



**MILFORD HAVEN SCHOOL  
YSGOL GYFUN ABERDAUGLEDDAU**

**GOVERNORS' ANNUAL REPORT TO PARENTS  
For the Academic Year September 2023 to August 2024**

**Chair of Governors:**

Mr Dayle Gibby  
C/o Milford Haven School  
Steynton Road,  
MILFORD HAVEN.  
SA73 1AE  
Telephone: 01646 690021

**Clerk to the Governors:**

C/o Milford Haven School  
Steynton Road,  
MILFORD HAVEN.  
SA73 1AE

**Headteacher:**

Ms Ceri-Ann Morris  
Milford Haven School



**TOGETHER ASPIRE, TOGETHER ACHIEVE.**

*Gyda'n gilydd, ymdrechwn... Gyda'n gilydd, cyflawnwn...*

*This report is posted on the school website and hard copies can be collected in person from the reception on request.*

## Introduction from the Chair of Governors

I am very pleased to introduce this Annual Governors' Report to Parents for the year to August 2024.

We want to record our thanks to all staff, led by the Head and Senior Leadership Team, for working every day to support the pupils, family and community the school serves. Thank you to the parents and carers who do so much to support our young people; and thank you to the pupils themselves, who make the most of the opportunities they are being given. We particularly want to thank the prefects who give so much of their time to organising events and engaging with pupils on a variety of issues.

There was a lot to celebrate last year:

- All pupils in years 10 and 11 took external exams (mostly GCSE and entry level) and there were some excellent outcomes. Our pupils have gone on to Pembrokeshire College, to apprenticeships and to further education and we wish them well for the future.
- There have been opportunities for pupils to showcase their skills outside lessons in the Year 8 Science Fair, the school production of Cinderella and Community Cooking Sessions.
- Year 9 music pupils began a joint project with the WNO along with dementia support workers to undertake dementia awareness training. They composed music to be performed with the dementia choir and WNO ensemble in the Torch Theatre in June.
- Pupils from Year 10 and 11 wrote compositions for the BBCNOW Young Musician of Dyfed. They also had workshops with notable composer Lynne Plowman.
- Our rock band the Monarchs were invited to perform at the final ceremony of the Show Racism the Red Card awards, where they gained 2nd prize out of 461 entries in the creative category.
- Our investment in engineering and construction continues to increase after hosting our 3rd Annual STEMFest in Milford Haven school. Year 6 students representing our cluster primary schools presented their wind power projects to the judges, who were very impressed.
- The SPARK project continues to develop, with more girls getting involved in engineering, design and construction and links with the local energy sector continue to grow to benefit all pupils at MHS.
- Many pupils have been involved in charity fundraising events including Children in Need. In December 2023 we doubled the amount of presents that we usually donate to the PATCH Toy Appeal, in our Tags on the Tree project. Over 200 presents were donated thanks to the generosity of the MHS staff and the wider community. Christmas Jumper Day was held on the last day of autumn term and raised money for the four House Charities - Get the Boys a Lift, Sandy Bears, PATCH and Greenacres.
- The school achieved the UNICEF Gold Rights Respecting Schools Award in July 2024. We are the first secondary school in Pembrokeshire to achieve this, and one of only 653 schools in the UK.
- We achieved the Investors in Carers Silver Award, for our work in supporting young carers.
- The school continues to work within the Trauma Informed Schools approach, which aims to support children and teenagers who suffer with trauma or mental health problems and whose troubled behaviour acts as a barrier to learning.

However, there have been some disappointments over the last year.

Our existing school buildings need additional maintenance, and operating costs, (eg for heating, are higher than those of newer schools. This reduces the money available for frontline opportunities and extra-curricular activities, such as sport and music.

We continue to press the council and also seek support from our elected representatives to move the business case forward, and to give us more funding for higher utility bills and building works until the new school is in place.

We hope the council and local councillors will support the school to improve things now, and in the future - our young people and our community deserve their support.

