRIAN and V BRADSHAW
	7. Attendance; Closing the Gap; MAT; Data	L ROBINSON
	8. Racial Equalities and Equal Opportunities	G WAITE
	9. Child Protection (Statutory) and LAC	L DUNN and S LINTON
<b>WIDER SKILLS: WELSH DIMENSION AND INTERNATIONAL PERSPECTIVE</b>	10. LA Admissions Forum	P BENNETT
	11. Newport Association of School Governors	R CROSS
	12. Welsh Bacallaureate and Cwricwlwm Cymreig	K ROWLANDS
	13. Link with Bruchsal	V BRADSHAW and K ROWLANDS
	14. Mentor and Training Governor	P BENNETT and S LINTON
	15. Governors Report to Parents	CHAIR OF GOVERNORS

<b>SIX AREAS OF LEARNING AND EXPERIENCE</b>	<b>GOVERNORS</b>
<b>1. Expressive Arts</b> <ul style="list-style-type: none"> <li>• Dance</li> <li>• Drama</li> <li>• Film</li> <li>• Music</li> <li>• Visual Arts</li> <li>• Digital Media</li> </ul>	C WARD: lead S LINTON: support
<b>2. Health and Wellbeing</b> <ul style="list-style-type: none"> <li>• PE</li> </ul>	M TILLEY: lead S MOLINA: support
<b>3. Humanities</b> <ul style="list-style-type: none"> <li>• History</li> <li>• Geography</li> <li>• RE</li> <li>• Business, Law and Economics</li> <li>• Sociology</li> </ul>	Fr BRIAN: Catholic Life of the School and RE R CROSS: linked to remaining subjects
<b>4. Mathematics and Numeracy</b> <ul style="list-style-type: none"> <li>• Maths</li> <li>• Numeracy</li> </ul>	A GODFREY: lead S MOLINA: support
<b>5. Language, Literacy and Communication</b> <ul style="list-style-type: none"> <li>• English</li> <li>• Literacy</li> <li>• Modern Foreign Languages</li> <li>• Welsh</li> </ul>	L ROBINSON: English and Literacy K ROWLANDS: MFL and Welsh
<b>6. Science and Technology</b> <ul style="list-style-type: none"> <li>• Science Design and Technology</li> <li>• Engineering</li> <li>• Computer Science</li> <li>• Biology</li> <li>• Chemistry</li> <li>• Physics</li> <li>• ICT Subject</li> </ul>	P BENNETT: Sciences G WAITE: ICT and related subjects
<b>7. INCLUSION/ALN</b>	L DUNN: lead C WARD: support

## **Individual Governors' Sub-Committees**

The Governing Body operates a system of sub-committees, each reporting directly 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.

### **Admissions Committee**

**Chair: Paul Bennett**

As a Voluntary Aided school, St Joseph's is responsible for the administration of all applications for admission.

St Joseph's continues to be a very popular school, with all year groups 7-11 at full capacity or more compared with our official Admissions Number of 240.

For Year 7, September 2023 we had over 300 applications for the 240 places.

The committee meets in January to consider all on time applications for Year 7 entry in September. It also meets two or three times per month to consider late applications and in year applications. The committee has full decision-making powers. Any rejected application may be appealed by the applicant. Appeals are heard by an Independent Appeals Panel, as detailed in the Schools Admission Policy. (Available from the school's website or from the Admissions Officer at St Joseph's)

Throughout the year we had many appeals for all year groups 7-11. We also have waiting lists for all year groups.

### **Education Committee**

**Chair: Barbara Kurzik**

Governors have a responsibility to monitor and evaluate the school's performance, ask critical questions and press for improvement. Governors and the Leadership Team need to evaluate the effectiveness of strategies that have been implemented to improve outcomes. To carry out that role effectively, governors need to have a good working knowledge of the school. The Education Committee plays a key role in developing our knowledge and understanding of the school. All members of the governing body are invited to the meetings and receive the minutes. Alongside the reports on exam results and the curriculum plan, topical issues are shared with governors usually by staff members with specific responsibilities.

