



## **The Governors' Report to Parents (Full Report) Issued December 2020**

### **Introduction to Annual GB Report to Parents**

Due to the relaxation of School Reporting Requirements (Wales) (Coronavirus) Regulations 2020 that came into force on 7 August 2020 this Annual Governor's Report to Parents will not contain:

- Information on school performance for 2019/20;
- Information on school attendance and unauthorised and authorised absences for 2019/20;

All governing bodies of maintained schools are required by the Welsh Government to produce an Annual Report to Parents. Our report contains the required statutory content in line with the changes for this year. We have also included additional information and guidance we think is helpful for parents. This report complements the newsletters we publish that celebrate the many achievements of our students.

### **A foreword from the Chair of the Governing Body**

It with pleasure the Governing Body present their Annual Report to Parents. This last year has been a year of significant change at Croesyceiliog School.

The academic year 2019/20 was always going to be a challenge for the school. We were delighted with the move to our new school building October 2019. Moving out of the old East and West buildings into the new complex was rather daunting, whilst continuing to deliver the curriculum and other school activities. However, the staff rose to the challenge magnificently. The governors wish to give particular thanks for the efforts that were put in at this time. We moved in, on time, and were able to welcome the Welsh Minister for Education, Kirsty Williams, and other dignitaries to formally open the school on 23<sup>rd</sup> January 2020.

The designation of the school to an eleven to sixteen school and the subsequent reduction in student numbers meant that we had to reduce our staff numbers. Consequently, at the end of the year, we had to say goodbye to many long serving staff members. Again, the governors would like to thank those staff who through many years had contributed to the ethos of Croesyceiliog School.

Also this year, our Head Teacher, Mr D Taylor, decided to retire. We wish to thank him and wish him a happy retirement. Finally C Crick the Chair of the Governing Body stepped back from this role after many years. We thank him for his commitment to the school and are delighted that he continues to serve on the governing body.

In February 2020 Estyn undertook a monitoring visit and placed the school in the category of 'Special Measures'. The governing body of the school and the LA acted promptly entering a formal partnership with King Henry VIII School, in Abergavenny, with Executive Headteacher Mrs E Lewis agreeing to lead both schools. Swift action was then taken to implement a Post Inspection Action Plan addressing the concerns raised. Working together the Governing Body, the Executive Headteacher and the school are determined to bring about the improvement required to ensure all our students develop the skills, knowledge and attributes to lead successful lives.

## CROESYCEILIOG SCHOOL GOVERNORS REPORT TO PARENTS

In some ways all of the above pale into insignificance when we consider the challenges the global pandemic has presented to the school and of course the local and wider community.

From 23rd March until 29th June 2020, education had to be provided completely on-line, with nearly all of the students learning from home. Before the first lockdown, Croesyceiliog staff were at the early stages of developing their use of digital technology to support students' learning, however the Covid-19 crisis provided a significant spur to taking this forward, and the past six months have seen a huge leap in the way the school is now using technology to promote effective teaching and learning. This has required significant effort on the part of staff, as their normal way of working had to be completely re-imagined. However, it has proven to be successful, and 'blended learning', as we have learned to call it, is now a central part of school life, in order to complement the continuing uncertainty of school opening patterns.

Although schools did formally close in March across Wales Croesyceiliog School became the Torfaen child care hub for secondary aged children for key workers and vulnerable learners. Led by Head of School V Harris we developed an excellent partnership with Torfaen Youth Service and the provision ran smoothly and was enjoyed by all. In addition our staff contributed to the primary child care provision again allowing us to build on our excellent relationship with our partner primary schools. The commitment of our staff through this time was humbling with a number willing to undertake caretaking training so our normal caretakers could have a break.