*Dayle Gibby*

Chair of Governors

# Ysgol Aberdaugleddau/Milford Haven School Vision Summary

Creating a safe and inspiring place to learn and bringing equity of educational learning experiences to every pupil in order to maximise outcomes for all:

## Our vision

To empower and inspire all learners for a successful future together. United in our commitment to dynamic educational experiences for ambitious, creative and confident learners. Collaboration and compassion for others will be nurtured in a caring environment.

## We are committed to securing our vision by role modelling:

1. The promotion of our House culture and Ethos by celebrating our differences and embracing our Welshness and community.
2. Trust and respect that allows us to take risks and be innovative.
3. Empathy, resilience, confidence and responsibility that set high expectations and aspirations.
4. Collaboration with strong sense of shared purpose that is dynamic, progressive and ambitious.
5. Being compassionate and supportive and committed to achieving our cultural norms.
6. Every person is supported to be the best they can be by receiving high quality teaching and learning experiences.
7. Adopting the FISH philosophy - choosing our attitude, to be in the moment, make someone's day and have fun.

## Our School values:

**A**mbition  
**S**elf-belief  
**P**ersistence  
**I**ndependence  
**R**esponsibility  
**E**ffort

## Our expectations



Milford Haven School  
 Ysgol Gyfun Aberdaugleddau

## By 2025, we strive to be:

- An Enquiry informed school - Staff will be reflective of the learner's needs and abilities. They will use formative assessment to inform planning. Teachers will use research and work together to improve their teaching and learning and the outcomes for all our learners.
- A school that has a responsive and engaging curriculum for all - MHS will offer an exciting and relevant curriculum which is evidenced. With successes and achievements shared with parents/carers and through which functional skills are developed.
- A place where every learner has a voice - MHS will be a place where every child is able to use/understand an appropriate form of communication to share his or her wishes throughout the school day.
- An Environment focused on Wellbeing - All in the MHS community will feel valued, respected and listened to. A culture of wellbeing will be developed and tracked. The school will continue to develop fair and appropriate systems and work collaboratively to help the school grow through the MHS House System - Dauntless - Daring - Defender - Diamond - Dragon



## Where all of the above is underpinned by Outstanding Leadership at all levels.

## Organisation Areas of Learning and Experience -

Our curriculum will provide learning experiences through the 6 AoLEs of:

- Languages, Literacy and Communication – English, International Languages, Media Studies and Welsh.
- Expressive Arts and WBQ – Music, Art, Drama.
- Scitech – Science, DigiTech, Design Technology and Engineering.
- Humanities – RVE, Geography, History, Ethics, Business Studies, Sociology and Travel & Tourism.
- Maths and Numeracy.
- Health and Wellbeing – Physical Education, Games, Health, PSE, RSE and DACW.



TOGETHER ASPIRE, TOGETHER ACHIEVE.  
 Gyda'n gilydd, ymdrechwn... Gyda'n gilydd, cyflawnwn...

## MILFORD HAVEN SCHOOL GOVERNORS 2023-2024

**Chair of Governors: Mr Dayle Gibby**  
**Headteacher: Ms Ceri-Ann Morris**  
**Clerk to Governors: TBC**

Correspondence for the attention of the Chair and Clerk should be forwarded to:  
 Milford Haven School, Steynton Rd, Milford Haven, SA73 1AE

TYPE OF GOVERNOR	NAME	DATE APPOINTED	DATE TERM EXPIRES
<b>LOCAL AUTHORITY</b>	Mr D Gibby	17/09/2020	16/09/2024
	Ms C Millican	03/10/2022	02/10/2026
	Cllr A Dennison	28/07/2022	27/07/2026
	Vacancy (now filled)		
	Vacancy (now filled)		
<b>PARENT</b>	Miss F Nabaneh	28/11/2023	27/11/2027
	Mr K Rozblat	06/12/2022	05/12/2026
	Miss SE Kenny	01/01/2023	31/12/2026
	Mrs E Hancock	28/11/2023	27/11/2027
	Vacancy (now filled)		
<b>COMMUNITY</b>	Mrs S Groves	21/09/2023	22/09/2027
	Mrs A G Singh	11/11/2021	10/11/2025
	Mr J R Owens	01/04/2019	31/03/2026
	Cllr C Stevens	26/10/2022	25/10/2026
	Vacancy (now filled)		
<b>TEACHER</b>	Mrs C Zoogah	16/03/2022	15/03/2026
	Mrs R Picton	16/03/2022	17/03/2026
<b>STAFF</b>	Mrs A Griffiths	23/06/2021	22/06/2025
<b>HEADTEACHER</b>	Ms C-A Morris	01/04/2018	
<b>PUPIL ASSOCIATES</b>	Miss R Llewelin	01/09/2023	31/08/2024
	Mr M Young	01/09/2023	31/08/2024