A feature of good schools is the development of systems to track the students' progress and link this to school target setting. The rigour of the tracking systems used within St Joseph's has resulted in some very strong examination performances. As you will be aware from statements elsewhere in this report, from the school website, and from the Examination edition of 'Insight' learners have once again continued to perform extremely well, with many outstanding achievements. Staff and governors continue to explore curriculum models to ensure the best learning opportunities are provided for our students to succeed.

Governors are once again delighted to report that St Joseph's continues to promote high standards of educational achievement and good behaviour. Students are involved in a wide range of activities in school and in the wider community to help them become well-adjusted and successful young people.



## **Catholic Life of the School and Religious Education Curriculum**

### **Kath Burke – Associate Assistant Headteacher/Head of RE**

As governors we are proactive in monitoring, evaluating, and reviewing the Catholic life of the school and the Religious Education curriculum. We are delighted to report that the school continues to provide a truly Catholic ethos and the work of the Religious Education Department continues to flourish and provides every opportunity for spiritual and faith formation of our students. Fr Brian Cuddihy (St Patrick's), the link governor, plays a vital role in providing first-hand feedback and support in the school's spiritual and faith development.

Mrs K Burke, Head of RE, provides a termly report that is included in the Headteacher's report to governors, on the spiritual and liturgical life of the school. Highlights have included:

- Whole school and feeder primaries unite for Monday afternoon prayer led virtually by Mrs Burke.
- Celebration of Mass for the feast of St Joseph.
- Mass in celebration of the solemnity of St Peter and St Paul.
- Year 6 leavers' Mass.
- Remembrance liturgy.
- CAFOD Café every Thursday lunchtime.
- Students attended the Inauguration of his Grace, Archbishop Mark Tooley.
- For the first time, students attended the FLAME Conference in the O2 Arena along with the other secondary schools in the diocese and the Archbishop.
- It is pleasing to note that many of the students from the parishes of All Saints and St Patrick's were able to make the sacrament of Confirmation this year.
- In-service training for teaching and support staff and IT teachers on the Catholic Ethos and Catholic Student Profile. (Virtue curriculum)
- New RED curriculum in Year 7.
- Every lesson begins with the Sign of the Cross.
- Further development of our Youth Chaplaincy team.
- Advent and Passiontide services.
- Class celebrations of the Stations of the Cross and the Sacred Heart of Jesus.
- KS 3 services in honour of Mary: Decade of the rosary.
- Services in honour of Our Lady during May in the school prayer garden.
- Form led assemblies.
- Head student led assemblies.
- In January, 12 Year 11 students attended Kintbury on retreat.
- In-house retreats celebrated in the chapel prepared and delivered by Youth Chaplaincy team.
- Raising money for Kenya (Year 7 disco)
- Cultural Days – raising money for CAFOD.

## Organisation of the School Year and Day

AUTUMN TERM		SPRING TERM		SUMMER TERM	
WEEK	Week beginning	WEEK	Week beginning	WEEK	Week beginning
1	04.09.2023	2	08.01.2024	2	08.04.2024
2	11.09.2023	1	15.01.2024	1	15.04.2024
1	18.09.2023	2	22.01.2024	2	22.04.2024
2	25.09.2023	1	29.01.2024	1	29.04.2024
1	02.10.2023	2	05.02.2024	2	06.05.2024
2	09.10.2023			1	13.05.2024
1	16.10.2023			2	20.05.2024
2	23.10.2023				
<b>HALF TERM</b>		<b>HALF TERM</b>		<b>HALF TERM</b>	
1	06.11.2023	1	19.02.2024	1	03.06.2024
2	13.11.2023	2	26.02.2024	2	10.06.2024
1	20.11.2023	1	04.03.2024	1	17.06.2024
2	27.11.2023	2	11.03.2024	2	24.06.2024
1	04.12.2023	1	18.03.2024	1	01.07.2024
2	11.12.2023			2	08.07.2024
1	18.12.2023			1	15.07.2024