Another major challenge for the school – and particularly for the students – was the cancellation of the summer 2020 summative examinations. In order to address this gap, all schools were asked to generate Centre Assessed Grades, based on the work that students had completed prior to the school closure. This, again, required a markedly different way of working for teachers and, in order to retain Croesyceiliog School's integrity as an examination centre, they made sure that our proposed grades were based on robust objective evidence and were rigorously moderated prior to submission. Due to the examination bodies' method of awarding results, it is difficult to make year-on-year comparisons but, generally, we were delighted with the improvement in our students' outcomes and resilience, and with the fact that Croesyceiliog School succeeded in retaining its integrity as an examination centre in such trying circumstances.

Importantly wellbeing of our community has been a key priority for Mrs Lewis, the Executive Headteacher, Miss Harris, the Head of School and the Senior Leadership Team. Maintaining the wellbeing of all staff and students during this anxiety-induced period has been vital - nothing is as it used to be, and everything takes at least twice as long to accomplish. Governors have been impressed with the commitment and dedication of all of the staff and are very grateful to them for their hard work.

Finally, we as governors would like to thank you as parents, and the voluntary groups, outside agencies and community groups for continuing to support the school, and our students for enduring with good grace one of the most unusual years we have ever experienced. Again, we can assure you that there will be no let-up in our determination to improve the education for all learners at Croesyceiliog School, but fervently hope that things will eventually settle down and the challenges to be encountered over the coming year will not be quite as many and varied as they were during 2019/20.

Joanne Gauden  
Chair of the Governing Body

Phil Davies  
Vice Chair of the Governing Body

**CROESYCEILIOG SCHOOL GOVERNORS REPORT TO PARENTS**

**Governor Information – November 2020**

		<u>Term Ends</u>
Exec. Head Teacher	Elspeth Lewis	N/A
Associate Governor	Head student leader	31/8/2021
Associate Governor	Deputy student leader	31/8/2021
LEA appointed	Glyn Caron	10/12/2021
LEA appointed	Jessica Powell	14/07/2021
LEA appointed	Veronica Crick	31/08/2024
LEA appointed	Jo Gauden (Chair)	10/03/24
LEA Appointed	Mandy Owen	04/02/24
LEA Appointed	David Daniels	04/02/24
LEA Appointed	Peter Scott	15/10/24
Parent	Emma Emmett	02/02/21
Parent	Nick Jones	02/02/21
Parent	Tracey Buttwell	04/11/22
Parent	John Evans	15/07/23
Parent	Alison Cullen	09/03/24
Parent	Alison Rees	09/03/24
Community	Martin Davis	04/11/22
Community	Colin Crick	28/10/22
Community	Philip Davies	07/11/21
Community	Rhodri Davies	01/07/22
Community	Sarah Schumm	03/12/2021
Staff (teaching)	Ian Rogers	17/09/22
Staff (teaching)	Sarah Wilkie	01/09/24
Staff (Support)	Vacancy	

## CROESYCEILIOG SCHOOL GOVERNORS REPORT TO PARENTS

### Governors with Specific Responsibilities

Governing Body Self-Evaluation	Veronica Crick	School Self Evaluation	Glyn Caron
Standards	Joanne Gauden	Additional Learning Needs including More Able & Talented	Tracey Buttwell Alison Cullen
Teaching & Learning	Sarah Schumm	Vulnerable Students	David Daniels
Wellbeing	Nick Jones	Curriculum Development	Emma Emmett Martin Davis
Leadership	Phil Davies	Student Engagement	Mandy Owen
Health & Safety	Nick Jones John Evans	Professional Learning & Training for Governors	Colin Crick

### Election of Parent Governors

When a vacancy arises on the governing body for a parent representative, the school will inform all parents of the vacancy and will make the necessary arrangements for the subsequent election. Every parent of a registered pupil at the school will be entitled to stand as a candidate, to vote at the election and will be given the opportunity to do so.

No parent meeting was held under Section 94 of the School Standards Organisation (Wales) Act 2013. If parents wish to use their rights under the Act to hold a meeting, four conditions will need to be satisfied:

- Parents will need to raise a petition in support of holding a meeting;
- The meeting must be called to discuss matters which affect the school;
- A maximum of 3 meetings can be held during the school year;
- There must be at least 25 school days left in the school year.