### Election of Parent Governors

Arrangements are made for the election of new governors once a parent/carer governor's term of office ends or following resignation. Information about the election is sent to parents/carers via pupil post.

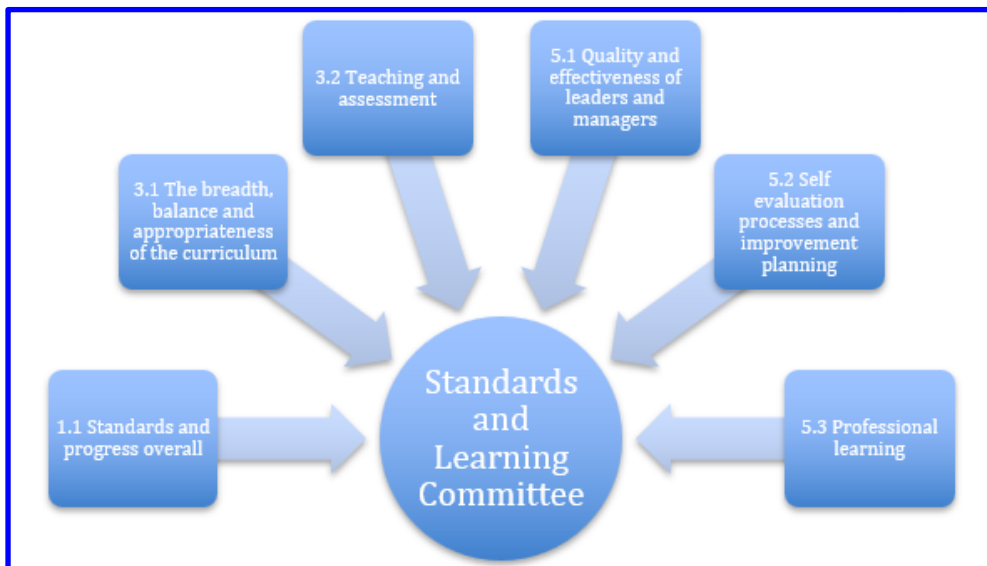
## GENERAL INFORMATION/ YFFREDINOL

### Director of Education

Mr Steven Richards-Downes, Director for Children & Schools / Cyfarwyddwr dros Blant ac Ysgolion  
County Hall / Neuadd y Sir  
Haverfordwest / Hwlfordd  
Pembrokeshire / Sir Penfro  
SA61 1TP

