

Bishop Vaughan Catholic School



ANNUAL REPORT OF THE SCHOOL GOVERNING BODY 2024 - 2025

Report of the Governing Body concerning the discharge of its functions during the school year 2024 - 2025.

Bishop Vaughan School is a Catholic Voluntary Aided School in the Diocese of Menevia. The school caters for the religious, educational and pastoral needs of Catholic children between the ages of 11-18 from Swansea and the surrounding area.

INTRODUCTION

This is the Annual Report of the Governing Body for 2024-2025 and gives you a useful insight into some of the key features of the school and its performance. Please take time to read it and absorb the details.

Governors are appointed to ensure that objectives are met and that planning for the future is both visionary and realistic. We are here to support and encourage our Headteacher, Senior Leadership Team and all school personnel so that children have access to a rich education and the opportunities they deserve.

As governors we become involved with a variety of issues including finance, pupil welfare, policies, building/grounds maintenance and staff appointments. However, without a doubt, we consider that our most important role is to ensure the highest of standards in relation to the welfare and education of the pupils.

We are justifiably very proud of the children in our school. In addition, this is an opportunity for me to thank all the parents who encourage and support their children so admirably. In a good school, such as ours, parents take a great interest in their child's learning and development.

I believe that at Bishop Vaughan Catholic School, governors, staff, parents and children work as a team, building on success, in a happy, creative, high-attaining environment where everyone feels valued. Parents and governors have key roles in helping the school to maintain high standards for all our children, both now and for future generations.

Welsh Government statutory guidance enables parents to request up to three meetings in a school year with the governing body. There is no longer a requirement for governing bodies to hold an annual parents' meeting but they may continue to call parents' meetings if they believe that an issue needs to be discussed. The purpose of a meeting requested by parents should be to discuss issues directly relating to the school, not individual pupil progress and achievement or grievances against a member of staff or the governing body. Of course, governors would hope that concerns are first raised with the school.

If 10% of the parents of registered pupils at the school or the parents of 30 pupils registered at the school, whichever is the lower number, request a meeting with governors, the school governing body is required to hold a meeting.

Should you wish to contact me to discuss any matter, please do so by first contacting our Headteacher. I look forward to meeting as many of you as possible throughout the forthcoming year.

Cllr Sam Pritchard
Chair of the Governing Body, November 2025

THE GOVERNING BODY

The following people can be contacted through Bishop Vaughan School:

Chair: Cllr S Pritchard
Vice Chair: Fr R Davies
Clerk to the Governors: Mrs EJ Gwyther

The Governors of the School for the academic year 2024 - 2025 were:

Name	Position	Term of office
Mrs E Pole	Headteacher	Ex officio
Cllr S Pritchard	Chair and Local Authority Governor	24/06/2025
Fr R Davies	Vice Chair & Foundation Governor	08/11/2024
Ms S Dawkins	Foundation Governor	07/07/2028
Mrs T Parry	Foundation Governor	16/03/2028
Fr C Thadathil	Foundation Governor	09/01/2025
Mr J Twist	Foundation Governor	02/03/2028
Canon P Watson	Foundation Governor	08/11/2024
Mr D Minister	LA Governor	23/03/2026
Ms K Hodge	Parent Governor	07/07/2028
Mr M Lock	Parent Governor	07/04/2008
Mrs A Tanikie	Parent Governor	07/04/2028
Mrs A Lawrence	Staff Governor	05/10/2025
Mr D Crudge	Teacher Governor	05/10/2025
Ms K Reed	Teacher Governor	28/01/2028

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
School name	Official reference number	School opening/ closing O/C	Date opening/ closing	Number of pupils	Budget share		Notional S.E.N. budget £k	Non-ISB Funds devolved to schools £k
					Per school £k	Per pupil £		