SCHOOL TERMS & HOLIDAYS 2023/2024				
TERM	STARTS	HALF TERM		ENDS
		STARTS	ENDS	
AUTUMN	1 September 2023	30 October 2023	3 November 2023	22 December 2023
SPRING	8 January 2024	12 February 2024	16 February 2024	22 March 2024
SUMMER	8 April 2024	27 May 2024	31 May 2024	19 July 2024

## Inset Days

- Friday 1 September 2023
- Friday 20 October 2023
- Monday 27 November 2023
- Friday 22 December 2023
- Monday 11 March 2024
- Friday 28 June 2024

ALL YEAR GROUPs	
REGISTRATION	08.50 – 09.00
PERIOD 1	09.00 – 10.00
PERIOD 2	10.00 – 11.00
<b>BREAK</b>	<b>11.00 – 11.20</b>
PERIOD 3	11.20 – 12.20
PERIOD 4	12.20 – 13.20
<b>LUNCH</b>	<b>13.20 – 13.55</b>
FORM	14.00 – 14.20
PERIOD 5	14.20 – 15.20

## Attendance

Attendance figures on a national scale continue to be affected by the global pandemic. However, attendance for the academic year in 2022-23, by year group was as follows:

Year 7	94.7%
Year 8	92.1%
Year 9	93.1%
Year 10	92.7%
Year 11	90.1%
Whole school	92.5%

## **Curriculum**

St. Joseph's RC High School is committed to the provision of a Christian education for all its students in accordance with the principles and teachings of the Catholic faith. Through our mission statement, summarised by 'Serving God through Learning Together,' we endeavour to keep faith as the foundation of our curriculum so that our Catholic virtues and Gospel values permeate and affect all aspects of our curriculum and school life. We embrace Welsh Government's vision of a new curriculum for Wales which supports us in our mission to nurture the whole child to prepare them to serve their communities in an uncertain world. A summary of our approach to the Curriculum for Wales can be found on the school website.

## **Language**

St. Joseph's is an English medium, Catholic voluntary aided school with a rich cultural mix. The school celebrates the fact that amongst its school population, close to 27% speak English as an additional language with 57 languages used across the school.

## **Statement about Welsh language**

Welsh is taught as a second language to every student in years 7-11 meeting our statutory requirements. Teachers use basic Welsh, where they can, across the school to address and praise students. Outside of lessons the school promotes the use of the Welsh language reflecting the Welsh Government document 'Our Language: Its Future, Iaith Pawb'.

## **Sporting programme (extra-curricular)**

There are a range of sporting opportunities for students at St Joseph's. The new curriculum has continued to be implemented with year 8, building on what was already in place for year 7, and more work is ongoing in preparation for year 9. The combination of Games and PE lessons in the PE timetable allow a balanced focus on improving sporting performance and developing knowledge and understanding of health and well-being.

The extra-curricular opportunities provided by the PE department are varied, to include team games, individual sports, and creative activities. Our strong link with Newport Live continues and they provide volunteer coaches to run additional after school clubs which are well attended.

Our boys' football teams are entered into the Newport Cup and Welsh Cup with year 8 and 9 winning the Newport Cup. The after-school club was well attended every week with over 60 students regularly attending. There were also individual achievements with 4 of our year 9 & 10 students selected to represent Newport schools and one of our year 13 students selected to represent Welsh schools in international fixtures against Scotland, England, Northern Ireland, and Republic of Ireland. This was a brilliant personal achievement, a proud achievement for us as a department and a great representation of the school at national sport level.

Girls' football continues to grow in popularity with high numbers attending after school clubs and fixtures becoming more and more regular, as well as individual recognition for several students involved in Newport District teams and the U16 FAW South Academy.

All year groups have regular friendly and league netball fixtures as well as tournament events against schools throughout Gwent. Our students are encouraged to attend trials for representative sides with the opportunity to earn selection for the County squad.