### MHS COMMITTEE STRUCTURE 2023-24

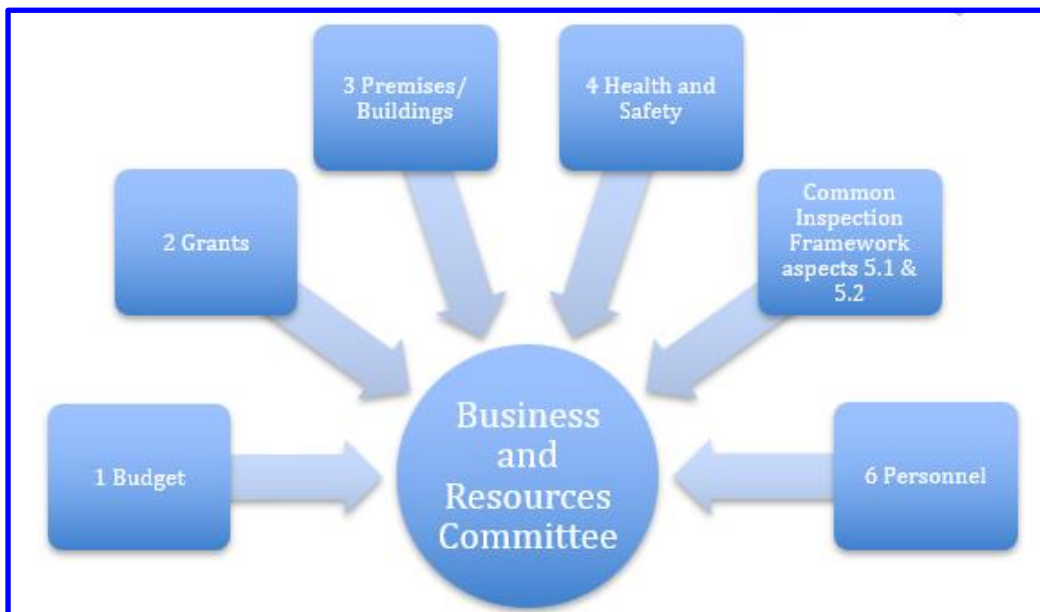
The sub-committee structure is organised in line with the Estyn inspection framework, with five sub-committees:



Standards & Learning  
Chair: Ms C Millican

Ethos & Wellbeing  
Chair: Miss S Kenny





Business & Resources  
Chair: Cllr A Dennison

**Committee**

Policy  
Pay & Staffing

**Chair**

Mr D Gibby  
Mr D Gibby

There are regular termly meetings of these committees, with minutes reported and approved at full governing body meetings.

**GOVERNING BODY MEETING WITH PARENTS**

You have the right to request a meeting with the governing body of Milford Haven School.

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.

Advice on how parents may request a meeting with the governing body is available on the Welsh Government’s website at: <http://wales.gov.uk/topics/educationandskills/publications/guidance/parents-meetings-statutory-guidance/?lang=en>

**CONTEXT OF THE SCHOOL** (based on Pupil Level Annual School Census (PLASC) 2024)

Milford Haven School is an English-medium, 11-16, mixed comprehensive school of 1129 pupils (July 2024), including 47 pupils at Neyland PLC. 20.2% (19.4% in June 2024) of pupils are eligible for free school meals (eFSM) compared with the Welsh average of 20.9% for secondary schools (April 2021).

