



# **PADRE PIO CATHOLIC PRIMARY SCHOOL GOVERNORS' REPORT TO PARENTS/CARERS 2024-2025**

## **School Mission Statement**

At Padre Pio we strive to be:

*A Catholic family where we pray and learn in peace with each other.  
Together, we take the message of Jesus to the world.*

Our aim is to provide a high-quality Christian Education based on the teachings of Christ in the Gospels, where each individual is a valued member of our community and is able to develop his or her talent to the full. We aim to promote in all members of our community, faith and religious commitment, in accordance with the rites, practices and teachings of the Catholic Church.

## **A note from the Chair...**

The purpose of the Annual Governors' Report to Parents is to provide you with a summary of the life of the school over the last academic year, 2024-2025. This report details the work of the Governing Body in providing challenge, scrutiny and support to the school as a 'critical friend'.

Together with the school, and our community partners, we constantly strive towards the shared goal of providing the best educational experiences and opportunities for all our pupils.

One of the most pleasing aspects of our recent Estyn inspection (February 2025) is the recognition of the positive ethos that underpins everything we do at Padre Pio Catholic Primary School. Inspectors praised the 'welcoming and nurturing environment where pupils and staff feel safe, valued and appreciated.' They noted how well staff develop positive working relationships with pupils and this 'creates an environment of mutual respect where pupils feel happy and engage positively with their learning.' Among the many highlights of the report were: Pupils' behaviour described as exemplary; Leaders and staff develop very positive links with families; Leaders and staff prioritise pupils' happiness and well-being at Padre Pio Primary School; Most pupils make strong progress in their literacy skills. The report is a testament to the hard work, dedication and collaboration of our entire school community - pupils, staff, governors, and parents and carers. We are proud of what we have achieved and remain committed to continuous improvement to ensure that we provide the best possible learning environment for all our pupils to thrive.

At the heart of Padre Pio Catholic School is a clear commitment to Catholic values where children are nurtured and guided to reach their full potential in an atmosphere of love, trust and respect in close partnership with you the parents.

We build on the firm foundations you have already created in your child's early years and enjoy working with you to maintain this momentum. We work hard to help children develop a love of learning and strive to provide a rich and broad curriculum. Above all we want your child to be happy, to feel secure and enjoy coming to school.

When your child commences his or her education with us, we all enter into a partnership between the home, school and parish for the benefit of your child, a partnership that relies on everyone's cooperation. Therefore, communication is vitally important. As you are aware, we operate an 'open door' policy within the school, whereby the Acting headteacher, Mrs McGinty, and staff endeavour to make themselves available to parents whenever possible.

We invite you to termly parent-teacher consultations and provide further support through relevant curriculum meetings as required, e.g., Relationship and Sexuality Education (RSE), reading, numeracy and ICT. These meetings are organised to give you information about what the children are learning in school and to provide you with strategies to support your child at home.

There is no requirement to hold an annual general meeting for parents. However, parents are still able to call a meeting if it was felt necessary to do so. This must be done by a parents' petition which has to meet specific requirements. If you require further information, please contact the school.

We have a strong partnership and long may it continue to thrive. On behalf of all governors and staff, thank you for your continued support and cooperation.

**Mrs Ceri Thomas**  
**Chair of Governors**  
**Padre Pio School**

### About the Governing Body

The Governing Body consists of 14 governors. We work closely together and with the Acting Headteacher and staff to formulate the aims and policies of the school. No individual governor has any power unless delegated to him or her by the Governing Body as a whole. The chair of governors, however, has the power to answer letters, deal with emergencies and liaise with the acting headteacher without constant recourse to the full Board of Governors.

Our school is a Voluntary Aided School. This means Religious Education is given in our own Catholic faith. It also means that the school must contribute toward costs for capital repair and maintenance.

The Archdiocese of Cardiff is our founding body and appoints the majority of governors.

