



BELONG, *believe*, ACHIEVE
PERTHYN, CREDU, LLWYDDO

**Governors' Annual
Report to Parents
Autumn 2019**

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Introduction from the Chair of Governors

Another year has passed at Willows and there are another host of reasons for us all to be very proud of the school. Not just exam results, where the school again outperformed all expectations, but the attitude of the pupils and the place of the school in our community.

I would like to thank all the staff at the school who worked effortlessly to ensure that the school was removed from Estyn monitoring this year. It was a proud moment for me as the Chair of Governors.

As we head towards the development of a new school on a new site, we look forward to a new beginning for the school and we have the best people in charge to make the most of it. Let's all look forward to another exciting year at Willows High and be proud of all the school has achieved.

Thank you.

Ed Stubbs

Chair of Governors

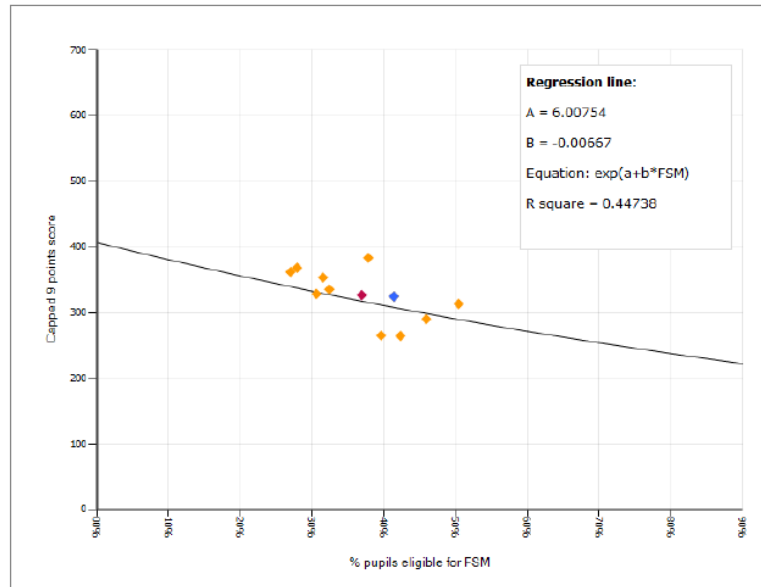
Full Details of the members of the Governing Body

Name	Position
Edward Stubbs	Chair of Governors (LA)
Adrian Ford	Vice Chair of Governors (Parent)
Chris Norman	Headteacher Governor
Jason Clark	Community Governor
Alan Corson	Community Governor
Joe Redmond	Community Governor
Richard Strudwick	Community Governor
Lynne Thomas	Community Governor
Karen Dummett	Local Authority Governor
Camilla Lovelace	Local Authority Governor
Huw Thomas	Local Authority Governor
Su Wade	Local Authority Governor
Fiona Hewett	Parent Governor
Teresa James	Parent Governor
Rodica-Mihaela Patrascu	Parent Governor
Sarah Stevens	Parent Governor
Carly Southern	Teacher Governor
Gareth Ritter	Teacher Governor
Natalie Kendrick-Doyle	Staff Governor
Samantha Lewis	Clerk to the Governors

Summary of Secondary School Performance

In the diagrams that follow, the curved line is the expected performance of pupils, the blue diamond is Willows High School, the yellow diamonds are schools in our Family and the red diamond is the Family average.

