



'Our purpose is to be an Outstanding Learning Community'

GOVERNORS' ANNUAL REPORT

2015 - 2016

Chair of Governors

Mr Ray Wells

Headteacher

Mrs Rosemary Jones OBE

You are invited to the

Annual Meeting for Parents and Carers

on Wednesday 8th March 2017
5.00pm to 6.00pm in the School Library

Dear Parents and Carers,

As always, it is my great pleasure to present this Annual Report from the governing body. I'll begin by congratulating our head teacher, Mrs Rosemary Jones, on receiving the OBE for services to education. Mrs Jones is the first to say that this is national recognition for 'team Elfed' and that it's the culmination of many years of hard work from a dedicated team of people, staff, students, parents and carers. However, we all know that every team needs the right leader to pull things together and develop and support people to do the right things well. The award is much deserved.

You may be aware that the Organisation for Economic Co-operation and Development (OECD) Pupil International Student Assessment (PISA) 2015 test results were published in the Autumn term and Wales once again did not compare well with the other home nations. What you may not know is that the Elfed HS was one of the schools selected to take part in the testing process. Students were randomly selected from last year's Year 11 group and asked to complete the tests under exam conditions. In December we received a separate report detailing the results of the Elfed HS students. The randomly selected mixed ability group of Elfed students produced results that, if replicated across the country, would have placed Wales much higher up the OECD PISA table and above England, Scotland and Northern Ireland. The Welsh Government's declared ambition is for Wales to achieve scores of 500 in each of the reading, maths and science PISA tests by 2021. Elfed HS students have already exceeded that aspiration. Well done to the students who took part and did the school and Wales proud.

Also in the Autumn term the Wales Quality Centre (WQC), an affiliate of the European Foundation for Quality Management (EFQM), benchmarked the school using the European Excellence Model. The assessment is a robust and rigorous test of school processes and procedures, the effectiveness of staff, the key performance outcomes and results and the ability of the leadership team to create an environment where everyone aspires to excellence in everything we do. Not only did that assessment result in the school reaching the 'Gold Standard', the WQC decided, after comparing the school with all other organisations across a variety of sectors, both private and public, to give the Elfed HS the overall Wales Quality Award for 2016. To win this accolade at the first attempt was unprecedented and rightly recognised not only the school's outstanding results, but the efforts of so many people to achieve those results. Congratulations once again to staff and students and to you, parents and carers, without whose support we would not have the excellent school we have today.

More recently, the Regional Consortia, GwE, and the Local Authority have once again categorised the Elfed as '**Green**', a school in need of the least level of support. This is a consequence of being in Standards Group 2, and Improvement Capacity 'A', also the highest possible level and shows confidence in the school's leadership and teaching and learning. The school continues to host visits from schools to learn from and share good practice with our staff.

Particularly pleasing to report is the Key Stage 3 (Years 7, 8 and 9) literacy and numeracy national testing results, which are in the top quartile in Wales. That is to say, Maths/Numeracy and English/Literacy of Elfed HS students were amongst the best in the country in 2016. Encouraging students to develop their Welsh remains high on our agenda and there has been significant investment in staffing and resources aimed at improving students' innate abilities and skills in all subject areas, curricular and extra-curricular.

The foregoing shows that we are continuing to build on the excellent 2015 Estyn Inspection Report, reference <http://www.estyn.gov.wales/inspection>. At Key Stage 4 (Years 10 and 11) in 2016 the core subjects of Maths, Science and English made good progress. Maths maintained its high standards and Science continued its upward trend of improvement. In English, however, students did not such achieve the high grades as in previous years, which had a detrimental effect on the English GCSE result. That also reduced our Level 2

inclusive performance measure, one of Welsh Government's benchmark indicators, the aggregate core subject indicator and our 'value-add' key performance measure. The three-year average remains good and compares favourably with the best schools.

As I indicated last year, pupil numbers are going up and we have already seen a 27% increase from September 2015. Some year groups are now almost full. Young people have come to us from a variety of schools and locations and I'm delighted to say that governors have received reports that the new students are hardworking and have fitted in well with the 'Elfed way'. We will continue to ensure the individual pupil pastoral care and support that we've worked so hard to develop and which has been a key ingredient of success. With that in mind, I'll take this opportunity to welcome the new staff that have joined us and can report that we have attracted high calibre professionals to complement the existing high-performing team.

I'll also use this narrative to thank the Local Authority for their support in helping the school through what is a very difficult time with the finances. Budgets for schools are set in April based on the number of pupils on roll in the previous September. Therefore, we don't get the money for pupils who join the school after September until the following year. As you will appreciate, when numbers increase to the extent we have experienced it leads to a significant deficit. This is because we must invest in new staff with 'borrowed' money from the following year's delegated budget. The LA have been very supportive in helping the school manage the funding situation.

