



Governors' Annual Report to Parents 2019 - 2020



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Chair of Governors Statement

Dear Parent/Carer

I am delighted to present to you the Annual Report to Parents for the academic year 2019-20.

As we embarked on this academic year, everyone associated with the school was looking forward to the year ahead. After many years of continual improvement, the school and governors were looking at future developments that would ensure that the school continued to deliver a top-notch education to our students.

As you will all be aware, half way through the year everything changed and the Covid-19 pandemic ensured that priorities were amended and adapted with the school seeking to provide a disruption-free education wherever possible. My governor colleagues have asked me to congratulate all those in the school who have worked so hard to ensure that this is achieved, as well as providing support for the wellbeing of students and staff alike at what has been a very difficult time for all.

The lockdown has inevitably meant that the extensive amount of information usually contained in this annual report is unavailable, with the Welsh Government suspending the requirement for those reports.

Despite this, there are still many factors worthy of note from the academic year 2019/20.

In February, we were treated to an unforgettable school show, our talented students ensured we were entertained by the very demanding musical, Hair Spray. It was one of the most uplifting amateur performances I have had the privilege to witness.

Estyn visited the school to carry out an inspection in March 2020. The inspection team were generous in their praise of many aspects of the school. Describing it as “a caring community that provides a calm and purposeful learning environment for pupils and staff alike.” Our students were described as “welcoming and friendly, and convey a strong sense of pride in their school.” The inspection team observed the students “behave well in lessons and around the school, and the majority make secure progress in their learning.” You will see more of this inspection report later.

As governors we are very proud of all our staff, both teaching and non-teaching, who work tirelessly to further develop and maintain our school so that our students are able to access a motivational, pleasant and caring learning environment. This year as the school has been under occupied, this is particularly true of the Premises Team. Without exception this team has worked to ensure that our students are able to access an environment that they deserve and is clean and safe for them in the current climate. This is even more remarkable when you remember that some of the school estate is over 50 years old. Again, the inspection report evidences this where it states “Older buildings provide a stimulating and supportive learning environment. The school is well maintained and regular upkeep has created an environment that is conducive to learning.”

All staff continue to build our reputation for success in education, producing students who not only achieve commendable results but who will become responsible, happy and successful citizens of the future. This is particularly important during a pandemic. On behalf of the Governing Body I would like to thank particularly our Headteacher, Mr Tucker, and his excellent Leadership Team for all their hard work and exemplary leadership.

Finally, I must thank you. As parents and carers your role continues to be vital. This is true not only in the support you give your children but in communicating with us and providing a helpful self-evaluation on our work.

If you have any questions or comments relating to this report, please do not hesitate to contact me via the school.

Sue O'Brian
Chair of the Governing Body

The Governing Body

Name	Term of Office ends
LA Appointed	
Cllr Charles Ferris	12/03/2023
Cllr Trevor Watkins	27/07/2024
Mrs Jan Atkinson	27/04/2024
Cllr Tracey Holyoake	27/02/2022
Parent Governors	
Mrs Laura Churchill	31/07/2021
Mr Mottobir Hussain	06/06/2023
Miss Shazia Ramzan	06/06/2023
Mrs Kerrie Davies	14/01/2022
Ms Charlotte Simpson	
Staff Governors	
Mr Mark Tucker (Headteacher)	
Mr David Thomas (Teacher)	20/01/2023
Mrs Louise Ogilvie	
Mr Hugh Thompson	13/03/2022
Non-Voting Co-opted Linked Governors	
Mrs Samantha Roberts	
Associate	
Rhys Morgan (Head Boy)	
Eleri Gray (Head Girl)	
Community Governors appointed by Governing Body	
Mr Tony Boswell	25/06/2024
Mr Robert Lynbeck	17/07/2024
Mrs Sue O'Brian	24/09/2021
Mr Gareth Jenkins	24/03/2023
Mrs Heather Vaughan	08/05/2021
Clerk to the Governors	
Mr Gavyn Huzzey	

Contact Details

Chair of Governors: Mrs Sue O'Brian c/o the school

Clerk to the Governors: Mr Gavyn Huzzey c/o the school

Sub-Committees and Chairs

Recruitment and Resources Committee	Robert Lynbeck
Standards and Tracking Committee	Sue O'Brian
Teaching and Learning Committee	Jan Atkinson
Wellbeing Committee	Gareth Jenkins

Policies

All school policies are reviewed on a regular basis by the Governing Body. All school policies are available on request.

