



Ysgol Gyfun Bryntirion | 
Bryntirion Comprehensive

ANNUAL GOVERNORS' REPORT
TO PARENTS
ACADEMIC YEAR 2023/24

ADRODDIAD BLYNYDDOL Y
LLYWODRAETHWYR I RIENI
BLWYDDYN ACADEMAIDD
2023/24

A WORD FROM THE CHAIR OF GOVERNORS

Although it is some years since the Covid pandemic affected our lives in so many ways the unfortunate consequences of that period still resonate today. The virus has not quite gone away, but neither have the after-effects on school life gone away. This is most noticeable in the attendance of our students. Elsewhere in this report you will find a table giving the breakdown of students' attendance over the past academic year. Whilst it shows that our students' overall attendance is above comparators, it is still a matter of some concern. Students have a better chance of success at GCSE if they have regular attendance every day. Whilst there are many and various reasons for absenteeism it is of concern that there is such a high level of persistent absence amongst some students. Somehow this must be addressed in order to allow our students the best possible chance of success.

There is one other major area of concern for governors and that is the school budget. You will be aware through the media that schools' budgets have been reducing over the past couple of years. This year has seen the greatest reduction in the school's budget, some 3%. It is anticipated that further cuts will be made in forthcoming years. We are very fortunate to have such a good administrative staff who, alongside the Senior Leadership Team, have ensured that we have been able to manage the finances of the school without having to set a deficit budget unlike most schools in Bridgend. How long this can go on, however, is a matter of great concern. It is anticipated that there will be another reduction in the school's budget for the coming academic year. With rising costs and lowered income, the potential for having to set a deficit is growing ever more real. The governing body receive a financial update at each of its half-termly meetings and the Finance sub-committee, along with the school's business manager, keeps a very close eye on the financial situation. Making redundancies will always be a last resort but unfortunately the day may come when such an unpalatable consideration will have to be faced by the governing body. However, even in the face of a reduced financial income the school, through its dedicated and committed staff, has been able to continue the implementation of the Curriculum for Wales in Years 7 and 8, with Year 9 to follow in 2024.25

These are big changes for our pupils and there are more changes on the horizon. The external examination body, WJEC, and Qualification Wales, the regulatory body is reviewing a whole new suite of qualifications for phased implementation from 2025 to 2027. Included in the suite of new qualifications will be vocational subjects as well as the more traditional academic subjects. Draft proposals have been published and our staff are taking part in the various consultations that are currently on-going. They will be well prepared for the new qualifications when the time comes for them to be taught in Bryntirion.

Writing this gives me the opportunity to express our huge gratitude to all our staff for their dedication and commitment to the school and its pupils. Many of our staff go way over and beyond what is required of them. They show a genuine desire to help our pupils succeed in all areas of their lives, not just academically, but socially as well. There is no doubt whatsoever that the staff of Bryntirion do their utmost to ensure that our pupils are able to live up to those ideals. A major part of this successful outcome is that we have a happy and contented staff, many of whom have given the greater part of their working life to Bryntirion.

Whilst the curriculum is important, the extra-curricular activities in which our students participate are important too. School visits, both home and abroad, have continued and brought much to those pupils who have participated in them. Visits such as these are important for our pupils' education. It gives the opportunity to enhance what is learnt in the classroom as well as being an opportunity for our pupils to have new experiences. Sporting fixtures with other schools have once again been part of school life. It is encouraging to note how many sporting events our pupils and staff are involved with, often at regional, national and international level, as well as locally. Recently the Headteacher identified 44 separate extra-curricular activities which take place throughout the week. These activities could not take place without the support and encouragement of our staff. So a huge "thank you" to all those who give of their time and expertise to allow our pupils to have these opportunities to develop their particular interests. The topics are wide-ranging, interesting and exciting.

One of the purposes of the new Curriculum for Wales is to allow students to develop as "ethical, informed citizen of Wales and the world" (*Donaldson "Successful Futures", 2015*). Through our program *Dragons Den* and other similar events pupils' minds have been focused on local charities, and in particular on the work of Velindre. It is heartening to see how the pupils have taken an interest in these

charities and to see the effort which they have put in to learn about their work and how they may be helped.