COMPOSITION OF THE GOVERNING BODY		
Name	Status	Office Expires
Ceri Thomas	Chair of Governors / Foundation Governor	31/08/2028
Stephanie Williams	Vice Chair / Local Authority Appointed Governor	29/09/2027
Nicola McGinty	Acting Headteacher	
Stuart Allen	Foundation Governor	31/08/2028
Canon Paul Millar	Foundation Governor	31/08/2028
Louise Langley	Foundation Governor	31/08/2028
Denise Newlands-Taylor	Foundation Governor	31/08/2028
Vacancy	Foundation Governor	
Vacancy	Foundation Governor	
Vacancy	Foundation Governor	
Emma Davies	Parent Representative	31/08/2029
Christian Sefton	Teacher Representative	04/02/2029
Paula Carter	Support Staff Representative	18/12/2026
Roya Thomas	Minor Authority Governor	24/07/2029
Peter Knight	Link Officer (Archdiocese)	
EAS Clerk	Clerk to Governors	

Mrs Thomas (Chair of Governors) can be contacted via a letter to the school. The clerk can be contacted via a letter to the school. School Address: Padre Pio Catholic Primary School, Conway Rd., Pontypool, NP4 6HL

### Parent Governor

Emma Davies was elected Parent Governor in 2025. The next election for parent governor is scheduled to take place in 2029.

### Action as a result of any resolutions passed at last meeting with parents

Under Section 94 of the School Standards and Organisation (Wales) Act 2013, parents can request up to 3 meetings a year with the school's governing body to discuss matters relating to school (not individual pupils). This is subject to at least 10% of parents signing a petition – details of the process can be found on our website: <https://www.padrepiorcprimary.co.uk/governors-report-to-parentscarers/>  
As no petition for a meeting was received during last academic year, no meeting was held.

### Financial Report for 2024-2025

The financial outturn statement for the financial year 2024/25 is attached to this report – this provides a summary of how the school's budget was used.

No payments were made to any member of the governing body for travel or subsistence.

## Prospectus

The prospectus has been updated in the light of new guidance, staff changes, new governors, matters relating to attendance. It can be viewed via the school website or on request from the school office.

## Attendance Policy and Request for Absence from School

The headteacher may authorise up to 10 days holiday during term time (depending on the reason for absence and the rate of attendance to date). In cases where children are taken out of school without approval, their absence will be recorded as unauthorised. Absences are monitored by school and the Educational Welfare Service. Fixed penalty notices may be issued for unauthorised absence.

The school attendance target (optional) for 2024-2025 was 92.5%; actual attendance for 2024-25 was 91.4%. The school attendance target (optional) for 2025-26 is 92.5%.

The school is working hard to reduce the number of unauthorised absences and would like to thank parents for their cooperation.

## Equalities

Governors and staff have a legal obligation to ensure equality of approach, treatment, and educational opportunities for all pupils at the school regardless of sex, ethnicity, beliefs, disability, etc.

We have a duty to:

- eliminate discrimination;
- advance equality of opportunity;
- foster good relations.

As a Catholic school we believe that our policies and practices are inclusive and focus on the needs of all learners and stakeholders. In addition to these policies, we also have a statutory duty to set equality objectives for the school. The equality objectives set in our Strategic Equality Plan (SEP) 2025 – 2028 are:

- 1. To ensure all staff and governors improve their understanding of anti-racism and their roles and responsibilities**
- 2. To ensure that pupils who belong to protected groups have equal and consistent access to school**
- 3. To ensure that pupils from protected groups do not experience educational disadvantage**
- 4. To develop our use of data recording and analysis to promote equality**
- 5. To ensure that the views and opinions of all pupils from protected groups are taken into account**

The Governing Body and staff evaluate the effectiveness of the SEP on a regular basis.

## Progress Towards Strategic Equality Plan Targets Academic Year 2024-2025

1. Staff received a range of training, as required, to help support all pupils, including vulnerable pupils, e.g. Training to support pupils with physical disabilities and Emotional Literacy Support Assistant (ELSA) training.