School Vision

The John Frost School believes that every student should seize every opportunity to be the best they can be. 'Together we shall seize each moment to shape our future'.

The John Frost School Charter was produced in consultation with students, staff, governors and parents to encapsulate the school vision and values.

1. To instil respect and tolerance towards others
2. To provide a safe, caring and healthy environment
3. To foster pride in ourselves, our school, our communities and our city
4. To promote an inclusive, nurturing school where we all work together to achieve success
5. To enable all students to realise their potential
6. To encourage a lifelong love of learning to ensure students are:-
 - ◆ Ambitious and capable
 - ◆ Enterprising and creative
 - ◆ Ethical and informed
 - ◆ Healthy and confident

Annual Parents' Meeting

There were no meetings during the course of this year.

Parent Governor Elections

It is anticipated that the next parent governor election will be held in the spring term of 2021.

Financial Statement

Financial Statement for Year Ending 31st March 2020

2018/19		2019/20
£	Employees	£
3,318,500	Teachers	3,544,003
1,101,529	Support Staff	1,176,153
212,036	Premises Staff	262,145
13,642	Midday Supervisors	16,651
Other Employee Costs		
48,329	Supply insurance Premium	53,150
113,261	Agency Staff	165,960
5,602	Lunch Time Meal Entitlement	5,305
8,859	Post16 Collaboration shared Costs	9,095
18,051	Exam Invigilators	22,355
2,760	Advertising	1,750
1,153	Misc Employee Costs	1,869
Energy		
19,753	Gas	13,634
77,100	Electricity	63,420
69,010	Oil	50,723
280,308	Capitation and ICT	426,972
20,095	EIG and PDG Expenditure	0
Premises Related		
92,006	Rates	134,130
208,289	Building Maintenance and Alarm Lines	370,761
22,627	Grounds Maintenance	21,938
15,034	Water	15,752
24,482	Building Cleaning	8,212
7,685	Refuse Collection	8,909
1,665	Miscellaneous Premises	6,066
Communications		
9,366	Postage	7,659
10,129	Telephones/Broadband	17,524
Transport		
2,813	Vehicle Maintenance	0
12,192	Vehicle Hire	17,851
802	Car Allowance	474

275	Travel Expenses	0
121,857	Exam Fees	133,349
External Courses		
9,097	School Funded Training	17,847
72,792	Student Offsite Provision	75,000
189,837	Central Services	192,559
Income		
-51,774	Lettings	-50,030
-997	Sales Income	-9,557
0	Music Service Income	0
-16,518	Donations	-17,596
-18,432	Miscellaneous	-602
-78,384	Supply	-54,591
-270	Interest	-917
-78,238	EIG	-78,459
-328,900	PDG/EYPDG	-328,900
0	Energy Compensation	0
0	Coaching Fees	0
-151,051	Other Grant and Contributions	-272,236
0	Insurance Recovery	-14,000
0	After School Clubs	0
5,386,371	Total Net Expenditure	6,014,329
5,437,462	Total Funding	5,957,620
51,090	In-year Surplus / -Deficit	-56,709
81,748	Prior Year Surplus	132,838
132,838	Accumulated Surplus	76,130
2.44%	Balance as % of Funding	1.28%

Governors' Expenses

Members of the Governing Body have not received any payments for travel and subsistence.

School Comparative Report of Performance

Welsh Government Advice June 2020

The requirements to report on school performance and targets in the annual report will not apply this year.

Suspension of the School Performance and Absence Targets (Wales) Regulations 2011. This means that schools will not be required to report on targets in relation to performance or absence for the 2019/20 academic year or set them for the 2020/21 academic year (and local authorities will not be required to authorise targets).

Annual Attendance

Welsh Government Advice June 2020 - Amendment due to Coronavirus

The requirements to report on school absence and targets in the annual report will not apply this year.

