



Rhayader Primary School  
Ysgol Gynradd Rhaeadr

# Governing Body of Rhayader Church in Wales Primary School Annual Report to Parents 2024 – 2025

## Message from the Chair.

Dear Parents and Carers,

It gives me great pleasure, on behalf of the Governing Body, to share this message in what has been another outstanding year for Rhayader Church in Wales Primary School. The achievements of our pupils, staff and wider school community continue to make us immensely proud.

This year, the school was delighted to be awarded the Silver Welsh Language Charter Award (Siarter Iaith Arian) — a testament to our continued commitment to promoting the Welsh language and culture in everyday school life. This recognition reflects the enthusiasm and pride our learners show in using Cymraeg, both inside and outside the classroom.

We were also thrilled to achieve the Platinum Peace Mala Award for Global Citizenship, the *first school in Powys* to reach this prestigious level. This remarkable accomplishment highlights the school's dedication to fostering understanding, respect, inclusion and peace across all aspects of school life. It is a wonderful reflection of the values that underpin Rhayader School's ethos: kindness, compassion and respect for others.

In addition, the interim Estyn inspection visit in November 2024 was extremely positive, recognising the school's strong leadership, inclusive ethos, and high expectations for all learners. The inspectors noted the warm, caring environment and the enthusiasm with which pupils engage in their learning — something we, as governors, see reflected every time we visit the school. We also had a Section 50 (Church in Wales) inspection that reported "*Rhayader School is committed to providing learners with the support they need to become ambitious, creative contributors who are ethical and healthy.*"

A particular highlight of the year was the Festival on the Field, a truly amazing community event that brought together pupils, families, staff, and the wider Rhayader community. The day was filled with joy, music, laughter and a wonderful sense of togetherness — a perfect celebration of the spirit that makes our school so special.

The Governing Body would like to extend sincere thanks to the headteacher, all staff, pupils, parents and carers for their continued hard work, support and commitment. Rhayader School truly embodies its vision of nurturing confident, capable learners who are proud of their community and ready for the wider world.

We are incredibly proud of all that has been achieved this year and look forward to seeing Rhayader School continue to go from strength to strength.

With warmest regards,

**Mr Graham Taylor**

Chair of Governors  
Rhayader Church in Wales Primary School

# The role of the Governing Body

A governor is someone who:

- is a volunteer
- cares about teaching, learning and children
- represents those people with a key interest in the school, including parents, staff, the local community, the church and the local authority
- is part of a team which accepts responsibility for everything a school does
- has time to commit to meetings and other occasions when needed
- is willing to learn
- is able to act as a critical friend who supports the school but also challenges and asks questions about how the school works and the standards it achieves
- acts as a link between parents, the local community, the local authority, the church and the school.

The full Governing Body meets regularly throughout each academic year. The Headteacher's written report on the school is considered and discussed at each meeting. There are also sub-committee meetings held. These committees deal with specific issues, e.g. finance, staffing, curriculum, premises and health and safety.



## Who are school governors?

The governing body has a core group of 15 governors consisting of:

- 4 x Parent governors
- 1 x Teacher governor
- 1 x Staff governor
- 3 x Local Authority governors
- 2 x Community governors
- 3 x Church (Foundation) governors
- The Headteacher
- The Deputy Headteacher sits on the governing body as an observer

All governors share exactly the same powers and major goals, which are to safeguard the quality of teaching and learning provided by the school to raise standards of achievement and attainment for the pupils and the staff, and to be accountable to the local community for the school's effectiveness.

### LA Governors

Cllr. Angela Davies - (Term of office ends 04/12/2026)  
Mrs. Natalie Schmidt - (Term of office ends 17/09/2028)  
Miss Kate Blower - (Term of office ends 15/07/2028)

### Community Governors

Mr Graham Taylor (Chair) - (Term of office ends 31/08/2026)  
**Vacancy** (filled by Hannah Hill Sept 2025 - term of office ends 22/05/29)

### Parent Governors

Mr Guto Carrod (Vice Chair) - (Term of office ends 04/12/2026)  
Mr Adam Price - (Term of office ends 12/02/2029)  
Miss Shelby Parker - (Term of office ends 04/09/2027)  
Mrs Suze Owens - (Term of office ends 19/10/26)

### Teacher Governor

Mrs Julie Rimmer - (Term of office ends 15/11/2027)

### Staff Governors

Miss Carys Jones - (Term of office ends 07/01/2026)

### Foundation Governors

Mrs Anneka Price (Term of office ends 15/11/28)  
Mrs Lisa Lloyd - (Term of office ends 04/11/2028)  
Mrs Alys Stuart - (Term of office ends 15/01/2027)