As I've said on many occasions, the staff and students cannot achieve excellent results without the support of parents and carers and the community. We are indebted to you for the help you've given us and the care and guidance you provide for your children. The Welsh Government has an on-line programme to help parents and carers called *Education Begins at Home*. The Learning Wales website has some resources to help you and your child and I also draw your attention to the school website which is regularly updated.

I must pay due regard to the work of our school councillors, pupil governors and all students who volunteer to take on extra responsibilities and make a huge contribution to the improvement of school life. Finally, I thank my governor colleagues for their valuable support and commitment to the school. The responsibilities that school governors have for school improvement has increased in recent years and the expectations of Welsh Government and Local Authorities carry significant weight. The decisions the governing body come to have far-reaching effects on school outcomes and the wellbeing of staff and pupils, so it is not a job to be taken lightly, especially as it's unpaid! Having said that, if you are considering becoming a school governor and would like more information, we'd love to hear from you. There are various categories of governor to which you could be appointed and although it's a big commitment it's a very rewarding experience!

Governors look forward to seeing you at the meeting on 8th March for an open discussion on school performance over coffee and biscuits or at one of the many school events. If you have any concerns over your child's education or wellbeing please don't hesitate to talk to the appropriate staff or the head teacher. Similarly, if you have any ideas for school improvement, please come to the meeting or get in touch.

We look forward to working with you in the future to maintain the Elfed's strong reputation for excellence and we must always remember that it's a team effort.

Thank you for helping us to make the Elfed High School a truly 'Outstanding Learning Community'!

Ray Wells.

MEMBERSHIP OF THE GOVERNING BODY
Governors and the duration of their term of office

Chair	Mr R W Wells (Community)	02.10.14 - 01.10.18
Vice Chair	Mr R Cooper (Parent)	25.09.13 - 24.09.17
Headteacher / Governor	Mrs R A Jones OBE (ex-officio)	24.04.06 -
Local Authority	Cllr. C Ellis	12.10.16 - 11.10.20
	Cllr. R G Hampson (Chair, Community)	05.12.16 - 04.12.20
	Mr. K Iball	04.05.16 - 03.05.20
	Cllr D Hutchinson	25.11.16 - 24.11.20
	Cllr. N Phillips OBE (Chair, Premises)	21.10.13 - 20.10.17
Teacher Governors	Mr R Head	14.09.15 - 13.09.19
	Mrs A Rowlinson	23.09.16 - 22.09.20
Staff Governor	Mr M Green	15.09.14 - 14.09.18
Community Governors	Miss V Barwis	19.06.13 - 18.06.17
	Rev M Batchelor	01.12.16 - 30.11.20
	Mr A Williams	12.11.14 - 11.11.18
	Mr M Evans	22.06.13 - 21.06.17
Parent Governors	Mrs A Crewe	18.09.15 - 17.09.19
	Mrs P Coates (Chair, Finance)	11.04.13 - 10.04.17
	Mrs T Edwards (Chair, Curriculum)	25.09.13 - 24.09.17
	Mrs H Jeffrey	25.09.13 - 24.09.17
	Mr A Lloyd	18.09.15 - 17.09.19
Associate Governors	Mrs J Tilston	12.11.14 - 11.11.18
Pupil Governors	Mr Jack Sparks	28.09.16 - 04.07.17
	Mr Nathan Coffin	28.09.16 - 04.07.17
Clerk	Mrs G Stevenson	

The Chair and the Clerk can be contacted via Elfed High School, Mill Lane, Buckley CH7 3HQ
or by telephoning 01244 550217.

The Clerk makes the arrangements for the next election of parent governors. This will take place in April 2017 and all parents/carers will be advised of the process at the appropriate time.

It is highly likely that the statutory regulations and Welsh Government guidance for school governors and governing bodies in Wales will change significantly in 2017-18 and we will therefore be considering the impact of this in the Autumn term of 2017.

Governors' Annual Report to Parents 2014 – 2015 (published February 2016)

The scheduled meeting 9th March 2016 did not take place due to lack of response and therefore there are no discussions or actions to report.

SCHOOL CATEGORISATION

The Welsh Government, LA and Consortium (GwE) categorisation of schools has confirmed once again that Elfed is a highly effective school. Elfed High School is rated in the GREEN support category on the basis of our standards and capacity for further improvement

Schools in the GREEN category are described as 'a highly effective school which are well run, have strong leadership and is clear about their priorities for improvement. We are described as having a track record in sustaining a high level of learner outcomes and demonstrating resilience at all levels.