Secondary schools

Birchgrove	4075			690	4,587	6,647	1,061	
Bishop Gore School	4044			1,321	7,603	5,756	905	
Bishop Vaughan School	4600			1,196	6,332	5,294	389	
Bishopston Comprehensive	4069			1,123	6,207	5,527	701	
Cefn Hengoed	4031			916	5,482	5,984	749	
Dylan Thomas Community School	4076			698	4,804	6,882	1,182	
Gowerton Comprehensive School	4063			1,151	6,531	5,674	765	
Morrison Comprehensive	4033			1,116	6,607	5,920	908	
Olchfa School	4032			1,845	9,720	5,269	600	
Pentrehafod School	4043			1,133	6,668	5,885	1,031	
Penyrheol Comprehensive School	4062			884	5,393	6,101	633	
Pontarddulais Comprehensive School	4072			867	5,000	5,767	584	
Ysgol Gyfun Gymraeg Bryn Tawe	4078			925	5,300	5,730	418	
Ysgol Gyfun Gwyr	4074			1,158	6,292	5,434	399	

(11) Totals/average secondary schools

15,023	86,526	5,760	10,325	0
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STATEMENT OF ACTUAL EXPENDITURE 2024/25 FINANCIAL YEAR

	Delegated Expenditure £	Non-Delegated Expenditure £	Total Net Expenditure £
Teachers' Salaries	4,846,170	8,036	4,854,206
Salaries	1,643,729	44,927	1,688,656
Other Employee Costs	-2,043	-570	-2,613
Premises	51,364	0	51,364
Transport	2,498	549,715	552,213
Supplies & Services	1,518,193	0	1,518,193
Recharges	12,182	11,358	23,540
Gross Expenditure	8,072,093	613,466	8,685,559
Grant Income	-957,446	0	-957,446
Other Income	-676,383	0	-676,383
Gross Income	-1,633,829	0	-1,633,829
Net Expenditure	6,438,264	613,466	7,051,730

RESERVES:	£
FINAL FORMULA ALLOCATION:	6,315,097
TOTAL NET EXPENDITURE:	6,438,264
TRANSFER TO / (FROM) RESERVES:	-123,167
OPENING BALANCE ON RESERVES 01/04/24	-20,989
CLOSING BALANCE ON RESERVES: 31/03/25	-144,156

PROVISIONAL TERM DATES FOR THE NEXT SCHOOL YEAR 2026 - 2027

		HALF TERM HOLIDAYS		
Term	Term begins	Begins	Ends	Term ends
Autumn 2025	Monday 1 st September	Monday 27 th October	Friday 31 st October	Friday 19 th December
Spring 2026	Monday 5 th January	Monday 16 th February	Friday 20 th February	Friday 27 th March
Summer 2026	Monday 13 th April	Monday 25 th May	Friday 29 th May	Monday 20 th July

SCHOOL DAY 2024 – 2025:

The school day for the school year 2024-2025 was organised into four one-hour periods and one fifty-minute period between Monday and Thursday. On Friday it was organised into three fifty-five-minute periods, one fifty-minute period and one one-hour period. This was for all year groups.

	Monday- Thursday	Friday
Tutorial	8.50 am – 9.10 am	8.50 am – 9.25 am
Lesson 1	9.10 am – 10.10 am	9.25 am – 10.20 am
Lesson 2	10.10 am – 11.10 am	10.20 am – 11.15 am
Breaktime	11.10 am – 11.30 am	11.15 am – 11.35 am
Lesson 3	11.30 am – 12.30 pm	11.35 am – 12.30 pm
Lesson 4	12.30 pm – 1.20 pm	12.30 pm – 1.20 pm
Lunchtime	1.20 pm – 2.00 pm	1.20 pm – 2.00 pm
Lesson 5	2.00 pm – 3.00 pm	2.00 pm – 3.00 pm

ACTION TAKEN TO REVIEW SCHOOL POLICIES

There is a continuous process of review of school policies, and these can be viewed on our school website.