### Headteacher Governor

Mrs Linda Crockett





## Committee Structure 2024/25

<b>Staff Disciplinary &amp; Dismissal</b>	<b>Staff Disciplinary &amp; Dismissal Appeals</b>	<b>Pupil discipline &amp; exclusions committee</b>	<b>Pay Review</b>
Mrs Alys Stuart, Mr Graham Taylor Mrs Lisa Lloyd	Mrs Suzanne Owens Cllr Angela Davies Any other governor	Mr Graham Taylor Mrs Lisa Lloyd Mr Guto Carrod	Cllr Angela Davies Mr Graham Taylor Mrs Alys Stuart
<b>Headteacher/Deputy Headteacher selection panel</b>	<b>Headteacher Performance Management</b>	<b>Headteacher Performance Management Appeals</b>	<b>Pay Review Appeals</b>
Cllr Angela Davies Mr Graham Taylor Mrs Alys Stuart	Cllr Angela Davies Mr Graham Taylor Mr Guto Carrod	Mrs Suzanne Owens Mrs Lisa Lloyd Mrs Alys Stuart	Mr Guto Carrod Mrs Lisa Lloyd Mrs Suzanne Owens
<b>Staff Grievance</b>	<b>Staff Grievance Appeals</b>	<b>Complaints Committee:</b>	<b>Staffing Committee</b>
Mr Guto Carrod Cllr Angela Davies Mrs Lisa Lloyd	Mrs Suzanne Owens Mrs Alys Stuart	Mr Guto Carrod (Complaints Officer) Any governors not involved in complaint – to be agreed at the time	Cllr Angela Davies Mr Graham Taylor Mrs Alys Stuart
<b>Capability</b>	<b>Capability Appeals</b>	<b>Health and Safety Committee</b>	<b>Finance</b>
Cllr Angela Davies Mr Graham Taylor Mrs Alys Stuart	Mr Guto Carrod Mrs Lisa Lloyd Mrs Suzanne Owens	Miss Carys Jones, Mrs Julie Rimmer Mrs Lisa Lloyd Mrs Anneka Price	Mr Graham Taylor Mr Guto Carrod Cllr Angela Davies

### Governing Body Expenses

No expenses were claimed by the governing body during 2024 – 2025.



## School Clubs

The following clubs are held at lunchtime and after school at stages during the year: Choir, Sports, Football, Netball, Urdd, Cross-Country and well-being.

In addition, we run a daily After School Club, run by school staff from 3.30 pm to 5.15 pm.

## Breakfast Club

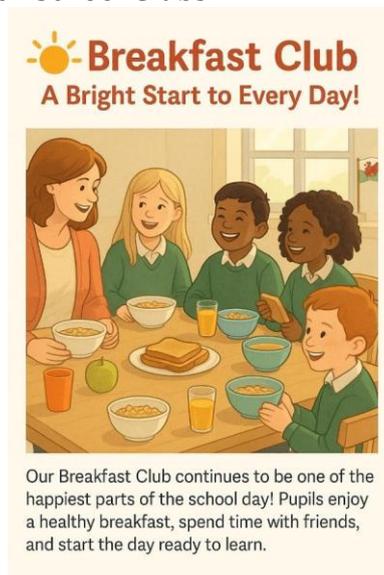
The Welsh Assembly Government funds a proportion of the Breakfast Club initiative where children can have a breakfast of cereal or toast and are supervised until school starts.

Breakfast times are 8.00 am to 8.45 am. The children can choose to play games, draw or listen to music.

The charge is £1.50 a day.

Earlier this year, the club received a Food Standards Agency rating of 0. This result related solely to incomplete paperwork and not to the quality or safety of the food provided. Since then, all the required recommendations have been fully implemented, and the follow-up visit in June 2025 confirmed that no further improvements were needed.

The school has chosen not to pay for an early re-inspection, and instead will receive an updated rating at the next scheduled visit. We are confident that this will reflect the high standards now consistently maintained in our Breakfast and After-School Clubs.



# The School Day

## *Times of sessions*

*Morning Reception to year 2 8.55 to 12.00*

*Morning Year 3 to year 6 8.55am to 12.30*

*Afternoon 1.30pm to 3.30pm*



# Attendance

The Headteacher and Deputy Headteacher regularly monitor attendance and punctuality and discuss pupils whose attendance causes concern. Parents are asked to phone or message the school on the first day of absence to let us know why your child is absent or late.

