



Governors' Annual Report to Parents 2020 - 2021



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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 2020-21.

As we embarked on this academic year, everyone associated with the school was unsure of what the year ahead would mean. Similarly, communities were unsure of what the future would bring after many months of uncertainty due to the continuing pandemic. The school and governors were though looking at future developments that would ensure that the school continued to deliver the best education possible for our students, addressing their needs.

This year the school has had to plan for unprecedented times, for situations that could not have been predicted. The whole team have had to work in ways that were so different to how they have worked before. Staff have had to become experts on ventilation systems, digital learning, hand sanitiser and facemasks whilst also keeping our children well, safe and learning.

The GCSE's and A Levels this year were also awarded differently and were based on Centre Determined Grades. Staff within the school spent many hours collating data to identify the right grades, in every subject, for every child. These grades were checked, rechecked and challenged where appropriate, ensuring our children were fairly treated and rewarded suitably for their hard work.

The Covid-19 pandemic ensured that priorities were continually amended and adapted. The school continually sought 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 was achieved.

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. 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.

I must thank you too, 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.

As the pandemic continues the school will continue to face many challenges through isolation and new systems but I can assure you that all will be addressed with rigorous planning, a clear focus on Government advice and centred on the well-being of the children at The John Frost School. 2020-2021 is likely to be the most challenging year schools have ever faced. Please be reassured this will not stop us supporting our children to reach their full potential and become brave, good, happy and healthy individuals.

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	28/09/2025
Mrs Fi Jefferies	28/09/25
Mr Mottobir Hussain	06/06/2023
Miss Shazia Ramzan	06/06/2023
Ms Charlotte Simpson	19/01/2024
Staff Governors	
Mr Mark Tucker (Headteacher)	
Mr David Thomas (Teacher)	20/01/2023
Mrs Louise Ogilvie (Teacher)	23/02/2024
Mrs Rhian Thomas (Support)	
Non-Voting Co-opted Linked Governors	
Mrs Samantha Roberts	
Associate	
Sebastian Bamford (Head Boy)	
Safaa Hussain (Head Girl)	
Community Governors appointed by Governing Body	
Mr Tony Boswell	25/06/2024
Mr Robert Lynbeck	17/07/2024
Mrs Sue O'Brian	24/09/2025
Mr Gareth Jenkins	24/03/2023
Mrs Heather Vaughan	26/05/2025
Clerk to the Governors	
Mr Huw Roberts	

Contact Details

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

Clerk to the Governors: Mr Huw Roberts - 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 2022 as we will have a vacancy for one parent governor.

Financial Statement

Financial Statement for Year Ending 31st March 2021

2020/21		2019/20
Employees		
£		£
3,921,664.12	Teachers	3,544,003
1,388,961	Support Staff	1,176,153
281,901	Premises Staff	262,145
8,354.56	Midday Supervisors	16,651
Other Employee Costs		
53,922	Supply insurance Premium	53,150
118,892	Agency Staff	165,960
2,442	Lunch Time Meal Entitlement	5,305
3,898	Post16 Collaboration shared Costs	9,095
3,496	Exam Invigilators	22,355
0	Advertising	1,750
3,226	Misc Employee Costs	1,869
Energy		
9,222	Gas	13,634
44,135	Electricity	63,420
21,826	Oil	50,723
454,215	Capitation and ICT	426,972
0	EIG and PDG Expenditure	0
Premises Related		
136,425	Rates	134,130
507,658	Building Maintenance and Alarm Lines	370,761
20,752	Grounds Maintenance	21,938
8,151	Water	15,752
23,713	Building Cleaning	8,212
7,638	Refuse Collection	8,909
4,189	Miscellaneous Premises	6,066
Communications		
6,139	Postage	7,659
23,640	Telephones/Broadband	17,524

Transport		
0	Vehicle Maintenance	0
7,175	Vehicle Hire	17,851
0	Car Allowance	474
0	Travel Expenses	0

95,287	Exam Fees	133,349
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External Courses		
0	School Funded Training	17,847
84,427	Student Offsite Provision	75,000

212,533	Central Services	192,559
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Income		
-13,319	Lettings	-50,030
-610	Sales Income	-9,557
-197	Music Service Income	0
-1,630	Donations	-17,596
-136,220	Miscellaneous	-602
-20,439	Supply	-54,591
-502	Interest	-917
-78,508	EIG	-78,459
-301,300	PDG/EYPDG	-328,900
0	Energy Compensation	0
-5,000	Coaching Fees	0
-1,300,109	Other Grant and Contributions	-272,236
-47	Insurance Recovery	-14,000
0	After School Clubs	0

5,794,991	Total Net Expenditure	6,014,329
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6,134,797	Total Funding	5,957,620
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339,806	In-year Surplus / -Deficit	-56,709
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76,130	Prior Year Surplus	132,838
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415,936	Accumulated Surplus	76,130
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7.18%	Balance as % of Funding	1.28%
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Governors' Expenses

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

School Comparative Report of Performance

Welsh Government Advice

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 2020/21 academic year or set them for the 2021/22 academic year (and local authorities will not be required to authorise targets).