During the academic year 2024-2025 Governors adopted updates to the following policies:

- Admissions Policy
- Assessment, Recording and Reporting Policy
- Careers Policy
- CCTV Policy
- Charging & Remissions Policy
- Child Protection Policy
- Disability Equality Scheme
- Equal Opportunities Policy
- e-Safety Policy
- ESDGC Policy (Education for Sustainable Development and Global Citizenship)
- Examination Contingency Policy
- Examinations and Word Processing Policy
- External Examinations Policy
- FOI and Publication Scheme
- Food and Fitness Policy
- Health & Safety Policy
- Health and Wellbeing Policy
- Home School Agreement
- Lettings Policy
- Malpractice Policy
- Privacy Notice
- Resolution Policy for all School Based Staff
- RSE (Relationships and Sex Education) Policy
- School Session Times Policy
- Staff Wellbeing Policy
- Substance Misuse Policy
- Uniform Policy
- Volunteer and Visitor Policy
- Whistleblowing Policy

ESTYN INSPECTION

Since the last report to parents and carers, the school has undergone Estyn inspection. [The report can be found in full here](#), and excerpts are provided below:

Strong Catholic values underpin all aspects of the school's work.

The culture of Bishop Vaughan Catholic School includes celebrating diversity, ensuring equity and striving for excellence.

The school's provision meets the needs of all pupils, including those of its most vulnerable pupils, well. This contributes significantly to pupils' well-being and their enjoyment in learning.

Leaders have high expectations, know the school well and build strong links with the wider community.

... a strong sense of belonging where all members of the school community feel safe, valued and supported.

The well-being and personal development of all pupils is a high priority within the school.

Bishop Vaughan Catholic School strives for quality, excellence and achievement in all it does.

Leaders have established a strong culture of safeguarding.

Pupils with additional learning needs (ALN) make good progress against their personal targets.

Thoughtful planning of provision and effective teaching have a positive impact on the achievement and progress of pupils.

The school is especially effective at raising the aspirations of pupils from all backgrounds to help them fulfil their potential.

The school provides strong support for pupils' spiritual, moral, social and cultural development through formal lessons, liturgical celebrations and the kindness members of the school community regularly display to each other.

... teachers have high expectations of their pupils and deliver engaging, well-structured lessons that build effectively on prior learning.

Pupils at Bishop Vaughan Catholic School say that they feel safe, secure and valued.

The school has made strong progress in developing its approach to Curriculum for Wales based on **Catholic values and virtues, which permeate all aspects of school life.**

[Pupils] co-operate with each other maturely in pairs and small groups, and show respect for the contribution of others.

... enthusiastic and curious learners.

Sixth form pupils engage well with their learning, listen attentively and respond effectively to the teacher and each other. They ask questions and display humility about themselves seeking support for their independent learning as required.

The principles and teaching of the Catholic faith are at the heart of the school's mission, which contributes to the welcoming and inclusive ethos.

A broad programme of extra-curricular activities enables pupils to develop their interests beyond the classroom...

[Pupils] have positive attitudes to learning and take pride in their work arriving promptly to lessons and settling quickly to their tasks.

The school's caring and highly inclusive ethos reflects the vision that every pupil should flourish.

Pupils say their teachers are supportive, approachable and caring.

The school places a strong emphasis on the well-being, care, support and guidance of its pupils.

The school has a strong culture of safeguarding underpinned by an ethos of mutual support reflecting **gospel values**.

Leaders, staff, and pupils work diligently

There is a strong sense of **community** and **staff build positive relationships with pupils, modelling the behaviours that they wish to inspire.**

The courtesy, politeness and respectfulness of pupils to each other, staff and visitors is a notable strength of the school, reflecting strong Catholic values and attributes.

The school celebrates the diversity of its school population through the curriculum and whole-school events. This is a major strength of the school and is central to its ethos and culture.

SPOTLIGHT: The importance of a reading culture

The school recognises clearly the importance of reading to boost pupils' attainment, support improvements to their well-being and to help them develop as well-rounded, ethical and informed individuals. Consequently, the development of a reading culture that celebrates the joys of reading has been prioritised by the school and underpinned by well-resourced provision including writers in residence, book groups, reading recommendations and the annual Festival Culture. This initiative benefits and is appreciated by many members of the school community.