Further advice on how parents may go about requesting a meeting with the governing body is available on the Welsh Government's website at

<https://beta.gov.wales/sites/default/files/publications/2018-03/statutory-guidance-to-the-governing-bodies-of-maintained-schools-in-wales-regarding-the-duty-to-hold-meetings-with-parents.pdf>

<p><b>Chair of the Governing Body:-</b> Mrs Joanne Gauden c/o Croesyceiliog School Woodland Road Croesyceiliog NP4 2YB</p>	<p><b>EAS Governor Support:-</b> Governor Support Team Tel: 01443 863221 <a href="mailto:Governor.support@sewaleseas.org.uk">Governor.support@sewaleseas.org.uk</a></p>
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**SCHOOL TERM AND HOLIDAY DATES - 2020/2021 ACADEMIC YEAR**

<b>Term</b>	<b>Term Begins</b>	<b>Half Term Begins</b>	<b>Half Term Ends</b>	<b>Term Ends</b>
<b>Autumn</b>	Tuesday 01.09.20	Monday 26.10.20	Friday 30.10.20	Friday 18.12.20
<b>Spring</b>	Monday 04.01.21	Monday 15.02.21	Friday 19.02.21	Friday 26.03.21
<b>Summer</b>	Monday 12.04.21	Monday 31.05.21	Friday 04.06.21	Tuesday 20.07.21

**Inset Days**

1<sup>st</sup> September 2020  
 2<sup>nd</sup> September 2020  
 4<sup>th</sup> December 2020  
 4<sup>th</sup> January 2021  
 12<sup>th</sup> February 2021  
 22<sup>nd</sup> February 2021  
 1<sup>st</sup> July 2021  
 2<sup>nd</sup> July 2021

As of November 2020, the school has 1232 students on roll.

<b>Year</b>	<b>Number on Roll</b>
7	238
8	237
9	239
10	259
11	259

## CROESYCEILIOG SCHOOL GOVERNORS REPORT TO PARENTS

### SCHOOL DAY

The school day for students begins at 8:40am with registration taken by the Form Tutor. Each day is divided into 5 lessons, as follows:

#### Key Stage 3

#### Key Stage 4

Period 1	9:00am	10:00am		Period 1	9:00am	10:00am
Period 2	10:00am	11:00am		Period 2	10:00am	11:00am
Morning Break	11:00am	11:20am		Morning Break	11:00am	11:20am
Period 3	11:20am	12:20pm		Period 3	11:20am	12:20pm
Lunch Break	12:20pm	1:05pm		Period 4	12:20pm	1:20pm
Period 4	1:05pm	2:05pm		Lunch Break	1:20pm	2:05pm
Period 5	2:05pm	3:05pm		Period 5	2:05pm	3:05pm

#### Amended Timetable during Covid 19

Year Group	Registration Time	Session 1 9am – 10:40am	Session 2 10:40am – 12:50pm			Session 3 12:50pm – 3:05pm		
Yrs 7 & 11	8:40am	Session 1	Break 10:40-11am		Session 2	Lunch 12:50pm – 1:20pm		Session 3
Yrs 8 & 10	8:45am	Session 1	Session 2	Break 11:15am – 11:45am	Session 2	Session 3	Lunch 1:25pm – 1:55pm	Session 3
Y9	8:50am	Session 1	Session 2	Break 11:50am – 12:20pm	Session 2	Session 3	Lunch 2pm – 2:30pm	Session 3

### STAFFING

The following staff have been appointed:

Mr B Jones	Temporary Maths Teacher	Mrs C Bowden	Temporary LSA
Miss A Prendergast	Temporary English Teacher	Mrs T Younger	Temporary LSA
Mr H Izzidien	Lead Practitioner DT	Miss G Dudman	Temporary LSA
Mr D Hughes	Director of Humanities	Mrs J Bajjada	Temp Cover Supervisor
Mr P Knowles	Lead Practitioner English	Mr D Roberts	Temp Cover Supervisor
Mr D Williams	Lead Practitioner Physics	Mrs S Edmonds	Exams/data assistant
Mrs J King	Lead Practitioner Welsh	Miss L McCracken	Student Support Centre Coordinator
Mr S Cox	Assistant Site Manager	Mr D Venn	Sanction Room Coordinator
Mrs C James	School Support Officer	Mr I Pinney	Temporary LSA

## CROESYCEILIOG SCHOOL GOVERNORS REPORT TO PARENTS

Mr R Evans	Temporary LSA	Mr N George	Temporary LSA
Mrs B Webb	Leader of Wellbeing	Mrs D Roberts	Leader of Wellbeing
Mrs R Kent	Director of Wellbeing		

The school is an equal opportunities employer and is committed to developing the potential of all staff and students.

During the academic year 2019-20, the following staff left Croesyceiliog School with our grateful thanks for all they have done for our students:

Mr P Buckley	Science	Mrs L O'Beirne	English
Mr N Richi	Science	Miss S Trigg	Maths
Mr R Evans	IT	Mrs B Grenall	Sociology
Mrs T Newland-Jones	Welsh	Mr Z Kelly	LSA
Mrs J Robinson	IT	Mrs V Rees	School Support Officer
Miss C Priestley	Science	Mr I Pinney	LSA
Mrs J Picton	MFL	Miss T Stanley	PSO
Mrs S Lewis	RE	Mr O Underhay	Cover Supervisor
Mr D Roberts	Cover Supervisor	Mrs H Burgess	LSA
Miss K Carter	LSA	Mrs A Smith	School Support Officer

### **AGENCIES**

The school is supported by a range of outside agencies that provide appropriate advice and guidance to both staff and students. These include:

Careers Wales	Youth Offending Team	Social Services
Families First	Counselling Service	Torfaen Youth Service
Education Psychology	School Nurse	Police Community Officers
Gwent Education Minority Ethnic Service (GEMS)		

### **HEALTHY EATING**

Appetite for Life is the Welsh Assembly Government's plan for improving the food and drink provided in schools in Wales.

It sets food, drink and nutrient standards ensuring food provided in schools is healthy and well balanced. Snack foods and drinks with little or no nutritional value are not available.

The food and drink based standards apply across the school day including break, lunch time provision and after school clubs. The nutrient based standards apply to the food served at lunch times. This standard lists a maximum amount of fat, saturated fat, added sugars and salt and minimum amount for vitamins and minerals for an average school lunch. There are also calorie limits which mean that the average school lunch contains energy which is right for the needs of children and young people. All the food provided by the school's catering team at lunchtimes has been nutritionally analysed against the nutrient based standards to ensure your child can choose from a healthy balanced variety of foods at lunch time.

**LEARNING, RESPECT, AMBITION**

Although there are some restrictions, a large variety of foods including desserts can still be served under Appetite for Life recommendations including favourites such as pasta, panini's, salads, jacket potatoes and home baked cakes. School lunches must also include a portion of fruit and a portion of vegetables for every pupil every day.

We offer a wide range of options such as traditional hot dishes and meal deals – generally offering good value for money, salad bars, and jacket potatoes with fillings, sandwiches, baguettes, rolls and healthy drinks.

In secondary schools, recommended break time snacks include bread products, fruit, vegetables, and yoghurts. Fizzy drinks high in added sugars and sweeteners have been replaced with plain water, milk and fruit juice drinks.

### **FACILITIES**

There are separate toilet facilities for both male and female students and staff. Disabled toilets are also available. These are regularly cleaned throughout the day by the Torfaen cleaning team.

### **ATTENDANCE**

Could we take this opportunity to remind parents/guardians of the importance of regular attendance at school. We understand that the present situation is worrying for everyone. However, regular attendance at school, when well, is paramount.