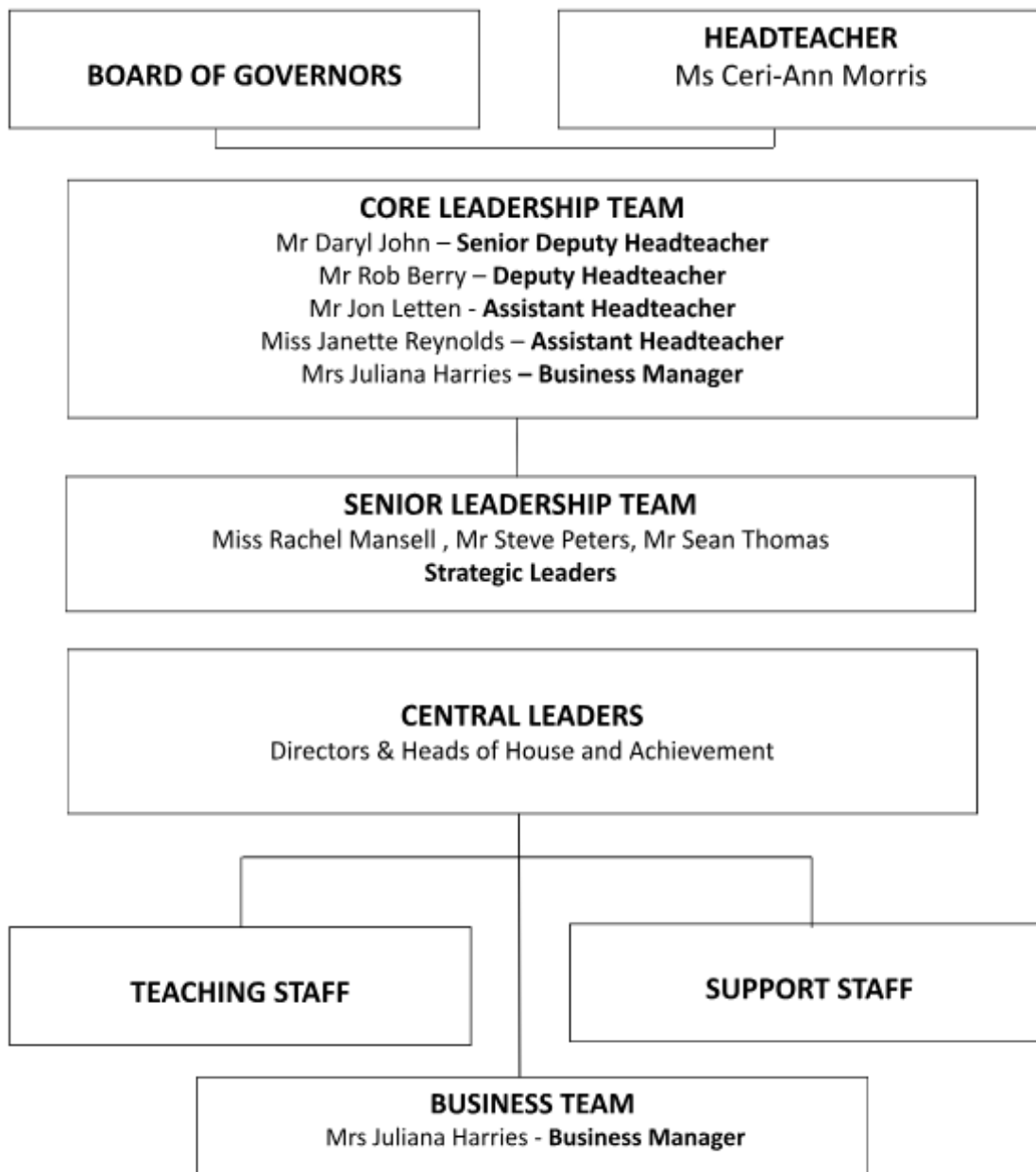
A small percentage of learners, 3.0% (3.0% in June 2024), currently learn English as an additional language.

The school’s intake represents the full range of ability, where 2.3% of pupils have statements (LA based IDP) of special educational needs (SEN). This figure is below the average for Wales (2.9%).

27.3% (27.6% in June 2024) have an identified additional learning need (ALN), which is higher than the national average. The school runs The Bay, which supports our complex-needs learners.

We have 66 teaching staff, (12 are part-time, 57.6 FTE) and 53 support staff, including 20 LSAs / TAs in total. Six teaching staff have contracts of one year or less. The school's key purpose is to provide the best possible education for children of all abilities within a happy, child-centred, pleasant working environment. Our mission is to achieve excellence together, working collaboratively to enable every learner to achieve their full potential through a culture of high expectation, innovation and celebration of success, where every learner counts and every moment matters.

### School Staffing Structure 2023-24



#### **Numbers of Pupils**

Number of Pupils on Roll September 2023: 1163

Number of Pupils on Roll July 2024: 1129 (compared to 1109 in July 2023)

<b>YEAR GROUP</b>	<b>TOTAL COHORT</b>	<b>MALE</b>	<b>FEMALE</b>
Year 7	246	117	129
Year 8	224	119	105
Year 9	224	124	100
Year 10	219	105	114
Year 11	216	106	110

## **Year 6 to 7 Transition Programme**

There is a strong link between our cluster primary schools through regular meetings and annual transition activities.

Our transition program has allowed pupils to visit the school to maintain strong links and encourage a seamless transition to secondary school. Pupils have also been invited to experience Science, Maths and English lessons during the year and attend two transition days. Both days provide a valuable opportunity to experience “real life” at Milford Haven School for all Year 6 pupils joining us in September.