After school rugby club continues to run in the first term with all teams entered into the Newport Cup. There is a big focus on skill development and game understanding at rugby training and often students can train alongside students from other year groups, which has been hugely beneficial for younger students learning from older students while developing the leadership skills of our older students. We also run a girls rugby club which has taken place in the summer term to coincide with the offer of festivals run by WRU Community Coaches for our students to attend.

Basketball is one of our fastest growing sports. Newport Live support the department by running an after-school club every Friday and teams are entered into competitions. Last year our year 7 and 8 boys' team and our girls senior team reached the National Finals.

Mr Walshe has promoted his passion for boxing, which has grown in popularity, and several students have become, or continue to be, involved with local clubs St Joseph's and Alway. We also have students competing for AJ's kickboxing and a few students have had the honour of representing Wales at international events in both boxing and kickboxing.

Every year our students are offered the opportunity to compete both individually and as part of a team in cross country events. Last year, one of our students progressed through the different County and Regional stages to be selected to represent Wales at an event in Liverpool. In athletics our students have the opportunity to compete individually and as part of a team in District and County competitions. Last year our U16 boys team finished 1<sup>st</sup> in the Inter school pool stages and went on to win the following County Cup, progressing to the National finals in Aberdare. Through their personal performances 6 of our students were selected to represent South-East Wales at the National Championships.

Our students had the opportunity to showcase their gymnastic and dance talents at the Summer Festival which included performances from students who have won national titles for dance and represented Welsh gymnastics squads.

The PE department have also worked to support the transition process for our year 6 students through primary school visits where students had the chance to take part in sessions closely linked to the curriculum in year 7. We also hosted a PE transition day at St Joseph's where students from our feeder primary schools attended for a full day and participated in a range of different activities and got to meet the whole department.

## **Healthy Eating**

The school's Catering Partner, Chartwells, provide 3 weekly menus each term. The menus are developed in conjunction with a team of chefs and our pupils through "taster" sessions and are signed off by Welsh Government as meeting their Appetite for Life healthy eating standards. The school has a main canteen area on the ground floor for hot meals, plus two grab and go hubs. The 6<sup>th</sup> form has a separate dedicated cafeteria/coffee shop on the first floor. The school is represented on the Newport Catering Board, who meet termly with Chartwells' management and share ideas and discuss a range of catering issues for all Newport Schools such as menu choice, take up, healthy eating, waste etc. Chartwells have run a number of events over the last 12 months at our school, including healthy eating sessions in conjunction with our PE and Technology Departments, plus we hosted the first ever Environment & Sustainability Conference with Chartwells at St. Joseph's RC High School for all Newport Schools. This event was well attended by primary and secondary schools with a wide range of external speakers from Welsh Government, private sector companies and charities and lots of excellent ideas were shared regarding sustainability moving forward. Pupils are encouraged to eat healthily and taught about the benefits of healthy eating through PHSE sessions.

## **Summary of exam results**

As announced by the Minister for Education and Welsh Language in his Written Statement of 19 January 2023, the Welsh Government will restart reporting of Key Stage 4 outcomes at a school level using the approach adopted in 2018/19. This means that, for the academic year 2022/23, the Welsh Government will be publishing the following headline indicators: Capped 9 indicator (interim measures version), Literacy indicator, Numeracy indicator, Science indicator, and the Welsh Baccalaureate Skills Challenge Certificate indicator, all based on point scores.

## GCSE - The Capped 9 average points score explained.

- The Capped 9 average points score uses a points system to award a total number of points to each student for nine of their qualifications.
- These totals are then averaged to give an average Capped 9 score for the Y11 cohort.
- Points are assigned to grades as follows A\*=58, A=52, B=46, C=40, D=34, E=28, F=22 & G=16.
- Three of the nine slots in the total must be the best of English Literature or English Language, the best of Numeracy or Maths and the best Science GCSE grade achieved.
- The other six slots are then the student's best other six results.
- So, for example if a student scored Cs in everything their Capped Nine Points Score would be  $9 \times 40 = 360$ .