SPOTLIGHT: Celebrating cultural heritage

The school celebrates its cultural heritage and diversity through a series of festivals on the themes of Peace, Culture, Family and Health. These focus on different aspects of social, moral and creative development. The Festival of Peace is designed to develop pupils' understanding of themselves and the different cultures within the community.

This festival is designed and led by the school's diversity group. They have also focused on 'decolonising' the curriculum in history curriculum. This is highly successful in promoting pupils' understanding of each other, as well as equality and diversity.

Pupils at Bishop Vaughan Catholic School value and appreciate the Welsh heritage and language within the school's culturally diverse environment.

Pupils with ALN make strong progress.

... calm, reflective and assured leadership, underpinned by a clear vision for raising aspirations and broadening horizons ... Staff understand and share this vision, ensuring that it permeates all aspects of school life.

Leaders have developed strong partnerships with parents and stakeholders, establishing effective communication through newsletters and the school website. These opportunities allow parents to engage easily with the school and contribute their views.

The Additional Learning Needs Co-ordinator provides clear and effective leadership.

Staff well-being is ... a key priority, and leaders foster an open and supportive culture. Regular dialogue ensures that staff feel valued, and contribute to a collaborative, supportive working environment.

Senior leaders ensure that professional learning aligns closely with school improvement priorities, and they evaluate training well to ensure that it has a clear impact on classroom practice.

The school is successful in addressing national priorities such as reducing the impact of poverty on attainment.

LINKS WITH THE COMMUNITY

The following items provide a few of the year's key events by way of an indication of school life at Bishop Vaughan. For a fuller account of these, please see the Bishop Vaughan website for the [termly newsletters here](#) and the [Headteacher's monthly blogs here](#).

Jubilee Year

This year, the Catholic Church has, as our pupils are aware, celebrated a Jubilee Year, as is the case every twenty-five years. The theme for the Jubilee Year is 'Pilgrims of Hope.' There have been countless activities linked with this theme, as detailed in our regular school newsletters on the website. Notably, it was the theme for our Awards Evenings and for this year's Festival of Peace (see below).

Festival of Culture

In July, pupils participated in the school's annual Festival of Culture – a vibrant event that celebrates music, literature and the arts in all of their forms. From music performer showcases and instrument workshops with Swansea Music Service, to a male voice choir performance, an Irish ceilidh band, Swansea Arena music workshops, storytelling, inspirational talks, pop-up bookshops and a great deal more besides, this provided our pupils with a really exciting week to end the year. It was clear that our pupils really enjoyed and benefited from the rich Festival programme!

Enrichment Fair

Numerous pupils created and manned stalls at the school's Enrichment Fair in September, with local groups from the community joining us to advertise activities for the pupils we serve. It was a lovely opportunity to share details of the extensive extra-curricular offering and to recruit new members. The stalls were popular and new members have been gained from across all year groups.

Festival of Peace

We held our fifth Annual Festival of Peace towards the end of September. This year, as many parents and carers will know from having visited it, our theme was 'Pilgrims of Hope', thus linking our festival to the theme of the Jubilee Year. There were some incredibly thoughtful and creative interpretations of the theme with exhibits from every academic department which were showcased in our Main Hall for a full week.

The central exhibit was the Science Department's towering lighthouse in the centre of the hall, with a rotating light as a real lighthouse would have, this symbolising that Christ is our light and that He is at the centre of our lives, making us safe and guiding us on our journey. Similarly, we are called to reflect His light and His message, acting as beacons to others. The twinkling fairy lights around the remainder of the exhibition symbolised that fact, as did the beautiful light boxes created by the RE Department.

The Art Department's extensive contribution complemented those of PE, History, Maths, Sociology and in fact every single department, combining with stalls representing the cultures that make up our community and the Junior Legion of Mary's beautifully-decorated stall to remind us of our shared values and to explore the conditions for peace in our world.