Of course, if your child has any of the following symptoms please do not send them to school and ensure they get a COVID-19 test as soon as possible:-

- A new continuous cough: this means coughing a lot for more than an hour, or 3 or more coughing episodes in 24 hours;
- High temperature: this means you feel hot to touch on your chest or back;
- Loss of taste and/or smell: this means you've noticed you cannot smell or taste anything, or things smell or taste different to normal.

For those unable to attend school, for example, due to self-isolation they can access their learning through Hwb and Google Classroom.

Students with colds (non-COVID symptoms) or those feeling slightly under the weather can continue to attend school. There is a clear link between school attendance and successful student outcomes and we will continue to work with our community to strike the right balance between keeping safe, and promoting excellent attendance.

### **Term Time absence**

Research shows there is a very strong link between school attendance rates and success at GCSE and other tests and examination results.

To ensure consistency throughout the Local Authority, and to follow common practice across Wales, Torfaen County Borough Council's policy will be not to authorise any absence relating to a holiday. This policy has been in operation since 4 November 2013. We appreciate that there may be circumstances whereby a student might require a leave of absence during term time and this decision will remain at the Headteacher's discretion.

### **SAFEGUARDING**

To assist us in supporting your child can we ask that whenever there are changes to family circumstances or contact details these are communicated to the school immediately. We would also ask that if your son or daughter has to be picked up from school during the school day then they must be collected from reception. In line with safeguarding best practice we require the person collecting your child to present photo identification.

### **SCHOOL PUBLICATIONS**

A transition e booklet is updated annually. The school website also provides information on these publications.

### **SCHOOL DATA**

Parents should be aware that personal information in respect of members of staff and students is held on the administration network of the school. Such information is subject to regulations under the Data Protection Act and General Data Protection Regulations. A copy of our Privacy Notice is on the school website. Parents are welcome to request examination of the school's registration document. The Governors have a responsibility to adhere to the principles of the Act. Much of the data relating to students is about classes, choices of subject, marks/grades and school reports. We also hold essential personal information such as telephone numbers, addresses, names of parents and any medical conditions. The school takes every care to ensure that the information held is treated as confidential as outlined in our Privacy Notice. This information is mainly for educational purposes and disclosed to such bodies as Careers Wales, Local Health Board and Torfaen County Council, Children and Young Peoples Directorate.

### **SCHOOL POLICIES**

The school has in place all policies required by national legislation. A full list of policies and copies of documentation are available on request (although a small charge may be levied to cover reprographic costs). Policies are reviewed regularly.

The Governing Body supports the Complaints Procedure outlined by Torfaen's Director of Lifelong Learning in relation to curriculum matters.

### **SCHOOL LEADERSHIP & MANAGEMENT**

Regular full Governing Body Meetings and many subcommittee meetings were held during the year. The Governing Body has received information in respect of a number of issues including:

- PIAP (Post Inspection Action Plan)
- Teaching and learning
- Blended Learning
- Exam Analysis Report on performance at KS3, KS4 and KS5 levels
- Resources
- Wellbeing and equity
- Staff Appointments
- Various Policies
- Covid 19 Updates

Where appropriate, Governors have taken steps to implement any changes as directed in these documents.

**POST INSPECTION ACTION PLAN (PIAP)**

Following an Estyn core inspection January 2018 Croesyceiliog Comprehensive School five recommendations were identified to improve the quality of educational provision. The school and Governing Body drew up a post inspection action plan to address the recommendations and Estyn indicated they would review the school's progress.

The follow up monitoring visit took place February 2020 and Croesyceiliog Comprehensive School were judged to have made insufficient progress in relation to the recommendations following the core inspection in January 2018. The school was placed in Estyn category of Special Measures. The five recommendations are listed below:

R1 Raise standards at key stage 4, improve pupils' skills and develop their independence and resilience in learning

R2 Improve the quality of teaching

R3 Improve attendance

R4 Strengthen leadership at all levels

R5 Strengthen arrangements for self-evaluation and improvement planning, in particular the role played by middle leaders in this aspect of the school's work.