The school will contact any parent where an absence is not known. Attendance last year was **92.64%**. The governor set target was **95%**.

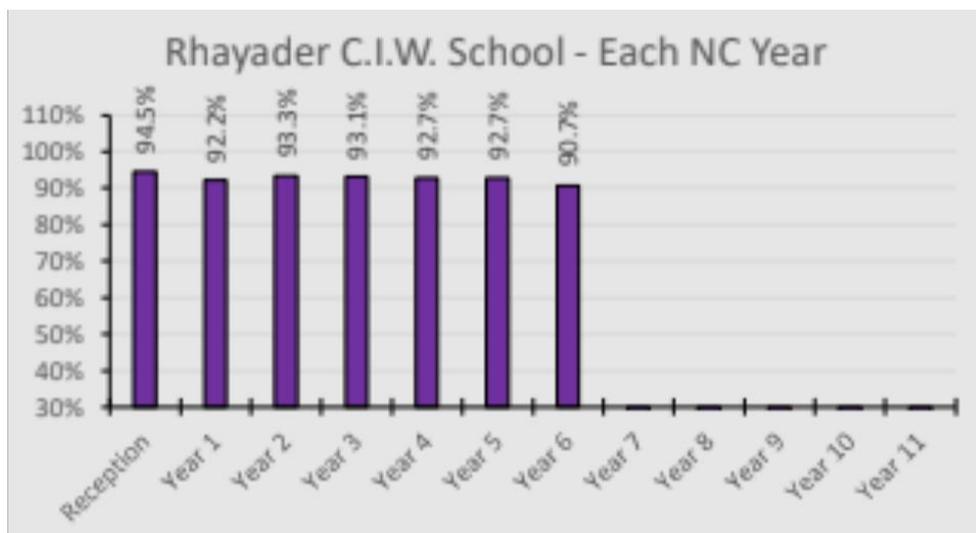
**We can only achieve the expected standards if you support us by ensuring your child is in school when they should be.**

**We focus on attendance because...**

School work is easier to cope with  
Pupils feel more secure  
Friendships more easily maintained  
Longer term prospects are better  
Being on time

**We focus on lateness because.... If your child is 10 minutes late a day they miss:**

50 minutes learning a week  
633 minutes a term  
Over 32 hours a year



# Enrichment Opportunities

- Children in Year 2 -6 have visited Rhayader Swimming Pool for swimming activities during the year.
- Children in Year 5/6 visited Llangrannog Urdd Activity Centre for 3 days to do 'outdoor and adventurous activities' and learn Welsh.
- Children in Year 4 visited Cardiff Urdd Centre to learn about the capital city and learn about the journey of coal.
- We have sports day for each year group during the summer term.
- We enter football, cross country, cricket and netball tournaments and attended the first Mid Powys swimming gala hosted in Rhayader Leisure Centre.

We are fortunate to have excellent sporting facilities which allows the children to have regular and varied physical activity lessons i.e. a large hall, a large field and wooded area, playground with a climbing wall plus equipment which is put out regularly such as bike and scooters.

These are all designed to encourage children in 'Active Play'.

In 2024, we linked with DMPro to provide specialist sports clubs and events. We are very grateful to Mathew Savage and Guto Thomas-Young for their support of the school.



# Cleaning

The school is cleaned daily once the children have left for the day. The school employs four cleaners across the school daily. The cleaning team are:

Mrs Zoe Prtichard – Cleaner in charge

Miss Emma Jones, Ms Katy Narborough and Miss Chelsey Smith.

# Toilets

The school has five sets of male/female facilities for pupils, with a total of 17 toilets and 4 urinals. There are male and female staff toilets. There are also 2 disabled toilets, one with disabled changing facilities.

# Transition

The school's partner high school is Llanidloes High School. Some of the children attend Ysgol Calon Cymru School as a preferred placement.

To help prepare the children for the move to secondary school, we have regular meetings involving staff and children with both these schools.

## Community Links

The Schools Police Liaison officer, PC Viv Ainsworth regularly visits the school. We also have visits from St John's Ambulance and the Fire Officers.

We make monthly visits to the Crosfield House to sing and work with the residents as part of our intergenerational project.

During the year we hold many fundraising events for a number of charities, including Children in Need, Red Nose Day, The Children's Society and Marie Curie Appeal.

We held a community 'Festival on the Field' which celebrated the local talent.



## Welsh

The school is a dual stream school, speaking both Welsh and English. Three classes are taught through the Welsh medium and the remaining six classes are English. All pupils are taught Welsh and the school has adopted 'Siarter Iaith' to further improve the use of Welsh throughout the school. The school has been awarded the Silver award and is currently working towards the Gold accreditation.