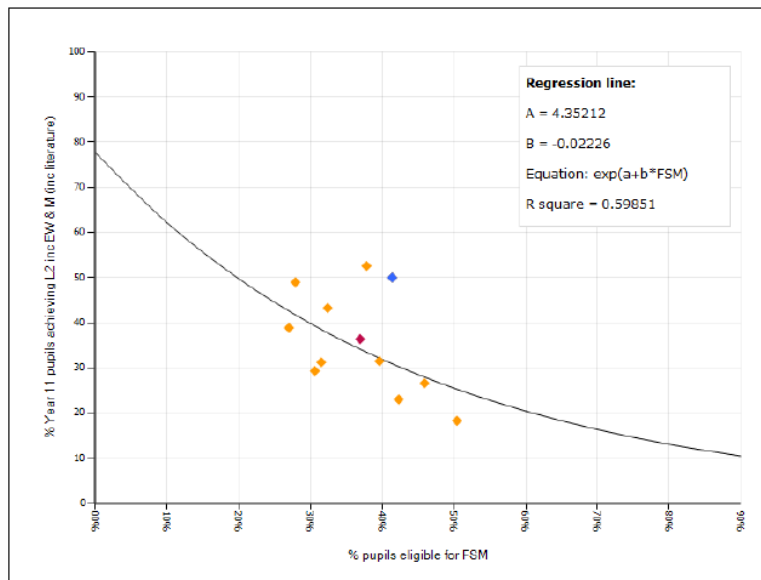
0.1a Family comparison – Capped 9 points score (interim)



◆ School
 ◆ Family Members
 ◆ Family Average

█ The regression line represents the 2019 model of performance against FSM eligibility and can be used to approximate a 'benchmark comparison' for each FSM eligibility rate. Points below the line indicate lower than modelled performance; points above the line indicate higher than modelled performance. The relationship is relatively strong and consistent year-to-year, but should not be interpreted as a target for future years' performance.

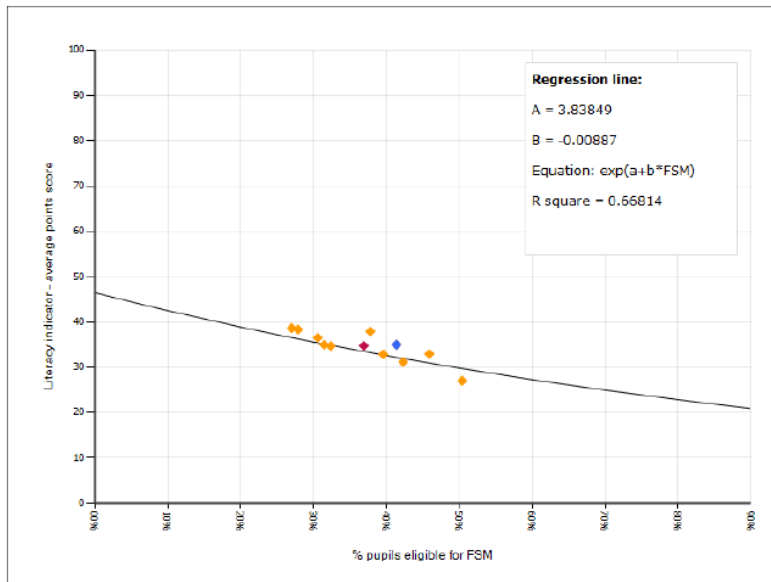
0.1b Family comparison - % of Year 11 pupils achieving L2 inc E/W & M (inc literature)



◆ School
 ◆ Family Members
 ◆ Family Average

█ The regression line represents the 2019 model of performance against FSM eligibility and can be used to approximate a 'benchmark comparison' for each FSM eligibility rate. Points below the line indicate lower than modelled performance; points above the line indicate higher than modelled performance. The relationship is relatively strong and consistent year-to-year, but should not be interpreted as a target for future years' performance.