	2023	2023
	St Joseph's average	National average
Capped 9	411.7	356.5

## The Literacy, Numeracy and Science average points measures explained.

- These performance indicators also focus on average points score in the core subjects, giving a measure of the average grade achieved in each core subject across the whole cohort.
- The Literacy measure considers every student's best grade in English Language or Literature.
- The Numeracy measure counts every student's best grade in Numeracy or Mathematics and the Science measure counts every student's best GCSE science grade.

	2023	2023
	St Joseph's	National
Literacy	46.6	39.7
Numeracy	44.1	37.1
Science	44.5	36.9
Skills Challenge	44	31.6
Students achieving at least 5 A*-A	38%	

## A level

Measure	2023
L3 (2A* - E)	99%
3A* - A	34%
3A* - C	71%
3A* - E	92%

## **Prospectus**

A prospectus is available on the school website. There have been no changes to the school prospectus.

## **Action taken to review policies**

All policies are reviewed in consultation with a number of different groups of individuals depending on their type and how they are to be implemented into the school. Consultation can take place with students, staff, parents, governors, Diocese, Local Authority and other bodies or organisations as appropriate. Policies are then reviewed and approved by governors before they are implemented. All policies are available from the school and can also be viewed on the website.

## **Financial statement**

The financial outturn statement for 2021-22 is shown at the back of the document at Appendix 1- Page 15.

## **Governors' expenses**

No claims for expenses were submitted in 22-23.

## **Premises**

The school has continued to work closely with Governors and Student Voice to improve the school site during the 22-23 financial year.

We feel the school building remains in excellent condition and are grateful to our wonderful site staff for the work they do in maintaining our school building to the highest standard possible.

This year we finished a programme to carpet all our internal classrooms, as well as repainting a number of classrooms and corridor areas throughout the school. We also upgraded our CCTV system and installed a new fire alarm and intruder alarm system. A number of external blue panels were also cleaned.

The Astroturf area proves to be popular with students and this was remarked. We also installed additional bench seating around the school and replaced some of our older benches. At the request of the students, we also created an external area with chess sets where students can play chess, in addition to 2 teqball tables.

In partnership with Newport City Council, the school have started a refit project to replace all our lights throughout the school with more energy efficient lights. We are also working on plans to install further solar panels on our roof areas, with a view to generating more electricity and reducing our ongoing energy bills. Plans are also being made to upgrade our door entry system.

## **Disabled students**

The school is committed to ensuring full access to all facilities and opportunities at St Joseph's RC High school for all pupils and visitors with special requirements. The school has disabled parking on site, disabled toilets on the ground, first and second floors and various ramps throughout the site, plus lift access to all floors in the main building to assist those with disabilities/wheelchair users. We also have painted posts in our quad area to assist those with vision impairments.

## **Toilet facilities**

The school meets Health and Safety requirements for the number of toilets needed for the pupils on roll. The school has disabled toilets on each floor in the main building. All toilets are cleaned throughout the day and each evening.

## **Links with the community**

The school offers a comprehensive range of activities, both curricular and extra-curricular. There are strong links with a multitude of organisations who support these activities which include academic institutions, creative industries, and a range of work-based organisations. These links include the Principality Building Society, CAMHS, One Million Mentors, YEF (Youth Cymru), Praesidio Safeguarding, the Trussell Trust, CAFOD Wales, GEMS, Rotary Club, Airbus, Royal Institute of Naval Architects, police, local magistrates and the health service who all continue to work with the school and provide inputs into Personal and Social Education, Skills Challenge and the broader school curriculum. The school has also maintained and fully utilised its excellent links with Careers Wales to continue to provide a diverse range of Careers and Education Guidance Services, to students in all key stages. A wide cross-section of employers helps to both organise and run these activities. A number of visitors attend the school on a regular basis. Examples of this are volunteers within the sixth form enrichment programme. This is designed to help students to develop the skills that studying alone cannot teach them.