# PTFA

We would like to extend a heartfelt thank you to our wonderful PFTA for their incredible fundraising efforts throughout the year. Their hard work and dedication make such a difference to our school community — without their support, we simply wouldn't be able to provide many of the extra resources and opportunities that enrich our pupils' learning.

Thanks to the PFTA's commitment, we've been able to fund digital devices, transport for school visits, and exciting trips and experiences that bring learning to life. We are so grateful for everything they do!

The PTFA organise many fun events for the children whilst also raising money for the school. Events include Film Nights, Disco's and summer and Christmas Fairs.

**Please remember that all parents are automatically members of the PTFA and everyone is very welcome to attend meetings and help at the events.**



**RHAYADER PRIMARY SCHOOL  
PTFA  
UPCOMING EVENTS!**

**Friday 8th November**  
**WHIZZ, BANG POP PARTY DISCO**

**Wednesday 4th December**  
**SCHOOL CHRISTMAS FAIR**  
The PTFA will be hosting Santa Grotto and selling deluxe hot chocolates at this event.

**Thursday 5th December**  
**PTFA SANTA RUN**  
A fun run for all children in the school.  
This will be during the school day.

Information for each event will be available on event posters.  
All monies raised by the PTFA are used to provide items for the Children, their classes and the school!

## Healthy Eating and Drinking

The school promotes the importance of a healthy lifestyle amongst the pupils, particularly in relation to healthy eating and drinking. The children bring a healthy snack into school or break times and they are encouraged to drink water throughout the day. The school sells fruit daily for 30p.



# Charging Policy

Under the terms of the Education Act the school will seek voluntary contributions from parents for such activities as excursions. These contributions are entirely voluntary and no child will be excluded from any such activity because he/she has not contributed. If contributions are not sufficient to cover the majority of the costs it may be necessary to cancel the proposed activity. The cost of every activity is kept to a minimum and often the school subsidises the event through the PTFA or grant funding.

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## Financial Statement 2024/2025

	Expenditure £
Delegated Budget from the council	1,097,131
Other Income	(257,315)
<b>Total Income</b>	<b>1,354,446</b>
Salaries and wages	1,160,276
Premises	91,502
Supplies & Services	48,857
<b>TOTAL EXPENDITURE</b>	<b>1,300,635</b>
IN YEAR SURPLUS	53,811
OVER SPEND FROM PREVIOUS YEAR	(110,652)
<b>OVER SPEND CARRIED FORWARD INTO 2024 / 2025</b>	<b>(56,793)</b>

Our school like so many others in Powys are in a very difficult financial position. We endeavour to be as efficient as possible and use the very best use of our very limited resources, but it is a constant battle to make ends meet. The school is carrying forward a deficit budget and is having to reduce staff hours and look for ways to maximise income through grants and fundraising.

The school also has a school fund account, which is a current account with a local bank allowing the school to pay in cash and cheques and have a chequebook and bankcard to pay for non-vat resources and equipment to companies not registered on the Powys e-procurement payment site. This fund is often used as a holding account for donations, which are then paid to the Powys account when equipment is purchased.

Opening Balance 1.04.24		£ 9,258.73
<b>INCOME</b>		
Total Income		£ 38617.84
<b>EXPENDITURE</b>		
Total Expenditure		£ 41927.96
Closing Balance 31.03.25		£ 5948.61

# School Development Plan 2024-25

## Priority 1

**Improve learning and teaching approaches in order to raise outcomes for most pupils and develop their independent learning skills.**

## Priority 2

**Strengthen provision that supports all pupil's wellbeing needs across the school.**

## Priority 3

**Develop whole school leadership skills across the school.**

## Equal Opportunities & Disability Equality Plan

The school does everything possible to ensure that all pupils are offered the same opportunities regardless of race or gender. Discrimination of any kind is not tolerated.

At Rhayader Primary School we are committed to ensuring equality of education and opportunity for disabled pupils, staff and all those receiving services from the school. We aim to develop a culture of inclusion and diversity in which people feel free to disclose their disability and to participate fully in school life. The achievements of disabled pupils and students will be monitored and we will make reasonable adjustments to make sure that the strength, which should be respected and celebrated by all those who learn, teach and visit here.

## Additional Learning Needs (ALN)

The ALNCo, Mrs W Thompson, works closely with parents and other professionals to identify and support all pupils who have additional learning needs.

The school's support staff work with individuals and small groups of children on specific skills. The school provides targeted reading programmes for those children who are reading below expectations.