This report gives me the public forum to thank the Headteacher, the Senior Leadership Team and the whole staff for their unfailing dedication to the education and well-being of our children. The education of our pupils is a partnership with parents and guardians and your co-operation in all the school has continues to ask of you is gratifying.

The Governors take this opportunity to outline the responsibilities of the Governing Body in the discharge of their duties. Much of the life of the school, its statistics and achievements are listed in the report. The work of the Governing Body continues to operate through Standing Committees. I, as chair, wish to thank my colleagues for their continued support and commitment throughout the past year.

Revd. Canon E. J. Evans
Chair of Governors
Bryntirion Comprehensive School

School Terms and Holiday Dates for 2024/25 Academic Year

	Term Begins	Half Term Starts	Half Term Ends	Term Ends
Autumn 2024	Monday 2nd September	Monday 28th October	Friday 1st November	Friday 20th December
Spring 2025	Monday 6th January	Monday 24th February	Friday 28th February	Friday 11th April
Summer 2025	Monday 28th April	Monday 26th May	Friday 30th May	Monday 21st July

May Day Bank Holiday - Monday 5th May 2025

The Headteacher is given the discretion to choose the five in-service staff days (and any additional allocations).

CURRENT GOVERNING BODY OF BRYNTIRION COMPREHENSIVE SCHOOL

LEA Representatives	Termination Date
Mr J Lewis (VC)	06/02/2027
Mr I Dowie	16/10/2027
Mr G Clifford	07/03/2025
Cllr C Green	18/09/2027
Cllr J P Blundell	17/01/2026

Community

Dr L Evans	07/12/2025
Mr A Morrison	21/02/2028
Mr P Sawtell	30/06/2025
Mrs K Owen	21/02/2028
Rev Canon E J Evans (C)	16/05/2028

Parent

Mr D Nathwani	14/09/2027
Mr S Parry	03/01/2025
Dr P Vallabhaneni	14/09/2027
Mrs J Trivett	29/06/2026
A Verries-Wade	12/01/2027
F Watkin	19/11/2028

Staff

Mrs A John	11/10/2025
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Teacher

Mrs J Walker	21/06/2026
Mrs C Herbert	20/06/2027

Headteacher

Mr R Pawar	
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Arrangements are in place for elections/appointments of governors as/when the need arises.

GOVERNING BODY OF BRYNTIRION COMPREHENSIVE SCHOOL

Governors' Functions

The Governing Body meets regularly to consider issues underpinning the effective running of the school. Half-termly meetings are supplemented by regular meetings of sub-committees covering issues such as:

Finance

Standards and Curriculum

Staffing

Appointments

Pay Review

Performance Management

The Headteacher distributes a written report prior to each meeting for discussion and minutes of all meetings are available from the school.

Governors frequently participate in training and other seminars and courses and in the many functions organised by the school. We are fortunate to have such a dedicated and committed group of Governors who take an active interest in all aspects of the life and work of the school.

The most recent Estyn report states that the governing body Governors understand their roles well, and provide a clear sense of direction for the school. They know its strengths and weaknesses, the departments and subjects that perform well and those that are not performing to the high standards required. The standards committee provides effective challenge to departments. Governors understand and use data very well to effectively support and challenge the school on its performance.

A Financial Report for 2023.24 can be found in this report. Governors have a key responsibility to ensure that this school makes the most effective use of the resources it is allocated.

The school prospectus was available to prospective parents in July 2024. A copy of this document is available from the school and can be viewed on the school's website.

No resolutions were passed at last year's annual meeting.

Information for Parents

This report is a summary of the steps taken by the Governing Body in the discharge of its functions during the period of the Autumn Term 2023 to the Summer Term 2024.

In accordance with the requirement of Section 20 of the 1986 Education Act, the Governors will make arrangements, via the Headteacher, for any information not included in this report to be made available to parents during the ensuing academic year.

The school prospectus is revised annually and available to all new and prospective parents. The Authority's Curriculum Statement is available for inspection at the school upon arrangement with the Headteacher.