## **Learning Support**

Individuals may need some extra support to help them meet their academic and social potential. The Inclusion department consists of the Additional Learning Needs Coordinator (ALNCO) and a team of experienced teaching assistants who work in different ways to help students to access the curriculum. Our school has experience of meeting different needs including: general learning difficulties, dyslexia, autism spectrum condition, hearing impairment, visual impairment, speech, language and communication difficulties and behavioural, social and emotional difficulties. Every student is valued, and it is ensured that all can access a broad and balanced curriculum. The school endeavours to make adjustments to ensure that our school is as inclusive as possible. The school follows an equal opportunities policy in line with Newport local authority.

The Additional Learning Needs (ALN) Act is being implemented over three years from January 2022. This will replace the Special Educational Needs (SEN) Code of Practice and terms including Statement of SEN, School Action and School Action Plus will no longer be used. Students with Additional Learning Needs who require Additional Learning Provision (ALP) will have an Individual Development Plan (IDP). Additional Learning Provision refers to a higher level of support beyond the scope of the school's standard provision for all students. Additional Learning Provision is defined by the Act as 'educational or training provision that is additional to, or different from, that generally made for others the same age.' (Section 6.11) Students with support needs will be recorded by the school and will be identified to staff, they may also have a support plan.



APPENDIX 1

<b>St Joseph's R.C. High</b>		
<b>Financial Statement for Year Ending 31st March 2023</b>		
<b>2021/22</b>		<b>2022/23</b>
<b>Outturn</b>		<b>Outturn</b>
<b>£</b>	<b>Employees</b>	<b>£</b>
4,867,337	Teachers	5,266,972
986,299	Support Staff	1,186,284
59,535	Caretakers	73,020
9,021	Midday Supervisors	14,637
122,156	Cleaners	145,255
<b>Other Employee Costs</b>		
64,423	Supply Insurance Premium	80,616
234,169	Agency Staff	232,347
2,324	Lunch Time Meal Entitlement	402
0	Foreign Language Assistants	0
4,304	Exam Invigilators	24,943
0	Advertising	0
0	Interview Expenses	0
834	Misc Employee Costs	1,086
<b>Energy</b>		
21,281	Gas	26,443
63,442	Electricity	74,054
0	Oil	0
368,174	<b>Capitation and ICT</b>	265,198
0	<b>SCC, EIG and PDG Expenditure</b>	0
<b>Premises Related</b>		
0	Hire of Facilities	0
34,775	Rates	34,775
376,659	Building Maintenance and Alarm Lines	234,306
1,140	Grounds Maintenance	1,434
11,603	Water	13,190
12,542	Building Cleaning Contract	10,449
6,034	Refuse Collection	8,442
366	Miscellaneous Premises	186
<b>Communications</b>		
2,940	Postage/Fax/Telex	4,833
22,006	Telephones	12,049

<b>Transport</b>		
31,761	Vehicle Maintenance	1,581
0	Purchase of Vehicles	0
11,524	Vehicle Hire	6,348
0	Car Allowance	93
0	Travel Expenses	1,454

55,175	<b>Exam Fees</b>	198,418
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<b>External Courses</b>		
1,210	School Funded Training	10,860
0	Alternative Curriculum Provision	0
10,000	Sixth Form	10,000

97,921	<b>Central Services</b>	96,177
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<b>Income</b>		
0	Lettings	-2,333
-6,300	Sales Income	-700
0	Music Service Income	0
0	Donations	0
0	Miscellaneous	0
-215,892	Supply	-198,395
0	Exam Fees	0
-242	Interest	-1,461
0	Rental Income	0
0	EIG	0
0	PDG/EYPDG	0
0	Energy Compensation	0
0	Coaching Fees	0
-2,164,721	Other Grant and Contributions	-1,936,428
220,000	Reserve Transfer	-220,000
0	After Schools Club	0

5,311,801	<b>Total Net Expenditure</b>	5,676,532
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<b>Total Funding</b>		
5,505,961		5,771,578
194,160	In Year Surplus / Deficit	95,046
403,577	Prior Year Surplus / Deficit	597,736
597,736	<b>Accumulated Surplus / Deficit c/fwd</b>	692,782
10.86%	Balance as % of Funding	12.00%

**St. Joseph's RC High School**

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