All pupils were assessed through day-to-day observations of their progress and through regular formal assessments- support was put in place as a result of observations and data Teachers differentiated work appropriately to provide support and challenge for the ability of all learners.

Teacher assessment indicated that most pupils engage well in their learning with no noticeable difference between boys and girls.

All pupils with Additional Learning Needs (ALN) were assessed and transferred from the old Special Educational Needs (SEN) Code to the new Additional Learning Needs (ALN) Code

following a Wales Government transitional timetable.

Intervention programmes were tailored to individual pupils needs- with regular assessment and monitoring

2. The school continues to have a pupil-led Rights Respecting Steering Group which meets regularly to plan and promote pupils' rights and responsibilities across the school. Examples of pupils' involvement include:
  - o Leading school assemblies to promote the Rights of the Child;
  - o Engaging pupils in a litter pick around the school and local community– promoting right to a clean environment;
  - o Organised a stall at school fete to promote UNCRC;
  - o Displayed children's rights around the school and made explicit reference to them as appropriate eg right to play and be safe related to playground behaviour;
  - o Explicit reference is made to relevant UNCRC articles in all school policies as they are reviewed.

After achieving the Rights Respecting Schools Bronze Award, we continue working towards achieving the Silver Award.

3. Liaison between High School and Pre-school providers – ALNCo liaised with pre-school providers and High schools to support pupil transfer. Identified Year 6 pupils took part in a transition programme with the feeder High School to support well-being and anxiety
4. Medical training – 1 member of staff received enhanced First aid training. All staff undertook online medical training for asthma and epi-pen administration
5. Accessibility of school site – High visibility markings on step edges in playgrounds were applied. All metal fixtures were fitted with soft bright cushions in and around the playground

### **Community Links**

All parents and carers are welcome to contact and visit the school and your time, effort and support is greatly appreciated.

### **The school attempts to maintain and strengthen links with the community by:**

- providing regular newsletters (also published on the school website);
- celebrating Masses in school and in Church to which parents and parishioners are invited;
- supporting St. Alban's Church Christmas raffle and Lenten Appeal;
- forming a partnership with the local Care Home enabling a connection and communication across different generations;
- supporting several charities including Young Minds, Children in Need, Aneurin Bevan Health Board.

### **Fundraising and Social Events**

Throughout the year, several fundraising and social events are held to bring the school community together and to raise funds for our pupils. Money raised subsidises trips and in-school activities, e.g. cost of supplies for Cookery Club and Art Club, i.e. all children benefit.

In 2024-25, the following fundraising events raised money for our school:

Christmas Concert raffles and Teddy Sale £1015;

Summer Fete £1050.

We give our sincere thanks to all the staff, parents/guardians and other family members who have helped to organise and run fundraising activities, provided donations for the raffle, and all who support events and fundraising activities.

### Sport and Extra-Curricular Clubs

We encourage all pupils to have a healthy lifestyle, and this includes participation in sporting events. During a typical academic year, the school teams participate in the following sporting events:

- rugby and football festivals
- cross-country running
- athletics
- cricket tournaments
- weekly swimming sessions for year 5 pupils

Pupils in year 3 to year 6 can attend a variety of after school activity clubs, including:

- |            |                |
|------------|----------------|
| • Football | • Dance Fusion |
| • Drama    | • Rugby        |
| • Sports   | • Welsh        |
| • Cookery  | • ICT          |
| • Choir    | • Art          |

(Pupils in year 1 and 2 can attend Activities Club.)

### Action taken to review school policies

The Governing body reviews school policies on a rolling programme.

During 2024-25, the policies reviewed included:

Access Plan (within Strategic Equality Plan)

Admissions Policy

Attendance Policy

Charging Policy

Emergency Management Plan

Health and Safety Policy

Marking and Feedback Policy

Online Safety Policy

Safeguarding Policy

All policies are available, on request, from the school office.