Suspension of the School Performance and Absence Targets (Wales) Regulations 2011. This means that schools will not be required to report on targets in relation to absence for the 2019/20 academic year or set them for the 2020/21 academic year (and local authorities will not be required to authorise targets).

The John Frost School Classification

School Type	Comprehensive 11-18
Linguistic Delivery	English Medium
Welsh Bacallaureate offered	Yes

Term Dates for 2020/2021

School Term Dates		September 2020 - July 2021
Autumn Term		
Term begins		Tuesday 1 September 2020
Half term begins		Monday 26 October 2020
Half term ends		Friday 30 October 2020
Term ends		Friday 18 December 2020
Spring Term		
Term begins		Monday 4 January 2021
Half term begins		Monday 15 February 2021
Half term ends		Friday 19 February 2021
Term ends		Friday 26 March 2021
Summer Term		
Term begins		Monday 12 April 2021
May Day		Monday 3 May 2021
Half term begins		Monday 31 May 2021
Half term ends		Friday 4 June 2021
Term ends		Tuesday 20 July 2021
INSET DAYS: 30/11/20; 29/01/21; 05/06/21; 16/07/21; 19/07/21; 20/07/21		
Good Friday		Friday 2 April 2021
Easter Monday		Monday 5 April 2021
School Day		
Registration/Tutor period		08.40 - 09.00
Lesson 1		09.00 - 10.00
Lesson 2		10.00 - 11.00
BREAK		11.00 - 11.20
Lesson 3		11.20 - 12.20
Lesson 4		12.20 - 13.20
LUNCH		13.20 - 14.05
Registration/Tutor period		14.05 - 14.20
Lesson 5		14.20 - 15.20
End of school day		15.20

Community Links

The school, its staff and students participate in many activities with our community. Some of these activities are continuous, some of them are for a specific period of time, some are repeated at regular intervals and some may be one off activities. The table below gives an indication of some of the community activities we have been involved in over the last year. We were unable to engage in a number of activities following the closure of the school from March 2020 due to coronavirus outbreak.

Who or where in the community	How are we involved?
St. Woolos, Maesglas, Clytha, Pillgwenlly, Gaer and Tredegar Park Primary Schools	Senior members of The John Frost School staff as Governors
Parents, community organisations and all community members	Various shows and productions, academic and sporting awards evenings
Bridge Achievement centre	Senior member of The John Frost School staff is chair of the management committee
Parents, community organisations and all community members	School Open Evening
All community members (and beyond)	School website and school social media accounts
Parents	Parents' evenings for all students along with written reports
Year 6 students and their parents	Year 6 online transition activities
Parents	School video on website
Members of primary school staff	Attend half termly 'cluster' meetings at The John Frost School and concerts
Members of primary school/JFS staff	JFS staff as part of primary cluster professional learning communities
All community members (and beyond)	Annual Open Evening and Sixth Form Open Evening
Parent volunteers and staff members	Friends of The John Frost School supporting the school in many ways
Youth Service	Youth Worker support for school students
Youth Service	Academic support for students
Hexad Group of Secondary Schools Lliswerry High School, Risca Comprehensive, Ysgol Gyfun Gwent Is Coed, Ysgol Gyfun Cwm Rhymni and Ysgol Gyfun Gwynynllyw	Work collaboratively to secure school improvement
Business in the Community	Visits from local entrepreneurs, industry visits and student mentoring
Business Initiative Partnership	Work with our partner - Wales & West utilities
Newport County AFC	Community coaches deliver training to students
Y6 students in our local primary schools	Numerous Year 6 into 7 induction visits and activities
Y7 students	Arrow Wellbeing project
Students	Gwent Police talks
Asda	We are their designated 'Community School'

Student Destinations

We were delighted that 39% of our students returned to sixth form whilst 44% moved into further education.

At the end of Sixth form 82% of our students started their university place, 9% moved into employment and 5% continued into further education placements.

Toilet Facilities

Students have toilet provision in all four buildings on school site. Toilets are accessible at all times. Students are encouraged to use the toilets during break or lunch or between lessons. There are disabled access toilets in three of the four buildings.