1. Context

Bryntirion Comprehensive is an 11-18 mixed, purpose built community school maintained by Bridgend Unitary Authority. The school serves the western parts of Bridgend. There are 1257 pupils on roll, including 209 in the sixth form. Around 16.8% (rolling 3 year average) of pupils are eligible for free school meals which is below the national average of 20.9%. A few pupils are from other ethnic groups (8.1%) and around 1.0% of pupils speak English as an additional language. Very few pupils are fluent Welsh speakers. Approximately 2.8% of pupils have additional learning needs and an additional 15.7% of pupils receive support. The percentage of pupils who have an IDP (Individual Development Plan) is 2.2%. There is a communication resource base for pupils with Autistic Spectrum Disorder attached to the school. Pupils who attend the resource base are included within the school roll and fully integrated into the life of the school.

The school's curriculum complies with all Welsh Government legislation including the sixth form. The language of instruction is English although the school has extensive provision for pupils to study Welsh. It is compulsory for all pupils to study Welsh to GCSE and post-16 pupils are able to study the language as an option subject.

2. Parents' Meeting with the Governing Body

Statutory regulations provide for the opportunity for parents to convene a meeting with the school's Governing Body, for up to three times during any academic year. For such a meeting to take place, over 10% of parents will need to make this request.

If you wish to request a parent's meeting with the Governing Body to be convened, please make your request in writing to the Clerk to the Governors at the school, or by email to:-
admin@bryntirioncs.bridgend.cymru

Please note large print reports are available on request and this Annual Report is also available on the school website.

3. Staffing

As of January 2024 there were 1231 pupils on the roll of Bryntirion Comprehensive School with a staffing complement of the Headteacher, 77 assistant teachers and 36 Support Staff.

The Governors made the following appointments during the academic year:

Megan James - Welsh Teacher
Natasha Morgan - Mathematicss Teacher
Fiona Wace - Mathematics Teacher
Sarah Kay - ALN Curriculum Supporter Worker

The following staff left employment this academic year:-

Daniel Walters
Rhian Norris
Elliot Ashford
Elan Edry
Helen Morris
Leanne Hopkins

4. School Policies

The Governing Body has a range of policies, covering staffing, curriculum and management in place. These documents which are subjected to regular monitoring and review are available at the school.

5. Curriculum

NATIONAL CURRICULUM FOR WALES

Four Purposes

The national Curriculum for Wales outlines its Four Purposes of Education, enabling learners to become: ambitious and capable learners; enterprising and creative contributors; ethical and informed citizens and healthy and confident individuals.

These Purposes inform the design of our own, bespoke curriculum, marrying them with the individual ambitions, interests and potential of every student at Bryntirion. We believe that our responsibility under the Four Purposes is to ensure that students acquire powerful knowledge, understanding and skills to become confident members of society. The curriculum supports our young people to become kind, hardworking individuals, who embody our school values.

Curriculum

At Bryntirion, pupils are taught in subjects. This is because subjects matter. They have an important body of knowledge and specific skills and belong to a rich tradition that is unique to them. For students to think critically and to form their own opinions, it is necessary to have something to think about. We therefore value a knowledge-rich approach, delivered by expert teaching staff. Our curriculum is broad and balanced, providing a wealth of learning across disciplinary subjects, and embraces all the mandatory elements: study of English and Welsh; the three Cross-Curricular Skills (numeracy, literacy, digital competency); Relationships & Sexuality Education; Religion, Values & Ethics; Careers and Work-Related Experiences and this is underpinned by a clear emphasis on the central importance of developing pupils' integral skills.

Progression and Assessment

Our curriculum is structured to ensure that all pupils make progress in their learning as they move through the school, informed by the national Principles of Progression. To support pupils' progress and monitor the effectiveness of our curriculum, we adopt a number of assessment practices. Ongoing '**formative**' assessment activities are those that arise as part of the learning experience in lessons. Teachers assess pupils' understanding and recall during lessons and adapt their teaching or future teaching plans to ensure progress for all. In addition, to identify progress over time and to enable us to evaluate our practice and curriculum, we conduct more infrequent, substantial '**summative**' style assessments through rich tasks.