### TERM DATES FOR THE ACADEMIC YEAR 2025-26

Term	Term Begins	Half Begins	Term	Half Ends	Term	Term Ends
Autumn	Monday 01.09.25	Monday 27.10.25		Friday 31.10.25		Friday 19.12.25
Spring	Monday 05.01.26	Monday 16.02.26		Friday 20.02.26		Friday 27.03.26
Summer	Monday 13.04.26	Monday 25.05.26		Friday 29.05.26		Monday 20.07.26

### INSET Days - school closed to pupils:

01.09.25	INSET 1
02.09.25	INSET 2
24.10.25	INSET 3
05.01.26	INSET 4
23.02.26	INSET 5
20.07.26	INSET 6

## **Summary of School Development Plan Priorities 2025-26**

### Priority 1

**Develop the independent learning skills of all pupils (and in particular, the older pupils)- Estyn Recommendation**

### Priority 2

**To ensure that the curriculum develops pupils' Welsh skills progressively- Estyn Recommendation**

### Priority 3

**Develop and strengthen leaders at all levels (including strengthen the role of governors in self-evaluation and improvement planning to ensure that they provide suitable challenge to the school- Part Estyn Recommendation**

### Priority 4

**To implement the updated Religious Education Curriculum Directory (RED) fully in all classes**

## **Curriculum for Wales**

At Padre Pio Catholic Primary School, we aim to provide our pupils with authentic, holistic opportunities within their learning. We provide learners with a range of "real life" opportunities that will hopefully be enjoyed thoroughly. As a school community we continue to design and deliver a curriculum that is personal and relevant to us and one that we are proud of.

Through the opportunities provided, we strive to ensure all our learners are:

- Proud to be valuable members of our Catholic school and display our Catholic virtues;
  - Ambitious, capable learners who always work to the best of their abilities and never give up;
  - Enterprising and creative contributors in the class, school, parish and community;
  - Healthy, happy and confident individuals who actively take part in many different experiences.
- (These are based around the Core Purposes set out by the Welsh Assembly Government.)

## What our pupils learn

As well as RE, Literacy, Numeracy and digital skills, there are six Areas of Learning Experiences (AoLEs):

- Humanities (Geography and History);
- Health and Well-Being;
- Expressive Arts (Music, drama and Art);
- Languages, Literacy and Communication (Literacy, Welsh language as well as engagement with Modern Foreign languages further on in the school);
- Mathematics and Numeracy;
- Science and Technology (Science, Design Technology, ICT and STEM opportunities).
- 

In addition to the above, our curriculum will also cover:

- Human Rights;
- Diversity and respecting differences;
- Experience and skills for careers and the workplace (at an appropriate level);
- Learning about Local, National and International contexts;
- Developmentally appropriate relationships.

## How we deliver our curriculum

The staff have created a long-term curriculum map which states which AoLEs will be taught each half term. An overarching theme or context is the focus across the school each half term (e.g., "Let's Celebrate" or "I Wonder.."). Pupil engagement and input is crucial to influence what learners learn- and at the start of each topic, learners are asked what they would like to be included

We endeavour to use a wide range of teaching strategies and resources both indoors and outside to ensure all of our learners reach their full potential and to stimulate a passion for lifelong learning.

We fully recognise that our world is changing, and we need new ideas and creative use of technology to ensure our learners have the necessary skills, knowledge and expertise to lead a fulfilling life as a valued member of society.

### **Additional Learning Needs**

In 2024-25 there were 23 pupils on the Additional Learning Needs Register, 12.6% of the school population. Mrs Jones is the Additional Learning Needs Coordinator (ALNCo).

Several members of support staff (Teaching Assistants) have supported pupils through intervention programmes and in-class support.

An excellent rapport exists between all our support staff and the pupils that benefit greatly from the support they receive, enabling them to reach their full potential.

Mrs Ceri Thomas is the Governor with responsibility for Additional Learning Needs.

### **Language of the school**

95.7% of the pupils speak English and/or Welsh as their first language.