Annual Attendance

Welsh Government Advice - 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 2020/21 academic year or set them for the 2021/22 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 Baccaulaureate offered	Yes



School Term Dates

School Term Dates		September 2021 - July 2022
Autumn Term		
Term begins		Tuesday 6 September 2021
Half term begins		Monday 25 October 2021
Half term ends		Friday 29 October 2021
Term ends		Friday 17 December 2021
Spring Term		
Term begins		Monday 4 January 2022
Half term begins		Monday 21 February 2022
Half term ends		Friday 25 February 2022
Term ends		Friday 8 April 2022
Summer Term		
Term begins		Monday 25 April 2022
May Day		Monday 2 May 2022
Half term begins		Monday 30 May 2022
Half term ends		Friday 3 June 2022
Term ends		Tuesday 22 July 2022
PL Days (INSET): 02/09/21; 03/09/21; 29/11/21; 28/01/22; 25/03/22; 01/07/22;		
Good Friday Friday 15 April 2022		
Easter Monday Monday 18 April 2022		
Queen's Platinum Jubilee Friday 03 June 2022		
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
Bridge Achievement centre	Senior member of The John Frost School staff is chair of the management committee
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
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
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
Students	Gwent Police talks
Asda	We are their designated 'Community School'

Student Destinations

We were delighted that 36% of our students returned to sixth form whilst 44% moved into further education.

At the end of Sixth form 78% of our students started their university place, 16% moved into employment and 2% continued into further education placements and 4% moved into an apprenticeship.

Toilet Facilities

Students have toilet provision in three 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.

NEWPORT MIND

Mental health support for students

CRUZE BEREAVEMENT COUNCILORS

Bereavement support for students

SCHOOL HEALTH NURSE

Physical and emotional support for students

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

Priority 1 Area of Focus	Priority 2 Area of Focus	Priority 3 Area of Focus	Priority 4 Area of Focus	Priority 5 Area of Focus
<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 improve outcomes in key performance indicators in sixth form. (R1)</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 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 key issues arising from student wellbeing/mental health surveys and Covid recovery</p> <p>To raise whole school attendance via a focus on vulnerable groups</p>	<p>To improve the quality of teaching to secure or high impact in all lessons. (R2)</p> <p>To develop the KS3 curriculum in line with Curriculum for Wales</p> <p>To embed the DCF (R1)</p> <p>To improve students' wider skills (R1)</p>	<p>To improve student engagement and the impact of the student council (R3)</p>	<p>To improve self-evaluation and improvement planning at all levels (R4)</p> <p>To develop the school as a learning organisation (R4)</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 cluster primary schools
- Information from parents
- Information from teachers and outside agencies
- Screening tests (Internal and external screening tests)

Fifty-one students were awarded Statements of Educational Need as of 1st September 2020. The number of students without statements who were maintained on the ALN register fluctuated but was 342 in November 2020. Therefore, at that date the total was 342 students, 177 of which were supported at the SA+ stage of the ALN register.

Forty students would have been granted special arrangements for undertaking GCSE and A level examinations. Their concessions would have included reader, scribe, and use of a word processor, separate room and extra time, however, no GCSE's took place for 2020/2021.

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 ALN 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 have completed the Higher-Level Teaching Programme (HLTA). Three members of the team have trained as ELSAs. Three members of the team have completed Attachment Awareness training and two members of the team have Lexonik training.

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 in 2020-21 continued where and when possible, to offer a varied and balanced programme for all students within curricular and extra-curricular time. However, for obvious reasons grassroots sport in 2021 in term of fixtures, leagues and cups was largely postponed.

From December 2020 to March 2021 the department provided our students weekly challenges and fun activities via teams to maintain health and fitness. These challenges were designed to support the social, physical, and mental well-being of all our students. Many of our students, especially in Years 7 and 8 looked forward to these weekly posts and it was gratifying and often humbling to witness the effort and commitment displayed by our students.