The school also works with external support teachers employed by the local authority when required.

During this year, the school has had help and advice from our Educational Psychologist, sensory team and the emotional health and wellbeing team (CAMHS).

Children whose difficulties have been perceived to be severe are referred for a full educational assessment. This involves assessment and testing in school with input from the local authority and other agencies such as health services. Parents are consulted and kept informed throughout the whole process.

We are an inclusive school, and the governing body ensures access for pupils and adults with disabilities. Action will be taken to ensure that disabled people are treated fairly, and all reasonable adjustments will be made to give more favourable treatment.

The Governor with responsibility for ALN is Lisa Lloyd. She meets regularly with the ALNCo and Headteacher to support the school deliver the best provision possible for pupils with ALN.

# School Policies

All school policies have been drawn up and ratified by the Governing Body. These include statutory and non-statutory policies.

A timetable is in place to ensure the policies are kept up to date

Copies of the policies are available on the school website

[www.rhayader.powys.sch.uk](http://www.rhayader.powys.sch.uk)



# Complaints procedure

If you have any concerns and would like to make a complaint, the complaint procedure is available to view on the school website.

The first stage of a complaint would be to speak to your child's class teacher.

Should it be necessary to consider the matter further the headteacher will request the complaint in writing. This complaint will then be acknowledged within 10 days.

If you feel your complaint still has not been resolved, you may wish to contact the governing body of the school. This should be done by contacting the clerk to the governors, Mrs Jade Land, via school office.





## Term Dates 2025–2026

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### Autumn Term 2025

- **Term 1:** Monday 1 September – Friday 24 October 2025
- **Half Term:** Monday 27 October – Friday 31 October 2025
- **Term 2:** Monday 3 November – Friday 19 December 2025



#### Non-Pupil Days:

- Monday 1 September 2025
  - Friday 19 December 2025
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### Spring Term 2026

- **Term 1:** Monday 5 January – Friday 13 February 2026
- **Half Term:** Monday 16 February – Friday 20 February 2026
- **Term 2:** Monday 23 February – Friday 27 March 2026



#### Non-Pupil Days:

- Monday 5 January 2026
    - Friday 6 March 2026
    - Friday 27 March 2026
- 



### Summer Term 2026

- **Term 1:** Monday 13 April – Friday 22 May 2026
- **Half Term:** Monday 25 May – Friday 29 May 2026
- **Term 2:** Monday 1 June – Friday 17 July 2026



#### Non-Pupil Day:

- Friday 3 July 2026



# Parents' right to request a meeting with the school's governing body

The Schools Standards and Organisation (Wales) Act 2013 (The Act) removed the requirement for school governing bodies to hold an annual meeting with parents. Instead, new arrangements were introduced to enable parents to request up to 3 meetings in any school year with a governing body, on matters which are of concern to them.

If parents wish to use their rights under the Act to hold a meeting, 4 conditions will need to be satisfied:

1. Parents will need to raise a petition in support of holding a meeting. The parents of at least 30 registered pupils will need to sign the petition. If it is a paper petition, then a written signature must be given as well as the name and class of each child who is a registered pupil at the school. If the petition is in electronic format, the 'signature' required is the typed name of the parent plus the name and class of each child who is a registered pupil at the school and the email address of each parent who 'signs' the electronic petition. There were 225 children registered as pupils with this school at the beginning of this academic year. Exact roll numbers at any time during the year may be obtained from the school office.
2. The meeting must be called to discuss matters which affect the school. The meeting cannot be called to discuss such matters as the progress of individual pupils, or to make a complaint against a member of the school's staff or governing body. The petition should contain brief details of the matter(s) to be discussed, and the reasons for calling the meeting. This information should be clearly displayed at the top of the petition, with parents' signatures appearing below.
3. A maximum of 3 meetings can be held during the school year. The law allows parents to use their rights to request up to 3 meetings with a school governing body during the school year.
4. There must be at least 25 school days left in the school year. The law makes it a condition that at least 25 school days are left in the school year when the petition is received so that the meeting can be held. A "school day" means a day when the school is open to pupils: it does not include weekends, public holidays, school holidays or INSET days. The address for service of a petition requesting a meeting with this school's governing body is:

The Chair of Governors

c/o Rhayader Church in Wales Primary School, Bryntirion, Rhayader, LD6 5LT,

Further advice on how parents may go about requesting a meeting with a governing body is available on the Welsh Government's website at:

<http://wales.gov.uk/topics/educationandskills/publications/guidance/parents-meetings-statutoryguidance/?lang=en>