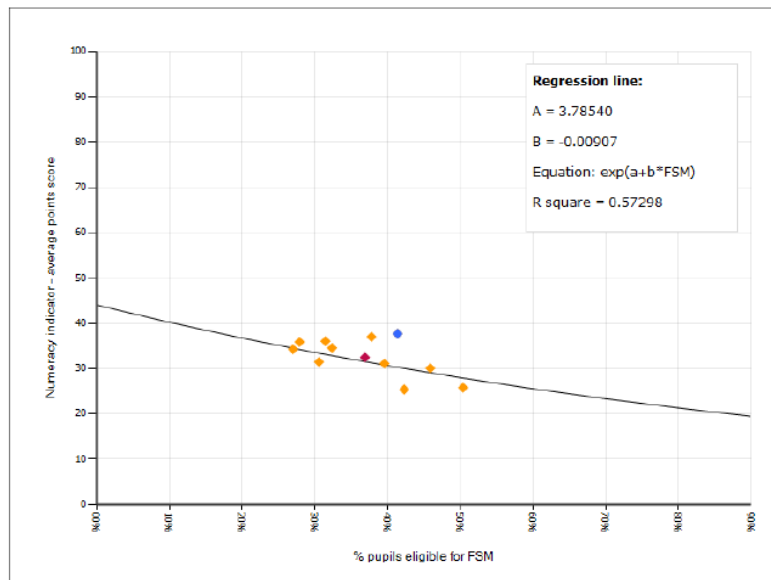
0.1c Family comparison – Literacy indicator – average points score



■ School
 ■ Family Members
 ■ Family Average

■ The regression line represents the 2019 model of performance against FSM eligibility and can be used to approximate a 'benchmark comparison' for each FSM eligibility rate. Points below the line indicate lower than modelled performance; points above the line indicate higher than modelled performance. The relationship is relatively strong and consistent year-to-year, but should not be interpreted as a target for future years' performance.

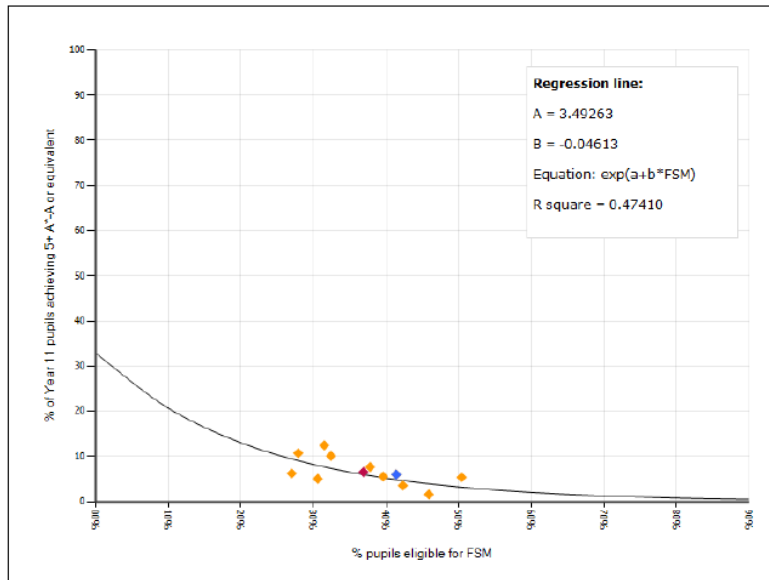
0.1d Family comparison – Numeracy indicator – average points score



■ School
 ■ Family Members
 ■ Family Average

■ The regression line represents the 2019 model of performance against FSM eligibility and can be used to approximate a 'benchmark comparison' for each FSM eligibility rate. Points below the line indicate lower than modelled performance; points above the line indicate higher than modelled performance. The relationship is relatively strong and consistent year-to-year, but should not be interpreted as a target for future years' performance.

0.1f Family comparison - % of Year 11 pupils achieving 5+ A*-A or equivalent



■ School ■ Family Members ■ Family Average

■ The regression line represents the 2019 model of performance against FSM eligibility and can be used to approximate a 'benchmark comparison' for each FSM eligibility rate. Points below the line indicate lower than modelled performance; points above the line indicate higher than modelled performance. The relationship is relatively strong and consistent year-to-year, but should not be interpreted as a target for future years' performance.

Our Family of Schools comprises of 11 schools that are deemed to be similar in respect to the types of pupils that they have.

All of these charts show that the pupils at Willows High School leave us achieving more than was expected based on their Key Stage 2 attainment.

It is also worth noting that we did much better than the family average and outperformed many schools in our family.