In March 2020 Croesyceiliog Comprehensive School entered a formal partnership with King Henry VIII School, Abergavenny. Mrs E. Lewis was appointed as the Executive Head teacher (Exec HT) and is responsible for strategic leadership across both schools. There is a KHS/Croesyceiliog partnership board in place. This meets termly to provide the required challenge and support to the Exec HT in delivery of the PIAP. The long term aim is to grow senior and middle leadership capacity leading to sustained progress in the quality of education provided.

The Exec HT and school's governing body work closely with Torfaen Local Education Authority and the Educational Achievement Service (EAS) to devise and implement the PIAP so that the desired improvement is secured within an 18 month period. There are regular School's Causing Concern (SCC) meetings that provide the necessary challenge and support. A key focus of SCC meetings is to monitor progress towards identified actions and subsequent impact on outcomes for students seen in their lessons, their work and in summative outcomes. In addition sustainable systems, structures and leadership capacity are to be embedded so Croesyceiliog School will continue its improvement journey 18 months onwards.

The school presented the PIAP to Estyn in June 2020 as part of a virtual monitoring activity. The plan met their requirements. The short monitoring report identified that suitable action is in progress or planned in relation to the issues arising in the report.

The Exec HT reports to the full GB every half term on progress towards actions identified within the plan.

Due to the on-going pandemic the school was unable to hold a parental meeting following the publication of the report in February 2020. In addition it should be noted the level of follow up by Estyn has taken account of the current situation and the school has a 'pastoral' HMI linked to the school. At what time Estyn re-commence formal monitoring will depend on local circumstances ensuring it is safe enough to allow a visit.

### **THE CURRICULUM**

Croesyceiliog School is an English medium school. All students study the full range of subjects demanded by the National Curriculum. These are divided into core subjects and foundation subjects making up a fortnightly timetable of 50 lessons.

- There are three core subjects: English, Mathematics and Science.
- The remaining subjects are foundation subjects: History, Geography, Modern Languages, Art, Music, Technology and Information Technology.
- The three statutory subjects Religious Education, Physical Education and Welsh are compulsory in Years 7 – 11.

### **THE NEW CURRICULUM FOR WALES**

At Croesyceiliog we are continuing to prepare for the new Curriculum for Wales. Some of the activities that we have and are undertaking include:

- Engaging in Curriculum for Wales professional learning organised by our regional consortia the Education Achievement Service.
- A planned programme of professional learning that focused on developing a range of teaching approaches. These sessions were held during the summer term and led by Professor Mick Waters who is a Welsh Government adviser on the new Professional Standards. He challenged staff to widen their teaching approaches to further engage learners. We continue to weave in the teaching of literacy, numeracy and digital competence where appropriate across the curriculum so these skills underpin the acquisition of subject specific skills. This work led to the creation of our school 'Learning Manifesto'.
- Meeting every half term with all our partner primary schools to receive updates on national developments on the new Curriculum for Wales.
- Working alongside other schools across the region as part of the Learning Network Schools programme.

### **Blended Learning / Google Classroom**

The Welsh Government has stated that the blended curriculum should be a 'single and seamless curriculum', where practitioners can develop a more integrated approach to learning and students can build connections across learning as per the principles of the Curriculum for Wales. Schools have been instructed to use aspects of the new curriculum guidance to support them in developing a blended learning approach.

At Croesyceiliog we will:

- Use the Four Purposes of the Curriculum for Wales as the basis to support and plan learning activities;
- Consider key pedagogies that will support subject and topic development, building of the 12 pedagogical principles of the Curriculum for Wales.

Many of the online resources used during the school closure were extremely beneficial to learning and the school is to continue to use them, developing a more integrated approach.

Time in school is used to support the activities that learners can complete at home at their own pace. These include guided investigations and extended opportunities to apply new skills, knowledge and concepts.

Google Classroom is used as our sole online learning platform.