A full time member of staff cleans the toilets throughout each school day to ensure that they are kept in the best condition possible for students. Additionally, the school council has been consulted on toilet facilities in the school and their views taken into account in the management and development of the school's toilet facilities.

Healthy Eating and drinking

The school works closely with the school meals provider, Chartwells, to deliver a wide range of healthy foods in the canteen. All students must remain on site during the day and are encouraged to eat healthy foods.

The student healthy eating group work to support healthy diet in the school. They recommended water bottles which are provided to all students in Year 7 every year. The school has 6 water fountains on site.

Hwb

The school has moved all the IT systems into the Welsh Government digital platform Hwb. This has enabled the school to provide high quality blended learning to students.

School Prospectus

This is currently under review and is being incorporated into the new school website which is being developed.

Progress on the School Action Plan (Inspection March 2020)

Estyn conducted an inspection of The John Frost school in March 2020. A copy of the school inspection report available from the school.

The inspection report produced the following recommendations:

- ◆ R1 Improve pupils' standards, particularly in their speaking, writing, and information and communication technology skills
- ◆ R2 Improve teaching and assessment
- ◆ R3 Strengthen the work of the student council
- ◆ R4 Improve the effectiveness of a minority of middle leaders
- ◆ R5 Ensure that reports to parents meet statutory requirements

The school has embedded its post inspection action plan into the school development plan to address the recommendations.

Summary of School Development Plan

Standards	Quality of Teaching	Tracking, Monitoring and the provision of Learning Support	Well Being	Quality and effectiveness of Leaders and Managers
<p>To raise standards in English and Maths in Key Stage 4. (R1)</p> <p>To raise standards in all subjects in Key Stage 3. (R1)</p> <p>To improve performance in the Capped Nine Points Score for students in Y11. (R1)</p> <p>To raise standards in Welsh.</p> <p>To improve outcomes in key performance indicators in sixth form. (R1)</p> <p>Standards and progress specific groups</p> <p>To improve Average Capped Point Score of FSM students. (R1)</p> <p>To improve academic performance of FSM and students in Key Stage 3. (R1)</p> <p>To improve the academic performance of MAT students. (R1)</p> <p>Standards and progress in skills</p> <p>To raise standards of numeracy skills (R1)</p> <p>To raise standards of literacy skills (R1)</p> <p>To raise standards of Welsh language skills</p>	<p>To improve the quality of teaching to, secure or high impact, in all lessons. (R2)</p> <p>To develop a blended learning approach with a focus on quality home learning provision</p> <p>The breadth, balance and appropriateness of the curriculum</p> <p>To develop the KS3 curriculum in line with Curriculum for Wales</p> <p>Provision for skills</p> <p>To embed the DCF (R1)</p> <p>To improve students' wider skills (R1)</p>	<p>To improve opportunities for collaborative planning between departmental staff and TAs.</p> <p>To ensure the school is compliant with the new ALN Bill - 3 year implementation period starting from September 2020.</p> <p>To improve the quality of work set for students in IR/ACE.</p> <p>To review parental reporting systems to meet statutory requirements (R5)</p> <p>Personal Development</p> <p>To improve student engagement and the impact of the student council (R3)</p> <p>Safeguarding</p> <p>Prevent training for all staff</p>	<p>To improve key issues arising from student wellbeing/mental health surveys</p> <p>To embed recently developed support strategies to support vulnerable learners when blended learning is imposed.</p> <p>Attitudes to Learning</p> <p>To raise whole school attendance via a focus on vulnerable groups</p>	<p>To improve leadership skills at all levels of the school (R4)</p> <p>Self-evaluation processes and improvement planning</p> <p>To improve self-evaluation and improvement planning at all levels (R4)</p> <p>Professional Learning</p> <p>To develop the school as a learning organisation (R4)</p> <p>To improve skills of Teaching assistants and cover supervisors.</p> <p>To improve Welsh Language skills of all staff</p> <p>Use of Resources</p> <p>To improve IT facilities in the school</p> <p>To complete remodelling work to the school, improving the learning environment.</p>

Additional Learning Needs

The John Frost School is committed to providing a high quality, appropriate education for all of our students. We believe that all students should have access to a broad and balanced curriculum. We strive to eliminate all forms of discrimination and prejudice and develop an environment in which all students can flourish and reach their potential.