Destination of School Leavers

Venue	Number of pupils	Percentage of Cohort
St David's College	26	26
ACT	19	19
CAVC	30	30
Employment	3	3
Cathays 6th Form	1	1
MPCT training	1	1
Pencoed College	1	1
St Teilo's 6th Form	1	1
ITEC Barbering	1	1
Weybridge College	1	1
Cardiff City Academy	2	2
Not in Education, Employment or Training	3	3

Full Financial Statement

THE CITY OF CARDIFF COUNCIL/GYNGOR DINAS CAERDYDD				
SCHOOLS OUTTURN OF EXPENDITURE/CANLYNIAD GWARIANT YSGOLION 2018-2019				
Governing Body/Corff Ulywodraethu of:		Willows High School		
	Governor Approved Budget/Cyfldeb a Gymeradwywyd gan y Ulywodraethwyr		Actual Expenditure/Gwariant Cyflawnedig	
	£	£	£	£
Staffing costs/Costau Staff				
Teaching Costs/Costau Addysgu	2,368,422		2,228,566	
Special Needs Teachers/Athrawon Anghenion Arbennig	0		0	
Teachers for statemented pupils/Athrawon ar gyfer diagyblion sy'n destun datganiad	0		0	
Short Term Supply/Llanw Byr Dymor	0		3,473	
Long Term Supply/Llanw Hir Dymor	65,180		80,644	
Special Needs Support Staff/Staff Cymorth Anghenion Arbennig	0		0	
Nursery Aests/ Teachers Aides / Adult Helpers/Cynorthwyywyr Methrhifia/ Cymorthion Athrawon / Cynorthwyywyr	267,406		209,718	
Foreign Language Assistants/Cynorthwyywyr Ielloedd Tramor	0		0	
Technicians/Technogwyr	80,348		79,891	
Mid Day Supervisors/Gorychwybywyr Canol Dydd	0		0	
Library Staff / Attend Officer/Staff Llyfrgell / Swyddog Iresnoddeb	102,745		87,244	
Administrative Staff/Staff Gweinnyddol	147,670		155,439	
Non teaching supply costs/Costau llanw staff heb fod yn athrawon	0		0	
Training Costs/Costau hyfforddi	30,000		60,931	
Other Staff Costs/Costau staff eraill	80,780		204,450	
Performance Management/Iheoli Perfformiad	0		0	
Total Staffing Costs/Cyfanswm Costau Staff		2,942,551		3,110,356
Premises Related Costs/Costau Eiddo				
Caretaking Staff/Staff Gofalwyr	102,785		98,170	
Domestic Staff/Staff Domestig	85,359		90,195	
Grounds Staff/Staff y Tir	9,400		6,188	
Cleaning Costs/Costau Glanhau	130,564		136,049	
Energy Costs/Costau Ynni	87,550		77,468	
Rates/Cyfraddau	68,876		68,876	
Repairs and Maintenance/Atgyweiriau a Chynhalieth Water/Dŵr	37,031		40,474	
	6,000		8,303	
Total Premises Related Costs/Cyfanswm Costau Eiddo		527,565		525,721
Transport Costs/Costau Cludiant				
Pupil Transport Costs/Costau Cludiant Diagyblion	150		0	
Staff Transport Costs/Costau Cludiant Staff	800		204	
Vehicle Costs/Costau Cerbydau	4,000		4,712	
Total Transport Costs/Cyfanswm Costau Cludiant		4,950		4,916
Supplies and Services/Cyflenwadau a Gwasanaethau				
Teaching Materials/Adroddau Addysgu	115,000		74,782	
Equipment, Furniture, Materials & music tuition/Offen, Dodrefn, Deunyddiau a hyfforddiant cerddoriaeth	15,000		11,381	
Library Books & Materials/Llyfrau a Deunyddiau Llyfrgell	4,500		3,696	
Catering Costs/Costau Arlwyd	3,000		72,834	
Unallocated / Savings to be found/Arrian heb ei ddsbarthu / Cynllon	-206,575		0	
Communications Equipment and Services/Offen a Gwasanaethau Cyfathrebu	67,500		47,755	
Consultants Fees/Ffioedd Ymgynghorwyr	0		0	
Examinations Fees/Ffioedd Arholiadau	90,000		53,589	
Games & School Activities/Gemau a Gweithgareddau Ysgol	1,000		577	
Clerk to Governing Body/Clerc y Corff Ulywodraethu	1,980		1,670	
Other office costs/Costau swyddfa eraill	35,418		13,886	
Printing & Stationery/Angraffu a Deunydd Ynffurfiennu	34,000		34,984	
Pupil Exclusions/Gwaharddiadau Diagyblion	1,000		0	
Substance and expenses/Cynhalieth a threfnau	150		0	
Total Supplies and Services/Cyfanswm Cyflenwadau a Gwasanaethau		161,973		315,153
Central Services/Gwasanaethau Canolog				
School Meals/Prydau Ysgol	126,640		126,640	
Service Level Agreements/Trefnadau Lefel Gwasanaeth	35,798		39,265	
Total for Central Services/Cyfanswm ar gyfer Gwasanaethau Canolog		162,438		165,905