During the week, we welcomed very many visitors, including the Deputy Lord Lieutenant (as the King's representative in the region), the High Sheriff of West Glamorgan, the Master of the Worshipful Livery Company of Wales and the Leader of the Council. In addition, we were joined

by our Assembly Member, the Cabinet Member for Education, the Director of Education, the Deputy Lord Mayor and both Directors of Education for the Archdiocese. We were pleased to host too many further visitors, including several of the local clergy, alongside Governors, parents and visitors from cluster primary schools. Guests enjoyed tours of the exhibition guided by prefects, followed by refreshments and a performance from the choir. Feedback was extremely positive.

SCHOOL ROLL

The numbers of pupils on the school roll as at the census in January 2025 were:

Year 7:	188
Year 8:	212
Year 9:	212
Year 10:	204
Year 11:	192
Year 12:	126
Year 13:	92

The total number was 1236; 603 boys and 633 girls

PUPIL DESTINATIONS 2025

Aston University, Birmingham
Bournemouth University
Bristol, UWE
Cardiff Metropolitan University
Cardiff University
Keele University
London School of Economics and Political Science,
University of London
Queen Mary University of London
Swansea University
University of Bath
University of Bristol
University of Greenwich
University of Leicester
University of Reading
University of South Wales
University of Southampton
University of Wales Trinity Saint David
University of Warwick

PUPIL DEGREE SUBJECTS 2025

Adult Nursing
Aerospace Engineering
Architecture
Biomedical Engineering
Chemistry
Computer Science
Computer Science & AI
Criminology and Criminal Justice
Cyber Security
Diagnostic Radiography and Imaging
Economics
Education
Electrical and Electronic Engineering
Environmental Geoscience
Forensic Science
General Engineering (with Industry)
Graphic Design (Swansea College of Art)
Health & Social Care
Health and Social Care with Applied Practice
Health, Wellbeing and Social Care Management
History
Human Nutrition and Dietetics (with Foundation Year)
Law
Law in Practice with International Relations
Law LLB
Law with a Year Abroad
Law with Criminology
Mechanical Engineering
Mechanical Engineering with a Foundation Year
Mechatronics Engineering (with Foundation Year)
Medical Sciences and Population Health with a Foundation Year
Medicine
Nursing (Adult)
Optometry with a Preliminary Year
Osteopathy
Pharmacy
Pharmacy with Preparatory Year
Psychology
Psychology with Cognitive Neuroscience
Psychology with Foundation
Psychology with work placement
Rehabilitation and Exercise Science
Speech and Language Therapy
Sport & Exercise Science
Sport, Media and Culture

Curricular Developments

Work continues to ensure that our Curriculum for Wales is continually refined to meet the needs of our pupils and to ensure it places Christ at the centre of all that we do within our Catholic setting. We have developed a knowledge-rich curriculum which is in line with our ethos; this seeks to develop and refine our pupils' application of their newly-acquired knowledge through the refinement of skills. The Catholic Pupil Profile Virtues and the four core purposes of the Curriculum for Wales are outlined in the graphic. In our school, we seek to nurture all of these characteristics in our pupils:



CURRICULUM 2024 – 2025

Both curricular and extra-curricular news are detailed extensively in our [termly newsletters, linked here.](#)

School Development Plan Update

The overarching areas of our work are readily referenced in our day-to-day work with practitioners and pupils. We have gathered those key work streams under the acronym 'PEACE'.

Peace, in all its forms, is entirely central to all that we do in Bishop Vaughan, whether this be promoting and celebrating our extremely diverse cultural heritages, exploring the conditions for peace as we do in our annual festival, living in accord with our principles in terms of the peaceful and ethical stewardship of creation or holding the words of the scriptures at the heart of our work, such as those in Colossians 3: 14-15 –

*“Above all, clothe yourselves with love,
which binds everything together in perfect harmony.
And let the peace of Christ rule in your hearts.”*

Our 'at-a-glance guide' to our existing SDP therefore is shown as follows:

SDP Summary for Pupils

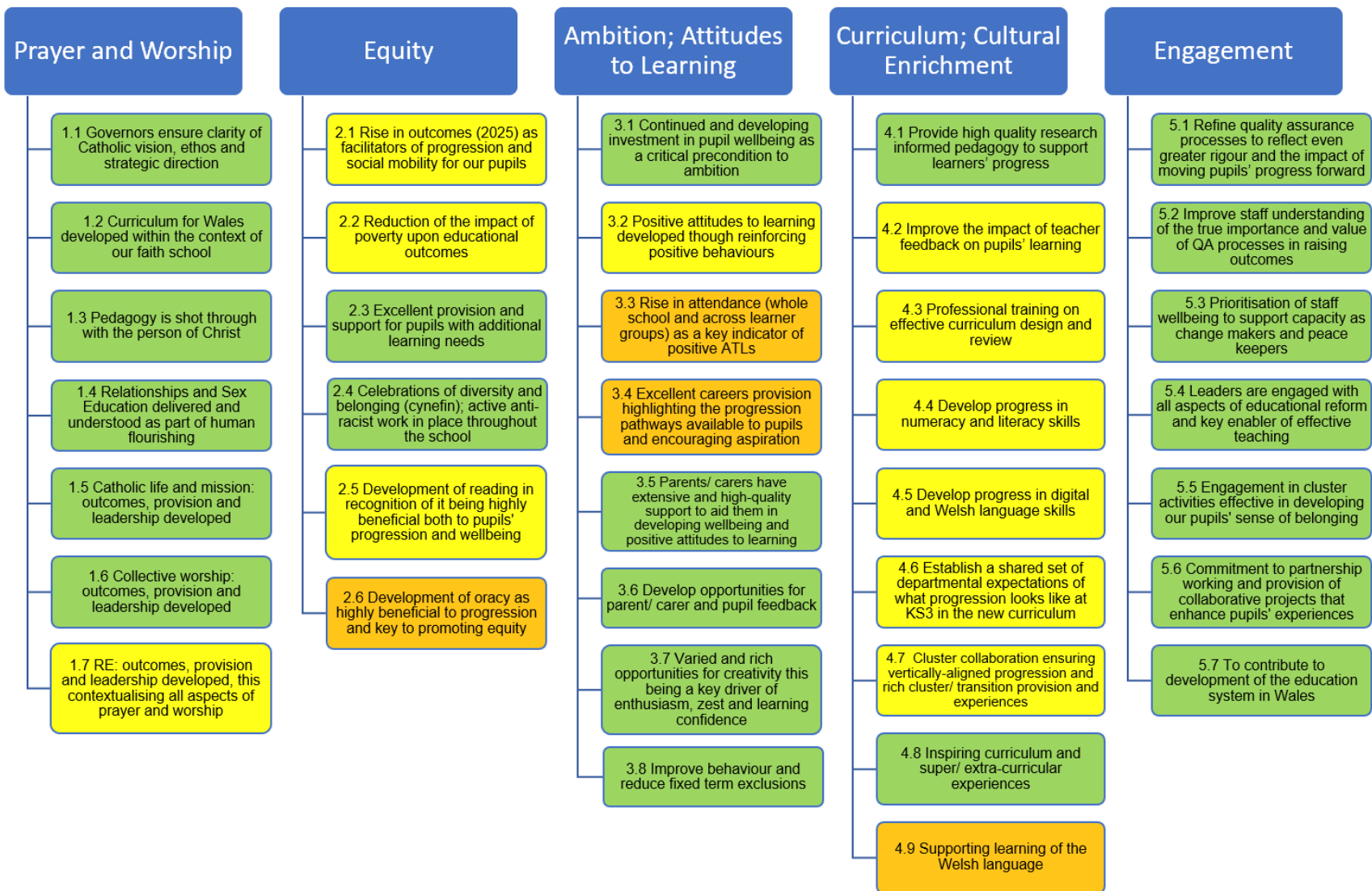
All schools have a School Development plan to guide their work. Ours is shaped around the acronym **PEACE**, and each of the five strands has lots of supporting action steps which ensures that our work as a school remains sharply focused on our priorities.