The school has an ALN policy, which was produced in consultation with Newport LA advisory service and is reviewed by the Governors on an annual basis.

Students' additional learning needs are identified through:

- Transitional visits to all feeder primary schools
- Information from parents
- Information from teachers and outside agencies
- Screening tests (Internal and external screening tests)

Forty-four students were awarded Statements of Educational Need as of 4 September 2019. The number of students without statements who were maintained on the AEN register fluctuated but was 278 in November 2019. Therefore, at that date the total was 278 students, 166 of which were supported at the SAT stage of the AEN register.

Thirty-one students were granted special arrangements for undertaking GCSE and A level examinations. Their concessions included reader, scribe, and use of a word processor, separate room and extra time, however, no GCSE's took place for 2019/2020.

Learning Support Assistants delivered programmes in Literacy, Numeracy, Communication and Social and Emotional aspects of Learning. Specialist LSAs worked on individual programmes for students with dyslexia and dyslexia related difficulties and dyscalculia or specific numerical difficulties.

LSAs supported students holding Statements of Special Educational Needs and students on the SEN register. Their methodology ensured that maximum support was given to both the teacher and the students within each class. All LSAs worked across a variety of the curriculum areas and year groups. LSAs monitored IDPs/Action Plans and contributed to relevant statutory assessments and review meetings.

Staff development opportunities included Accelerated Reader, Epilepsy and Epi Pen Training, First Aid, OLEVI Training, the Outstanding Teacher Assistant Programme, alongside on-going in-house professional Learning sessions such as RADY, Child Protection and Behaviour for Learning. Three members of Additional Learning Needs team are following the Higher Level Teaching Programme (HLTA).

The ALN support structure comprises of the mainstream special educational needs team, the autism spectrum disorder base team, the pastoral hub team, the learning support Base manager and the Family Engagement Officer. Excellent communication between these teams, within the school and with external agencies, such as EWS, Youth Service, Educational Psychologist, Visual Impairment Service, Hearing Impairment Service, School health Nurse, Careers Wales and other relevant agencies ensure the needs of students are met.

Sport and Extra Curricular

The PE department provides a balanced and varied programme for all students within curricular time and during extra-curricular clubs and activities. We continue to highlight results, activities and fixtures through teams on hwb, student voice, assemblies, staff briefings and social media platforms such as twitter.

For obvious and very sad reasons, the 2020 sporting calendar at grassroots level, ceased to continue. However, between September 2019 and early March 2020 it was encouraging to see large numbers of students attending extra-curricular clubs such as basketball, football, netball, rugby, fitness and well-being.

The department was ably assisted by Newport live and our WRU rugby development officer. In addition to this, Newport County were present once a week, leading football sessions for female students. Numbers at clubs this year were genuinely higher than previous years, but as we know this came to an abrupt halt. Despite this, in the first 4 months of the academic year, many fixtures were held against other schools in rugby, netball, football and cross-country. Unfortunately, cup and league competitions were not completed and no representative fixtures for squads in terms of Newport, Gwent or South East Wales, were played.

There were examples of success, as some students were selected, before lock down, for instance, in rugby, Alex Banks, Ryan Leornard and Daniel Wall were selected for the Dragons U16 squad. In football, Ollie Dewsbury was selected initially for the Newport Schools football team and then signed by Bristol Rovers AFC. In Netball, Ameilia Churchill and Erin Sharp were selected for the area district squads, whilst Neva Hughes was selected for the Gwent squad. Another highlight for netball was the PGL national tournament in Shrewsbury where we took 25 girls to compete and are proud to report that TJFS won the best sportsmanship award.

During lock down we were and are, very keen to keep our learners engaged in physical and healthy activities. Therefore, every week we post a fun challenge on each PE team on Hwb and on our PE department twitter page. We have been so pleased and impressed with the response from our students who have embraced the challenges with such enthusiasm.



