



Headteacher's Report March 2018

1. Staffing

The five members of staff who indicated an interest have been informed of the decision to agree to Voluntary Redundancy.

Tracy Grenyer (teacher)	31 August 2018
Simon Ross (teacher)	31 August 2018
Margaret Eyton (TA)	31 March 2018
Joe Jurdzis (Site Manager)	To be confirmed
Debbie Seel (finance)	To be confirmed

The date of redundancy for Joe Jurdzis and Debbie Seel will be decided when the restructuring of the Business Team and the Site Team has been completed. I have completed the first round of Individual Consultation Meetings with each of the Cleaners. Trade Union Representatives and Brian Rozier from HR have also been in attendance. A second round of meetings will take place and it is hoped that the new arrangements will be in place by the end of May.

To complete the restructuring, four appointments still need to be made – Business Manager (Grade J) from a ring fenced internal pool, Caretaker (internal appointment), Cleaning Supervisor (internal appointment) and an Administration Assistant (external appointment).

The school remains 0.8 overstaffed in Modern Foreign Languages and there were no indications of interest in Voluntary Redundancy in this area. The school is therefore, moving into Compulsory Redundancy process. The Staff Dismissal Committee (Ray Wells, Heidi Roe and Margaret Hanson) met on Thursday 8 March to agree the three staff affected and to draft the selection criteria. The proposed selection criteria will need to be agreed by the IEB before wider consultation with Staff and Unions begin.

2. Licensed Deficit Budget

I am meeting with Dave Bateman from Flintshire Finance Team on Tuesday 13 March, so I will be able to update Governors at the meeting. The Flintshire Team have agreed in principle our application for Prudential Borrowing to ease our ICT difficulties. The repayments of £20,000 a year for five years will form part of the wider budget deficit agreement. The staffing savings that have already been agreed have considerably improved the overall budget position.

We received our budget allocation for 2018-19 on 26 February. After the preliminary meeting on 13 March, Governors will be well placed to agree the overall budget and to make a formal Licensed Deficit application.

3. Other Funding

Thank you to Rita Price and the Diocese for approving our bid for £30,000 of CRAMP funding to replace the wooden window frames in Social Sciences. Thanks also to GwE who have agreed to the school's bid for £5,000 to fund the OLEVI programme. Two members of staff will be trained to offer our teaching team group and personalised training and coaching.

4. Teaching and Learning

OLEVI will provide us with the very important next step in developing teaching and learning in the school. So far the emphasis has been on quality assuring performance and sharing good practice. In recent weeks, two Professional Practice Groups have been set up to investigate and research the key development areas of More Able and Talented and Boys' Achievement. More than half the teachers on the staff have volunteered to join the groups.

5. Quality Assurance

A whole school work scrutiny will be completed 12 – 16 March so Paul Rowlands will be in a position to report the key findings. The last departmental work scrutiny was positive and shared clear progress in embedding the school's Marking and Assessment Policy. Some staff have had individual feedback on the need for more challenging EBI targets and improved pupil responses to teacher comments.

The Pastoral Review calendared for week beginning 5 March will continue into the following week. The review is focusing on the quality of behaviour for learning and is using a range of data, classroom visits and pupil voice. The review is led by the Heads of Year. Julie Green will provide an update at the meeting.

6. School Development Plan (SDP)

The school Leadership team is currently reviewing progress with the SDP. I will report to governors at the meeting.

7. Events

The St David's Day Mass celebrated by Father Fretch was a great whole school occasion. The response from the pupils was exemplary. Key Stage 3 pupils were also fully involved in displaying their creative talents during the school Eisteddfod on 9 March. Year 10 Parents' Evening had to be deferred from 1 March to 7 March due to the weather. Despite the postponement, 70% of parents attended. The responses to the parent questionnaire were very positive.

8. Heating

The school experienced difficulties with the heating system on 7 and 8 March. Heating in the main school was restored early on 8 March but there is still no heating in the Art/Technology/ICT building. Engineers have discovered a water leak in the underground pipe from Science, underneath the staff entrance to the school. The cost of repairs is estimated to be £6 – 10,000 and the work will take 10 days. It does, however, seem very likely that we will be able to claim the cost of the repairs in our buildings insurance. Temporary heating is in place in the affected areas and the school is running as normal.

9. Attendance

The overall school attendance for the year so far is 93.2%

10. Safeguarding and Complaints

The historic complaint is unresolved.

11. Parent and Staff Governors

The two teacher governors on the shadow Governing Body will be Alison Amos and Ricky Davies. The support staff governor will be Kate Foster-Noble. Mr Ged Logan will be a parent governor but two vacancies remain. The deadline for nominations has been extended for any parents who would like to be considered.