### **Use of Welsh Language**

Padre Pio is an English medium Catholic school. However, we are very aware of our role, as a school in Wales, in promoting and developing the use of Welsh as a living language. In addition to sessions where we teach Welsh as a second language, the school tries to promote the language as the working language of the school. Simple instructions (sit on the carpet / line up at the door) are given through the medium of Welsh, where pupils hear the language and respond to it through action. Staff and pupils greet each other throughout the day using the medium of Welsh and pupils are encouraged and supported to use the short sentence patterns they know outside of the classroom, in the playground.

All members of staff have been trained to teach Welsh as a second language. Training is supported by the peripatetic teacher who assists both pupils and staff.

### **Toilet Facilities**

The toilet facilities in Padre Pio School are very good. The children in Reception have access to their own toilets. In years 1 and 2 and in years 3 and 4 the children have access to shared unisex toilets in their cloakrooms. In years 5 and 6, boys and girls have access to separate toilet facilities fitting with their need for more privacy. The school is also fortunate to have 3 further disabled toilets on the premises. Each toilet area also has washbasins, liquid soap, and hand driers or paper towels. The toilets are cleaned every day.

### **Promotion of Healthy Eating and Drinking**

The school has achieved phase 5 of the Healthy Schools Scheme. Water (or milk for pupils in reception class – class 2) is available for pupils to drink in school. Water is available to all pupils in each class. Pupils are encouraged to eat fruit at breaktime. For lunch, pupils can order a free hot meal from Torfaen Catering. Meal options are nutritionally balanced.

DB0470

Padre Pio Primary School

		Actual 2023/2024 £	Actual 2024/2025 £
<b>B3UR - Usable Reserves</b>			
9101	School Balances	(138,111.85)	(131,501.52)
	<b>Usable Reserves</b>	<b>(138,111.85)</b>	<b>(131,501.52)</b>
	<b>Total for : Total Reserves</b>	<b>(138,111.85)</b>	<b>(131,501.52)</b>
<b>3AA - Employees</b>			
0001	Salaries	904,285.48	936,334.48
0029	Sick Leave - Replacement	16,758.40	37,215.70
0032	Other Replacement	26,845.15	15,963.88
0055	Overtime	15,313.63	5,191.65
0065	Sick Pay	858.83	126.90
0090	Supply Cover Non-Teaching	0.00	0.00
0096	School Grants - Salary Offset	(118,867.00)	0.00
0439	Courses/Training	5,985.00	120.00
0485	First Aid Allowance	851.95	645.50
6007	Recharge - Supply Cover Scheme	8,919.87	11,545.37
	<b>Employees</b>	<b>860,951.31</b>	<b>1,007,143.48</b>
<b>3DD - Premises</b>			
1000	Building Repair & Maintenance	11,772.70	6,504.51
1064	Statutory Testing/Duty of Care - Schools	6,913.61	5,450.48
1100	Grounds Maintenance	9,690.25	4,836.37
1152	Electricity	31,170.40	15,786.47
1153	Gas	15,526.69	8,607.96
1200	Water Services	3,583.13	2,691.24
1253	Building Security (Including CCTV)	0.00	0.00
1320	Building Cleaning	2,724.00	0.00
1322	Cleaning Equipment & Materials	3,553.50	3,312.62
1325	Refuse Collection	2,017.21	1,967.20
	<b>Premises</b>	<b>86,951.49</b>	<b>49,156.85</b>
<b>3FF - Transport</b>			
2304	Travel/Casual User Car Allowance	0.00	0.00
	<b>Transport</b>	<b>0.00</b>	<b>0.00</b>
<b>3HH - Supplies &amp; Services</b>			
3050	Schools Capitation	33,658.11	30,925.12
3154	First Aid Supplies & Services	126.92	105.10
3217	Payments Under Contract - Catering	12,847.00	12,847.00
3353	Paper	1,153.00	918.20
3355	Photocopier Expenses	3,064.24	3,030.58
3448	School to school / External support	0.00	0.00
3462	Medical Fees	0.00	0.00
3474	DBS checks	0.00	0.00
3476	Licences	281.69	506.25
3510	Telephone - Call Charges & Rentals	1,210.08	1,328.88
3545	IT Hardware (inc Printers & Scanners)	8,256.28	7,173.68
3570	VOIP Phones & Software	4.00	0.00
3715	Hospitality	0.00	99.91
7710	Salting / Gritting	185.00	0.00
	<b>Supplies &amp; Services</b>	<b>60,786.32</b>	<b>56,934.72</b>
<b>3KK - Third Party Payments</b>			
3812	School Music Service	3,749.37	2,450.00
4155	Direct payments	0.00	0.00
	<b>Third Party Payments</b>	<b>3,749.37</b>	<b>2,450.00</b>
<b>3NN - Support Services</b>			