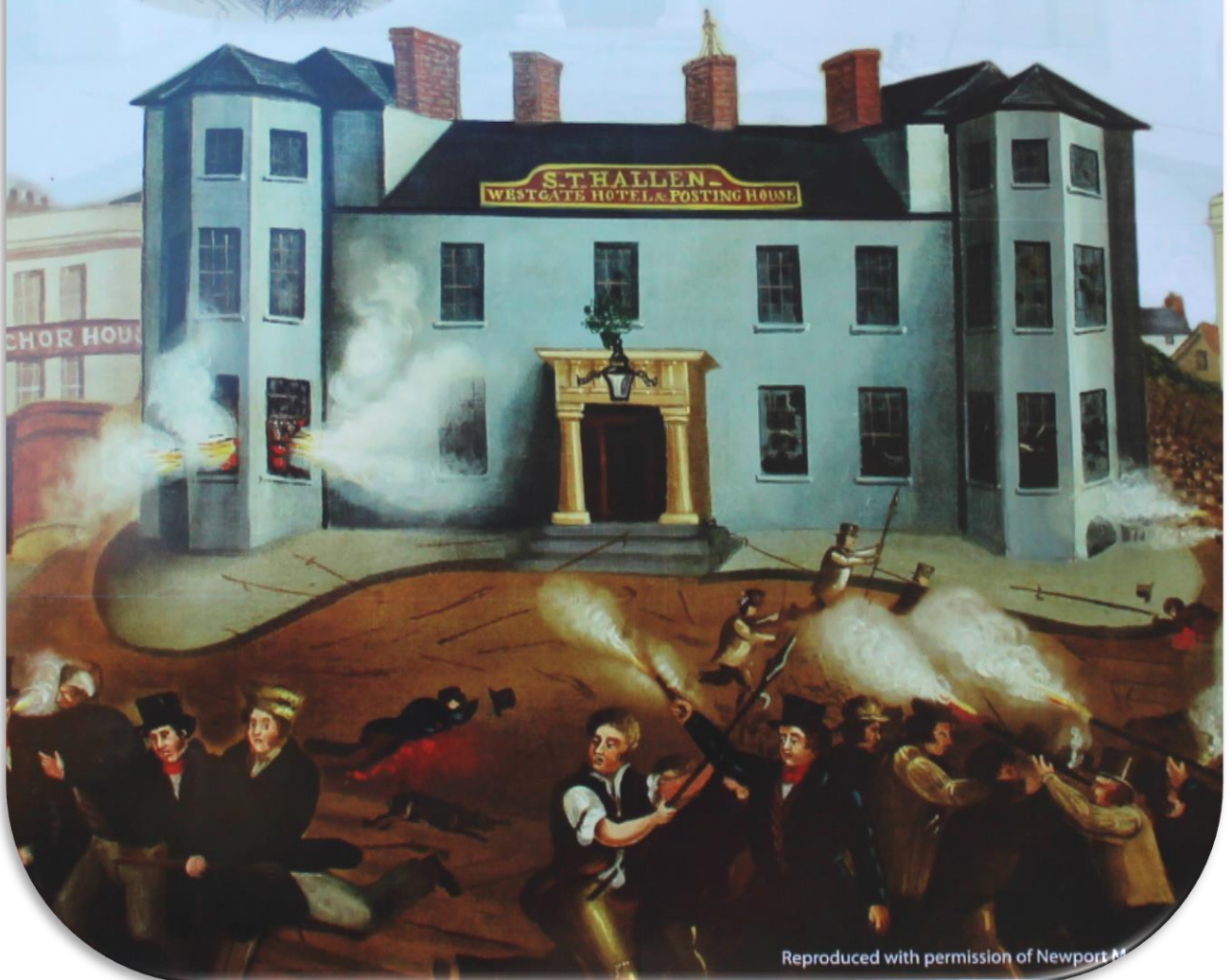
JOHN FROST

The People's Charter Six Demands

- Secret ballot
- Votes for all men over 21
- Payment for MPs
- Equal size constituencies
- No property qualification for MPs
- Annual Parliamentary elections

ZEPHANIAH
WILLIAMS

JONES
THE WATCHMAKER



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