In previous reports we would highlight and celebrate the success of individual students and teams, unfortunately this is not possible in this year's report. Nevertheless, there were positives and highlights, particularly after the Easter break. Our extra-curricular programme started again and the numbers of students attending our football, rugby, netball, basketball, baseball, and cricket clubs were excellent. Although we were unable to have fixtures against other schools, we were able to organise internal tournaments which proved very popular. Clearly, many of our students had missed organised and competitive physical activities and sports. Further evidence of this was provided by our sports days which ran over two days in 2021. In many ways these two days were the sporting highlights of the school year and our students appeared to love every moment of the event.



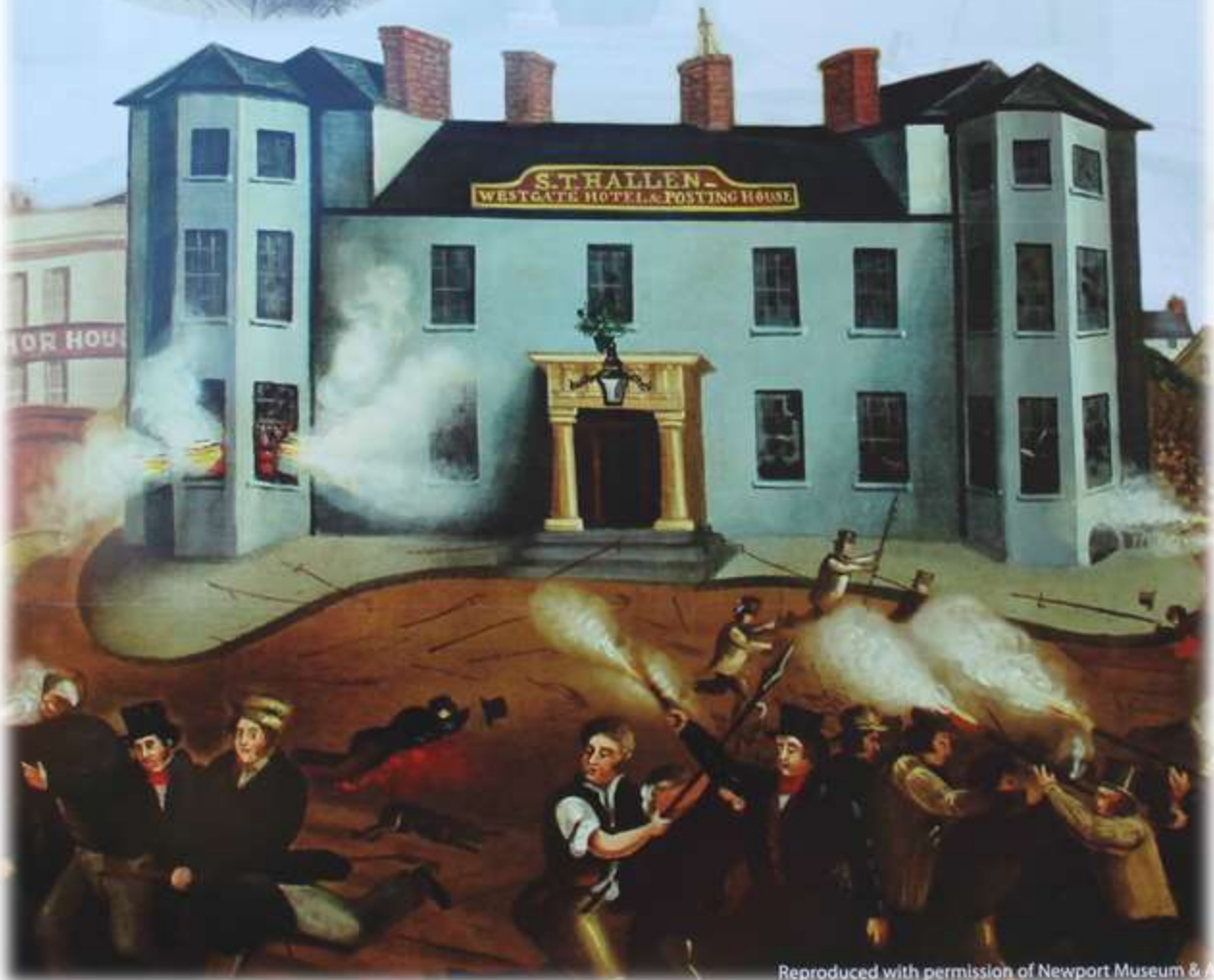
JOHN FROST

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

EPHANIAH
WILLIAMS

JONES
THE WATCHMAKER



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