Day One has a specific pastoral element so pupils have the opportunity to develop positive relationships with peers and teachers from the outset. Activities including one-page profiles allow pupils to pass on vital information about individuality, which once again supports future teaching and learning in Year 7. Day Two is more academic, with pupils experiencing various learning experiences across the curriculum. Pupils are engaged in a variety of subjects, providing a wide range of learning opportunities.

We also introduced our new transition website for pupils and parents to find out more about Milford Haven School. Our Summer Open Evening in school provided an excellent opportunity for the community to come together.

## **Pupil Records**

Pupil reports are kept electronically on our SIMS system and all pupils have a personal record folder which is available for inspection as required. The main language of the school is English.

## **CURRICULUM**

At Key Stage 3 (years 7 & 8), pupils studied English, Maths, Science, History, Geography, Ethics, International Languages (French), Digital Technology, Design Technology, Welsh, PE, PSE. Pupils in Year 7 & 8 took part in the Accelerated Reader programme.

At Key Stage 4 (Years 9 - 11), all pupils studied English Language and Literature, Mathematics and Numeracy, Science, Ethics (Religious Studies), Welsh Baccalaureate and Welsh (though pupils may be disapplied from Second Language Welsh under special circumstances). Pupils also learned about Personal, Social and Health education and participated in Games lessons.

In addition to these, pupils were invited to choose from a range of optional subjects. There was also an Alternative Curriculum programme for disengaged pupils.



## **WELSH LANGUAGE**

Milford Haven School, Ysgol Aberdaugleddau, is an English language-medium school. However, nearly all students learn Welsh and the school is fully committed to implementing the Welsh Government policy for the promotion of Welsh language and culture. Incidental use of Welsh occurs in all lessons and around the school, with bilingual signage in place. Key annual Cymraeg events are intrinsic parts of the school's curriculum and include the Cluster Welsh Concert, Eisteddfod, Diwrnod Shwmae Day, Wythnos y Gymraeg / Welsh Week and Dydd Miwsig Cymru. There were a variety of trips, including supporting Welsh teams in sport, and guests to increase opportunities to use the Welsh language outside school.

## **TEACHING**

The quality of teaching and learning is a whole school priority, as we continue to strive to deliver a curriculum that will help pupils to become:

- ambitious, capable learners
- enterprising, creative contributors
- ethical, informed citizens
- healthy, confident individuals

## **ATTENDANCE**

Following the Pandemic, there is an ongoing legacy regarding attitudes to attendance; this is shown in our whole school attendance figure of 84.11%, which is below our target of 91%. We have ensured that weekly accountability meetings have taken place, as this will help change the culture, and ensure that pupils and parents value good school attendance.

Our attendance figure for pupils who are eligible for free school meals (eFSM) is still too low at 77.21% compared to that of non-FSM pupils at 88.01%.

Persistent Absence is defined as a pupil missing more than 10% of school sessions in a year.

The school's persistent absence (PA) figure remains too high at 21.27%. Our eFSM PA figure of 14.61% is above our whole school target of 10%. To address this, we successfully secured funding from the Local Authority (LA) to appoint an 'EBSA Officer' to work directly with us. This work will be essential in continuing to close the gap between eFSM and non-FSM learners, as well as targeting poor attendance habits in a number of our Year 6 families. We will also be using action research to implement a series of interventions for the start of the academic year following school visits to regular South Wales Network Partnership meetings.

Thank you as always to all those parents who have communicated with us about their son/daughter's attendance and, where appropriate, provided the required medical evidence. Your continued support is greatly appreciated as we continue our collective drive towards improving our whole school attendance figures.