DB0470		Padre Pio Primary School		Actual 2023/2024 £	Actual 2024/2025 £
<b>3NN - Support Services</b>					
6036	Govenors SLA			260.00	0.00
6041	Swimming SLA			1,569.40	1,967.66
6042	Schools SLA			34,490.75	34,807.32
<b>Support Services</b>				<u>36,320.15</u>	<u>36,774.98</u>
<b>3PP - Capital Related Costs</b>					
7004	Principal Repaid			0.00	0.00
<b>Capital Related Costs</b>				<u>0.00</u>	<u>0.00</u>
<b>3YE - Other Budgets</b>					
6051	Internal Loans			0.00	5,923.00
6052	From Other Departments			25.00	(245.00)
6053	To / From Other Accounts			(5,222.00)	0.00
<b>Other Budgets</b>				<u>(5,197.00)</u>	<u>5,678.00</u>
<b>Total for : Expenditure</b>				<u>1,043,561.64</u>	<u>1,158,138.03</u>
<b>3CS - School Funding</b>					
8704	Contingency - ALN			0.00	(1,281.21)
8706	Contingency - General			0.00	(785.31)
8710	Budget Share			(884,805.00)	(866,456.00)
8715	School Budget Share - Funding Adjustment			0.00	(5,654.36)
<b>School Funding</b>				<u>(884,805.00)</u>	<u>(874,176.88)</u>
<b>3RR - Government Grants</b>					
8001	EAS - School to School Funding			(36,432.00)	(14,660.00)
8074	Welsh Assembly Government			(66,753.08)	(187,615.58)
<b>Government Grants</b>				<u>(103,185.08)</u>	<u>(202,275.58)</u>
<b>3SR - Contributions from Reserves</b>					
8681	Contribution from Specific Reserves			(7,328.39)	(7,080.19)
<b>Contributions from Reserves</b>				<u>(7,328.39)</u>	<u>(7,080.19)</u>
<b>3SS - Other Funding &amp; Contributions</b>					
8145	Contributions To Property/Capital Works			(6,914.75)	0.00
<b>Other Funding &amp; Contributions</b>				<u>(6,914.75)</u>	<u>0.00</u>
<b>3TT - Customer &amp; Client Receipts</b>					
8302	Donations, Gifts And Legacies			(3,910.83)	(7,253.21)
8312	Other Receipts Miscellaneous			(7,970.00)	(9,629.12)
8358	Other Tuition Fees			(625.00)	0.00
8720	Supply of Teaching Staff (prov of Educ)			(5,832.64)	(5,750.00)
<b>Customer &amp; Client Receipts</b>				<u>(18,338.47)</u>	<u>(22,632.33)</u>
<b>3UU - Recharges</b>					
8290	Int. Income - Insurance Claims			(319.62)	0.00
8292	Int. Income - Mutual Absence Fund			(16,060.00)	(31,857.50)
<b>Recharges</b>				<u>(16,379.62)</u>	<u>(31,857.50)</u>
<b>Total for : Income</b>				<u>(1,036,951.31)</u>	<u>(1,138,022.48)</u>
<b>Total for : Padre Pio Primary School (surplus)/deficit</b>				<u>(131,501.52)</u>	<u>(111,385.97)</u>