Implementation & Review

Our curriculum is not fixed: it is subject to constant review and reiteration. Robust self-evaluation of our curriculum and requires participation from not only our teaching staff, but also from parents/carers, governors and pupils. The curriculum will grow, as we endeavour to meet the needs of our pupils and the challenges that lie ahead of them.

Curriculum Intentions Year 7 - [Curriculum Intentions Year 7 Autumn term 2024 in ALOEs.pdf](#)

Curriculum Intentions Year 8 - [Curriculum Intentions Year 8 Autumn term 2024\(1\) in ALOEs \(1\).pdf](#)

Curriculum Intentions Year 9 - [Curriculum Intentions Year 9 Autumn term 2024\(1\) in ALOEs \(1\).pdf](#)

6. School Facilities

The school's toilet facilities are cleaned on a daily basis and are regularly inspected by the school cleaning staff and caretaker for hygiene and cleanliness. They have been completely renovated in Blocks A and B and are now much more attractive and comfortable for pupils. The school caretaking staff ensure that the facilities are kept to a high standard. All blocks have been painted and updated by the caretaker over this academic year. They repair and refresh the exteriors of many buildings; this work has brightened the school considerably. Our grounds maintenance contractors have worked well to ensure the school grounds are attractive and well maintained.

The most recent Estyn report states that there are good facilities for physical education and sports, and the school grounds are secure and well maintained. There are ample information technology learning resources and pupils have enough books and equipment to do their work.

The Governors seek to comply with all guidelines regarding provision of education for disabled pupils. A lift is available for wheelchair users, providing full access to the whole school site. From September 2003, Bryntirion has worked in partnership with the Local Authority to provide a base for pupils with communication disorder difficulties. Provision for wheelchair users has improved and includes new ramps, additional lifts and widened door spaces. Provision for visually impaired learners has also been introduced.

The school's Admissions Policy and Equal Opportunities Policy together with the Accessibility Plan contain further details on the arrangements for pupils with disabilities.

7. Strategic Equality Plan

Bryntirion Comprehensive School has an Equal Opportunities Policy approved by the Governing Body identifying how we are fulfilling our strong commitment to equality and inclusion within the school. [Strategic Equality Policy.docx](#)

8. School Inspection

The school and Governors continue to address the recommendations of the ESTYN Inspectors following the successful inspection of October 2016 (Estyn Report available on school website). The school awaits a date for the next inspection.

9. The Welsh Language

In our curriculum planning, we take into consideration the local authority's Welsh in Education Strategic Plan (WESP) and the ambition of the Welsh Government to achieve a target of one million Welsh speakers by 2050 as outlined in the document Cymraeg 2050. There is a very high level of GCSE uptake and entry, leading to good outcomes in GCSE full course. Full course GCSE Welsh is allotted generous curriculum time and all pupils study Welsh to age 16. Nearly all pupils complete the full course qualification.

A wide range of curricular and extracurricular activities effectively contributes to the development of the Cwricwlwm Cymreig, including Eisteddfodau and residential courses. Pupils participate in a high quality Eisteddfod which brings together curricular aspects of the Welsh dimension. The School has an up to date Bilingualism Plan.

Transition cluster arrangements are good with regular meetings taking place to ensure consistency in approach and in teacher assessment.

10. The sporting aims of Bryntirion are:

To encourage and support every pupil to participate in and enjoy sport and to encourage skill and prowess at all levels.

Bryntirion continues to excel at sporting and cultural activities. We are proud that many of our children actively participate in a wide range of sporting and other enhanced learning activities. All pupils receive at least 2 lessons of PE every week as part of the taught curriculum. Pupils opting for GCSE PE or BTEC Sport receive an additional 5 lessons. The school has an extensive range of extra-curricular sporting activities delivered by the teaching team. Full details can be obtained from the school.