P	Prayer and Worship: We work together to keep Christ at the centre of all that we do This strand of the plan focuses in ensuring that there are varied opportunities for us to engage in prayer and faith life, for example by being in the Faith Council, the Junior Legion of Mary, the Alpha Group, the Charity Team, the School Council, etc. In addition, it focuses on ensuring that we all begin each day with acts of collective worship with our tutorial/ year group which are meaningful, relevant prayer experiences.
E	Equity: Our school supports us to achieve our full potential regardless of any barriers to achievement that we may face. Staff understand that some of us may need more support than others in certain areas. This strand of the school development plan therefore has lots of action steps focused on making sure there are many provisions focused on equity, these including diversity and anti-racist work, enhancing additional learning needs provision, developing the Learning Zone, supporting literacy, helping us to maintain our health and wellbeing and much more.
A	Ambition and Attitudes to Learning: We are encouraged to be ambitious for the future and we are supported to develop the positive attitudes to learning that will help us fulfil our ambitions. This part of the school's plan has action steps focusing on supporting our attendance, on supporting our parents and carers, on wellbeing provision, careers support and encouraging our creativity, as this enhances our enthusiasm, zest and learning confidence.
C	Curriculum and Cultural Enrichment: Bishop Vaughan is committed to providing us with inspiring, interesting curriculum and extra-curricular experiences. It places Christ at the centre of our curriculum and this part of the plan focuses on curriculum development, skills provision and developing provision outside the curriculum, for example through our Entitlement Charter commitments or weekly masterclasses or the dozens of lunchtime and after-school clubs that we can access each week.
E	Engagement: Our school knows that our best chances of success lie in us engaging with all that the school can offer us. This part of the plan then has action steps focused on ensuring that we have lots of opportunities to engage in shaping school life, including as leaders and School Councillors. It also ensures that our teachers and support staff are actively engaged in professional learning which will allow them to enhance the provision offered to us across all areas of school life.

The action steps stemming from these overarching headings are shown below, with our progress towards these actions being RAYG-rated (red, amber, yellow, green) throughout the year. The successive reviews which have taken place are shown here (Autumn and Spring). The school aims to meet all of the actions outlined over the course of the academic year. Naturally, some areas will require a greater proportion of the academic year in order to be fully accomplished.

Bishop Vaughan Catholic School Development Plan Tracking – Exemplar Autumn 2024-2025
Current year summary under regular review

SDP FLOWCHART – AUTUMN REVIEW



Year 11 Summary Data Summer 2025

Group	Number	As % of Cohort	L2%	L2i%	L1%	English Lang/Lit	Mathematics/Numeracy	Science
Cohort	191	100%	66%	58%	93%	71%	62%	60%
Boys	83	43%	65%	59%	93%	69%	66%	60%
Girls	108	57%	67%	56%	94%	72%	59%	60%
ALN	15	8%	0%	0%	60%	0%	0%	0%
EAL (Stages A - C)	46	24%	57%	41%	100%	63%	52%	50%
EAL (Stages A - E)	97	51%	78%	68%	100%	81%	73%	74%
FSM	42	22%	29%	21%	76%	36%	24%	29%
Non FSM	149	78%	77%	68%	98%	81%	73%	69%

Accumulative

	+	A	B	C	D	E	F	G	U	X
2025	7.67%	21.85%	50.40%	71.27%	80.20%	87.12%	91.72%	95.30%	97.35%	100.00%
2024	10.58%	26.69%	53.15%	75.25%	84.56%	91.63%	96.40%	98.42%	100.00%	100.00%
2023	10.28%	22.81%	51.51%	74.60%	85.43%	91.59%	96.48%	98.57%	99.78%	100.00%
2022	10.88%	24.25%	55.71%	74.91%	84.91%	89.76%	94.02%	97.31%	99.85%	100.00%
2021	14.57%	27.07%	60.93%	80.46%	89.49%	94.99%	97.97%	100.00%	100.00%	100.00%
2020	12.32%	25.05%	59.18%	81.17%	89.52%	95.26%	98.46%	100.00%	100.00%	100.00%