This excellent outcome for our school confirms outstanding performance of Elfed High School students over a three-year period, supported by staff, governors and families.

POLICIES AND PROCEDURES

All School policies and procedures are reviewed annually by the governors. The Health and Safety, Wellbeing and Pay Policy are examples of policies that have been revised this year.

The School Development Plan is an essential part of our School Improvement Cycle, setting out the priorities for school improvement 2017 - 2020.

Full details of all policies and procedures are available from the school on request.

THE CURRICULUM

We support all our students to:

- enjoy learning,
- acquire knowledge and skills that are relevant to the world of work
- develop lively and enquiring minds,
- be confident to express their opinions,
- recognise their own strengths and meet their personal targets,
- achieve their true potential,
- develop concern for their environment,
- respect the religious values, morals and cultures of others.

We are an inclusive school providing equal opportunities for all students.

Year 7 to Year 9: Key Stage Three

All students study: Mathematics, English, Science, Art, French, Geography, History, Information and Communications Technology, Music, Physical Education, Religious Studies, Technology and Welsh Second Language.

Year 10 to Year 11: Key Stage Four

All students work toward the Welsh Baccalaureate Qualification.

All students study: Mathematics, English, Science, Religious Studies, Welsh Second Language

Students choose to study three additional subjects from: **Art, Biology, Business Studies, Chemistry, Design and Technology, Engineering, Home Economics (Food), French, German, Geography, Health and Social Care, History, Information and Communications Technology, Music, Physical Education, Philosophy and Ethics and Physics.**

ADDITIONAL LEARNING NEEDS

The Additional Learning Needs Coordinator (ALNCo) and the Learning Support Team provide excellent support for students with Additional Learning Needs.

There are many extension activities to challenge the More Able and Talented.

'The Base' provides support for students with moderate learning difficulties and emotional and social difficulties. Strong links have been established with Ysgol Maes Hyfryd (Special School) and the satellite resource based at Elfed High School is a major success and subject of an Estyn Excellent Practice report in 2012. Students access mainstream lessons as appropriate.

Staff monitor progress, support learning and keep in contact with Parents and Carers, in accordance with the Welsh Assembly Government Code of Conduct. Feedback from parents and carers has been excellent

LINKS WITH THE COMMUNITY

Elfed High School is a Community Focused School. There is a programme of community learning opportunities, activities and events. The Police Liaison Officer, PC Mark Jones, works closely with the school to deliver personal and social education sessions. The school website and School Development Plan include targets and objectives regarding links with community, eg Elfed Extra Families and Smooth Move to Elfed.

CHANGES IN THE SCHOOL PROSPECTUS AND WEBSITE (www.elfedhs.co.uk)

The School Prospectus includes essential information about the running of the school. Further information about the school and latest news updates are available on the regularly updated school website and from the School Office.

SCHOOL ENVIRONMENT

Elfed High School provides excellent facilities for learning. The school site is extensive and well-maintained and meets DDA requirements, with improvements to the main entrance now makes the school fully accessible. The whole site, including toilet facilities, is regularly inspected by FCC as part of the service level agreement. The Design and Technology suite has recently been refurbished and all windows have now been replaced. A suite of photovoltaic panels on the roof of Theatr Elfed improves the energy efficiency of the school.

STUDENTS' DESTINATIONS

Students aged 15 at the start of the school year 2015

Destination	%
Return to school or further education	89.2
Employment / work based training	5.9
Employment with no training	3.9
Unemployed	1
Unknown /Left the area	0
Total	100

ATTENDANCE SUMMARY 2015 - 2016

	2015 - 2016 Actual	2015 - 2016 Target
Unauthorised absence	0.9%	0.2%
Authorised absence	4.7%	6.9%
Total attendance	94.4%	93.9%

Targets for improving unauthorised absence are included in the School Development Plan and the Attendance Action Plan which are available on the website.