## **LEARNING SUPPORT**

### **Additional Learning Provision**

A person has additional learning needs (ALN) if they have a significantly greater difficulty in learning than the majority of others, of the same age. In such cases an Individual Development Plan (IDP) will be created, that outlines the additional learning provision that will be put in place to support them and help them to make progress in their learning. The IDP provides a record against which a young person's progress can be monitored and reviewed.

The School has the responsibility for meeting the needs of all learners, and teachers are expected to differentiate their teaching so that all learners make expected progress. Person-centred approaches are used when planning provision, taking into account the views of all learners with ALN. As part of this process, one page learner profiles are produced that provide a pen-portrait of the learner, including their views on what is important to and for them. This helps to ensure that teachers have an excellent knowledge of all learners and how best to meet their individual needs. The support package for a learner with ALN will be specific to the individual, but it could include:

- access to specifically designed intervention programmes to meet a range of needs (literacy, numeracy, social, emotional and behavioural)
- receiving additional adult support within the classroom
- small group work or individual support outside the classroom
- regular contact with outside agencies such as the Sensory and Communication Support Service (SENCOM) and Speech and Language Therapy (SALT).

Very occasionally a young person will have a significantly greater difficulty in learning than the majority of their peers. In these cases, it may be necessary to make referrals to the Education and Child Psychology Service. Specialist staff from the Local Authority may provide input on a regular on-going basis.

The Additional Learning Needs Coordinator (ALENCo) works closely with Senior Staff, Wellbeing Leads, external agencies and an ALN Link Governor to ensure that all learners with ALN play a full and active part in school life, having the same rights to the full range of curriculum opportunities enjoyed by their peers.

### **CURRICULUM CYMREIG / Y CWRICWLWM CYMREIG**

Curriculum Cymreig gives students a sense of place and heritage based on an understanding of Welsh history, geography, languages, industry and traditions. This permeates all aspects of school life at Croesyceiliog School, including active participation in extracurricular activities through music, drama, sport and technology

### **USE OF THE WELSH LANGUAGE / DEFNYDD O'R IAITH GYMRAEG**

At Croesyceiliog School, the Welsh language is promoted in the following ways:

- Welsh is taught to all students in Years 7 – 11. At Key Stage 4 students study full course GCSE.
- Students are encouraged to read in Welsh in assemblies.
- An annual Eisteddfod is held. All students are encouraged to participate and are exposed to Welsh cultural tradition.

**CROESYCEILIOG SCHOOL GOVERNORS REPORT TO PARENTS**

**CROESYCEILIOG SCHOOL  
END OF YEAR OUTTURN REPORT FOR FINANCIAL YEAR 2019-20**

Account Description	Actual	Budget	Variance on Budget
<b><u>INCOME</u></b>			
TOTAL GENERAL INCOME	274,365	267,931	6,434
TOTAL FUNDING INCOME	6,622,183	6,587,838	34,345
<b><u>TOTAL INCOME</u></b>	<b>£6,896,548</b>	<b>£6,855,769</b>	<b>£40,779</b>
<b><u>EXPENDITURE</u></b>			
TOTAL EMPLOYEE COSTS	5,659,632	5,617,035	-42,597
TOTAL PREMISES COSTS	377,822	392,509	14,687
TOTAL TRANSPORT COSTS	11,920	14,320	2,400
TOTAL SUPPLIES & SERVICES	730,058	677,599	-52,459
TOTAL SUPPORT SERVICES	292,927	279,521	-13,406
<b><u>TOTAL EXPENDITURE</u></b>	<b>£7,072,359</b>	<b>£6,980,984</b>	<b>£-91,375</b>
TOTAL INCOME	£6,896,548	£6,855,769	£40,779
TOTAL EXPENDITURE	£7,072,359	£6,980,984	£-91,375
NET	£-175,811	£-125,215	£-50,596
Balance Brought Forward From 2018-19	£160,513		
Deficit to carry forward 20 2020-21	£-15,298		