Term Dates

Term 1 (Sep-Oct 2018)	2 nd September	25 th October
Term 2 (Nov-Dec 2018)	4 th November	20 th December
Term 3 (Jan-Feb 2019)	6 th January	14 th February
Term 4 (Mar-Apr 2019)	24 th February	3 rd April
Term 5 (Apr-May 2019)	20 th April	22 nd May
Term 6 (Jun-July 2019)	1 st June	20 th July

INSET Days

Monday 2nd September 2019
Tuesday 3rd September 2019
Wednesday 16th October 2019
Friday 25th October 2019
Monday 23rd March 2020
Monday 20th July 2020

Summary of changes to school prospectus

- The timings of the school day has changed to a 9.30am start and a 3.30pm finish.

The use of Welsh language in the school by pupils of all age groups

Teaching of the Welsh language

How pupils are taught	Year				
	7	8	9	10	11
Taught Welsh as a first language	0	0	0	0	0
Taught Welsh as a second language	143	135	146	98	100
Disapplied from curriculum by SEN statement	0	0	0	0	0
Total	143	135	146	98	100

Home/spoken Welsh language

Age	Speak Welsh fluently at home	Do not speak Welsh at home but are fluent	Speak Welsh at home but not fluently	Does not speak Welsh at home and not fluent	Cannot speak Welsh
15	0	0	0	5	107
14	0	0	0	10	79
13	0	0	0	6	140
12	0	0	0	2	133
11	1	0	0	3	139

The number of foundation subjects taught consistently and entirely through the medium of Welsh or bilingually = 0

Language Categories

The following table shows the distribution of languages that pupils speak in the school:

First Language	Number of pupils aged 5 or over at 31 August 2018
Albanian/Shqip	1
Arabic	25
Arabic (Any Other)	1
Arabic (Sudan)	2
Bengali	2
Bengali (Any Other)	8
Bengali (Sylheti)	14
Chinese (Mandarin/Putonghua)	1
Czech	25
English and/or Welsh/Cymraeg	372
French	4
Fula/Fulfulde-Pulaar	1
Greek	1
Gujarati	1
Hindi	1
Kurdish	2
Lithuanian	1
Manding/Mandekan (Any Other)	1
Ndebele	1
Nepali	1
Panjabi	2
Persian (Dari)	4
Persian/Farsi	3
Polish	4
Portuguese	13
Romanian	6
Romanian (Romania)	2
Russian	1
Shona	1
Slovak	5
Somali	28
Spanish	2
Swahili (Bajuni/Tikuu)	1
Swahili/Kiswahili	1
Tamil	2
Tigrinya	1
Urdu	12
Vietnamese	1

School Toilet Facilities

Pupil toilets are located in the canteen (with disability provision), Isolation Room, Welfare Office, opposite the meeting room (with disability provision), Astro turf changing rooms (with disability provision) and PE changing rooms (with disability provision).

Staff toilets are located top floor (with disability provision), first floor (with disability provision) and the ground floor (with disability provision).

All toilets are cleaned at the end of the school day and checked regularly during the school day.