- No claims were made for travel or subsistence by members of the Governing Body in 2015 - 2016.
- No gifts were made to the school or to governors in 2015 - 2016

BUDGET HEADING	ACTUAL EXPENDITURE 2015 - 2016
BUDGET 2015 - 2016	£2,465,885
Teachers	£1,772,738
Support Staff Administration & Technicians	£178,012
Support Staff Additional Needs & Pastoral Support	£301,364
Other Support Staff (Caretakers, Cleaners, Lunchtime Supervisors)	£90,377
Other Staff Costs	£5,583
Premises	£121,501
Utilities	£48,546
Supplies	£5,510
Examination Entry Fees	£58,683
Teaching Resources	£122,848
Distance Learning	£0
Service Level Agreements with Flintshire County Council	£88,854
Income	
Education Grants	£136,253
Miscellaneous Income	£148,029
Total Expenditure	
<i>A licensed deficit has been agreed with Flintshire County Council to provide funding for an increase in staffing necessitated by the increase in student numbers.</i>	
Balance Carried Forward to 2016 – 2017 (Overspend)	£43,879

TARGETS FOR IMPROVEMENT

Recommendations from the 2015 Estyn Inspection are being addressed through the development planning process and school improvement cycle. Targets and objectives for school improvement agreed by the governing body and Senior Leadership Team are included in the School Development Plan a copy of which is available on the school website and on request from the office.

LANGUAGE POLICY

Teaching and learning are conducted through the medium of English at Elfed High School. Students have opportunities to learn French as modern foreign languages in Key Stages 3 and 4.

WELSH LANGUAGE

All students learn Welsh as a second language unless they are dis-applied through their statement of additional needs. The school is fully committed to implementing Welsh Government policy for the promotion of the Welsh language and culture. All students learn Welsh as a second language in accordance with the statutory requirements and are encouraged to use Welsh in social and informal situations.

SPORT and PHYSICAL EDUCATION

All students are encouraged to take part in PE lessons through all year groups. A varied programme of extra-

curricular sporting activities is available, provided in conjunction with the 5x60 team. Details of sporting activities are included on the website www.elfedhs.co.uk. The outcomes of the Sport Wales student questionnaire are excellent and displayed on the 'My Local School' website.

PROMOTION OF HEALTHY LIFESTYLE

Elfed High School is committed to promoting a healthy lifestyle for students, for example through the healthy options in the Dining Room and the extensive range of activities available through Elfed Extra. Details of the school's policies are on the website www.elfedhs.co.uk,

VISITS TO THE SCHOOL

Parents and Carers are welcome to make an appointment to visit the school at any time. We welcome questions and the opportunity to share information about our work with students.

PARENT AND CARER PERCEPTION SURVEY 2015

There was a very positive response from Parents and Carers in returning the recent perception questionnaire. The report identifies excellence in the provision for in all aspects of the school's work. We are using the feedback from this questionnaire to inform future planning.

SCHOOL TERM DATES 2017 - 2018

2016 – 2017				
Holiday dates for students				
TERM	TERM BEGINS	HALF TERM HOLIDAY		TERM ENDS
		Begins	Ends	
Spring 2017	Wednesday 4th January 2017	Monday 20 th February 2017	Friday 24 th February 2017	Friday 7 th April 2017
Summer 2017	Monday 24 th April 2017	Monday 29 th May 2017	Friday 2 nd June 2017	Thursday 20 th July 2017
School is closed on May Day - Monday 2 nd May 2016 and 1 st May 2017 and for Buckley Jubilee - Tuesday 12 th July 2016 and 11 th July 2017.				
School is closed for Staff Training on: Monday 4 th January 2016 Tuesday 12 th July 2016 (Jubilee Day) Wednesday 20 th July 2016 Tuesday 3 rd January 2017 Tuesday 11 th July 2017 (Jubilee Day) Friday 21 st July 2017				

SCHOOL SESSION TIMES

8.50	Bell signal for staff and students
8.55	Registration
9.00	Lesson 1
9.50	Lesson 2
10.40	Break
11.00	Lesson 3
11.50	Lesson 4
12.40	Lunch
1.30	Registration and Active tutorial work
1.50	Lesson 5
2.40	Lesson 6
3.30	End of school day for students

Appendix 1 Pisa Outcomes 2015

Appendix 2 SSSP 2016

Appendix 3 Summary of KS3 levels and National Test Results 2016

All Parents and Carers are warmly invited to attend the

ANNUAL MEETING

to consider the

**GOVERNORS' ANNUAL REPORT
2015 - 2016**

on

Wednesday 8th March 2017.

5.00pm in the Library

Ray Wells, Chair of Governors

AGENDA

1. Governors' Report to Parents and Carers 2016 - 2017
2. Questions, suggestions and comments
3. Close

Tea/Coffee and biscuits will be available from 4.45

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**Annual Meeting for Parents and Carers
Wednesday 8th March 2017 at 5.00pm in the Library**

I /We will /will not be attending the Annual Meeting for Parents and Carers on 8th March 2017

(please delete as necessary)

Name(s) (Please print)

Student name (s) and tutor group(s).....

Please complete and return to

Mrs G Stevenson, Clerk to the Governing Body, Elfed High School, Mill Lane, Buckley, CH7 3HQ

by Monday 6th March 2017