11. Additional Learning Needs

Bryntirion Comprehensive School is an inclusive school where all staff are committed to the success of all pupils. All young people are valued, respected, and welcomed to the school, whatever their individual educational needs may be. Staff work in a person-centred way and this approach is at the heart of the inclusive ethos. The school supports pupils' learning and aim to ensure that they are fully included in all aspects of school life. Through assessment practices, screening and information gathered from primary schools and all stakeholders, staff can identify the needs of pupils and plan the best way forward to support them. The school work closely with a range of outside agencies in order to have a holistic view on each young person. A key part of their work in supporting the needs of all pupils is their effective partnership working with parents, carers and families.

The Hive is a centre for working with pupils across the school and is a very busy environment, as reflected by its name! Interventions, support, well-being, teaching, down-time, meetings, PCP meetings, IDP reviews and much more take place within this nurturing environment. Pupils feel safe, reassured, content and listened to which is reflected in the Pupil Voice. Bryntirion has a large team of support staff who work with pupils and teachers across the school. Communication is vital between the Hive and teaching staff to ensure that all staff are aware of individual needs. The school operates an 'open door policy' and do their very best to meet with parents when concerns/worries are raised. Bryntirion listen and care and believe that all of young people can achieve!

12. My Health Challenge

Bryntirion has implemented the 'My Health' challenge which focuses on the purpose of 'Healthy Confident Individual' scheduled during the summer term. The challenge is cross-curricular in nature and involves multiple departments and last year the objective was to produce a concept for a healthy drink. Students worked in teams based on their school house and received inputs from English, Maths, Science, PE, Art, Health & Wellbeing, Dysgu Byw and through year group assemblies. The challenge involved students collating together cross-curricular knowledge and developing their skills through decisions making, teamwork and a presentation.

13. Destination of Year 11 Leavers 2024

Destination Category	Total
Continuing in full-time education - Same School	107
Continuing in full-time education - School	5
Continuing in full-time education - College	78
Continuing in full-time education - HE	0
Continuing in Part-time Education	2
Entering employment outside WBYP	7
Entering WBYP (employed status)	1
Entering WBYP (without employed status)	1
Unable OR NOT READY to enter Emp, Ed or WBYP (e.g. due to illness, custodial sentence)	3
Known to have left the area	2

14. The Future at Bryntirion Comprehensive School

The future is bright and we will continue to strive to improve further and ensure all pupils at Bryntirion continue to thrive and succeed in all aspects of school life. Our School Development Plan (SDP) [School Development Plan 2024.27 - RP working document.pdf](#) is our strategic approach to help continually improve the quality of provision, leading to the highest standards achievable for all our students. We will continue to frame our ambition around a series of key priorities, focusing on:

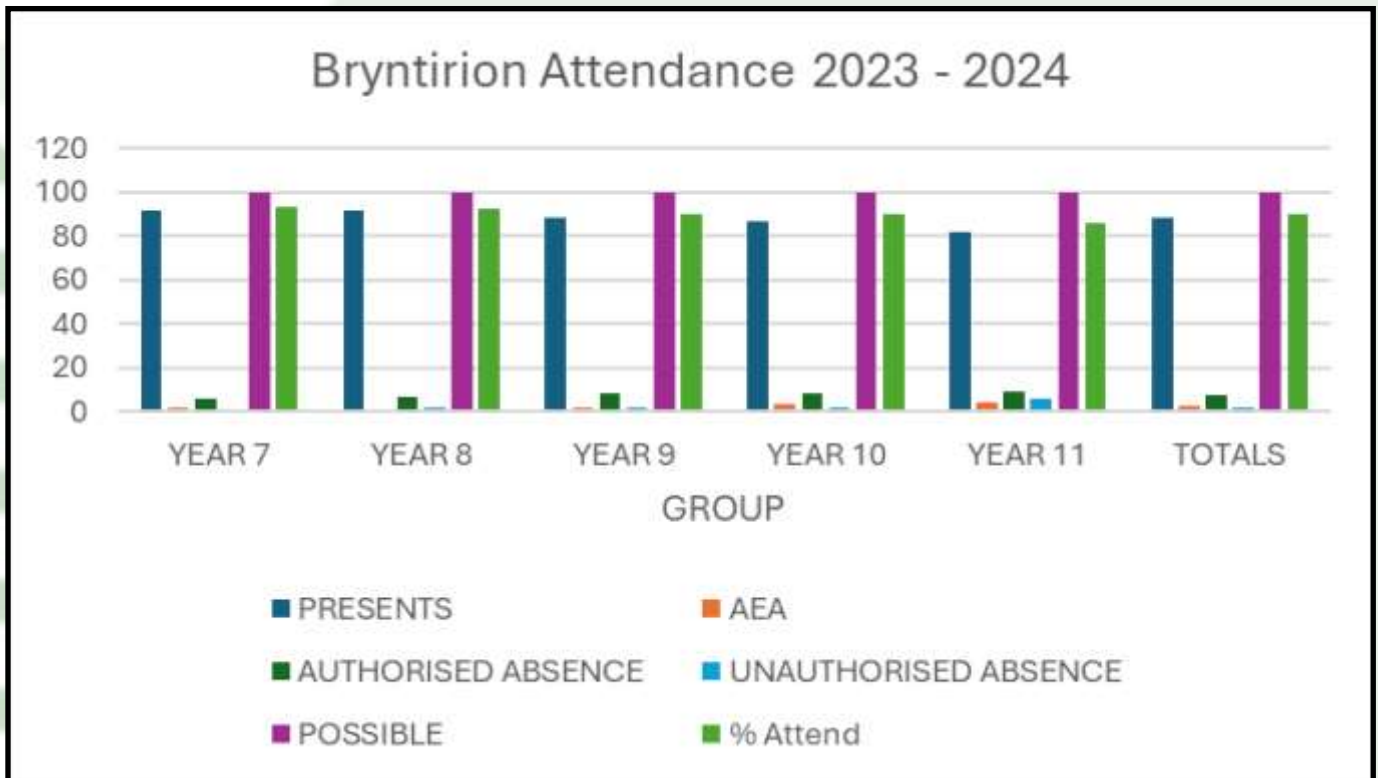
“The Bryntirion Way” - which is -

To have high expectations and aspirations for everyone, and in everything we do. We will do this through: Theme A: High quality teaching and assessment, and a curriculum that meets the needs of all pupils. Theme B: A culture of strong and secure wellbeing, and positive attitudes to life and learning. Theme C: Effective leadership, and compelling and coherent improvement planning. Our aims are fully aligned with national local priorities.

The school regularly and routinely reviews progress in relation to these objectives. Evaluation of progress at regular intervals is discussed with the Governing Body, Local Authority and Central South Consortium.

Welsh Government ‘My Local School’ shares information on local schools, link to website below: [Bryntirion Comprehensive. \(gov.wales\)](#)

15. Attendance



BRYNTIRION COMPREHENSIVE SCHOOL

Financial Statement 2023-2024

EXPENDITURE

Employee Costs 6,473,608.17 6,473,608.17

Premises Related Costs

Repairs, Building work, Kitchen & Pool Maintenance 107,945.49
Grounds Maintenance 9,763.30
Cleaning & Refuse Collection 24,601.36
Services: Gas, Electricity & Water 292,803.20
Rates 99,670.00
534,783.35 534,783.35

Supplies & Services

Examination Fees 181,562.04
Telephone & Postage 12,036.03
Equipment (including leased) 1,161.00
Services (H&S, Alarms, SLAs) 206,761.25
Payments re School Meals 88,067.81
Departmental Allowances, College Links, P.E. Transport 238,230.77
Staff Development 16,327.53
Distinctive School Clothing Grants 12,206.99
Furniture and Fittings 4,144.62
Pupil Clawbacks 42,917.96
Insurance 13,659.13
817,075.13 817,075.13

Total Payments 7,825,466.65

INCOME

Government Grants 383,492.45
School Meals 7,753.91
Hire of School Premises 66,665.00
Other Income 428,076.31
Formula Allocation 6,869,916.19
Underspend from 2022-23 421,828.81
Interest on bank account 38,624.87

Total Income 8,216,357.54 8,216,357.54

Balance carried forward to 2024-25 390,890.89



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Bryntirion Comprehensive

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Headteacher/Prifathro: Mr R K Pawar