*\*The school does not authorise holidays in term time. This means that any holidays taken will be recorded on the end of year report as unauthorised absences.*

## SCHOOL DAY

Monday	Tuesday	Wednesday	Thursday	Friday	Friday
55 08:40 09:35 Lesson 1 - HWB	Lesson 1 - HWB	Lesson 1 - HWB	Lesson 1	25 08:40 09:05 Lesson 1 - HWB	
55 09:35 10:30 Lesson 2	Lesson 2	Lesson 2	Lesson 2	55 09:05 10:00 Lesson 2	
55 10:30 11:25 Lesson 3	Lesson 3	Lesson 3	Lesson 3	55 10:00 10:55 Lesson 3	
30 11:25 11:55	Break 1			30 10:55 11:25 Break 1	
55 11:55 12:50 Lesson 4	Lesson 4	Lesson 4	Lesson 4	55 11:25 12:20 Lesson 4	
55 12:50 13:45 Lesson 5	Lesson 5	Lesson 5	Lesson 5	55 12:20 13:15 Lesson 5	
30 13:45 14:15	Break 2			20 13:15 13:35 Break 2	
55 14:15 15:10 Lesson 6	Lesson 6	Lesson 6	Lesson 6	95 13:35 15:10 PM Session	

Break 2 - SLT to supervise  
PM Session - PPA (Wk1) / CPD (Wk2)  
as per calendar

## FINANCE

A summary of the school's budget position at the end of the financial year 2023-24 is shown below, indicating that the school delivered a £213,716 deficit on its use of the resources allocated to it by the Local Authority. The school will provide a copy of the detailed figures of income and expenditure to any parent/carer who requests them.

<b>School Reserve Balance B/Fwd from Last Year: (SURPLUS)</b>	<b>£88,788</b>
<b>Total Funding for the Financial Year:</b>	<b>£6,117,210</b>
<b>Total Funds Available:</b>	<b>£6,205,999</b>
<b>Less: Total Expenditure -</b>	<b>- £6,425,057</b>
<b>+/- Other resources (eg Invest to Save, Contribution to Capital Fund)</b>	<b>5,342</b>
<b>Year End Resources Available - Balance C/Fwd (DEFICIT)</b>	<b>- £213,716</b>

## Pupil Development Grant

The Pupil Development Grant (PDG) is allocated to schools with pupils who come from low-income families and are currently known to be eligible for free school meals (eFSM). We are expected to make the best use of this funding to implement sustainable strategies that will quickly bring about changes for learners eligible for free school meals or who are LAC (looked-after children).

For the 2024-25 academic year, the school was provided with a PDG allocation of: £263,350.00; KS3 £132,480.00 and KS4 £130,870.00. The grant for 2023-24 grant was spent with no carry over.

## Resources

The school is reasonably resourced and wherever possible the school applies for additional funding and funding from grants such as the Big Lottery. Resources continue to be a priority moving forward, particularly ICT equipment, eg iPads, laptops and chrome-books. Welsh Government continues to assist schools with improvement of ICT networks, infrastructure and equipment. This is a Local Authority centrally managed grant and the school has completed a detailed review of all areas of ICT. The library is well resourced and is supported by ICT systems. Pupils in years 8-11 have access to chromebooks through the Chromebooks for All initiative, with additional class sets of chromebooks available in each area of learning experience. The school has now fully moved the storage of its data to Google cloud storage and to the Pembrokeshire County Council servers: this has saved the school substantial capital outlay.

## KEY PERFORMANCE DATA 2024

These tables include

- The latest available national (all-Wales) comparative information based on National Curriculum (NC) statutory assessment results for each appropriate key stage from stats.wales.gov.wales.
- The school's aggregate National Curriculum statutory assessment results for Key Stage 3.

### KS3 Core - English, maths and science

National Data (KS3 Core)												
	% L5+					% L6+				% L7+		
	2019	2022	2023	2024		2019	2023	2024		2019	2023	2024
<b>English</b>	90.1	85.3	85.2	84.0		60.6	53.9	52.6		22.6	18.4	17.9
<b>Maths</b>	90.3	85.8	85.2	83.4		65.4	57.8	56.6		31.4	27.0	26.3
<b>Science</b>	92.4	87.6	86.6	85.1		66.1	58.3	55.6		27.6	23.3	21.9
<b>CSI</b>	86.2	78.2	77.0	75.6		-	-	-				
Milford Haven School (KS3 Core)												
<b>English</b>	92.1	85.4	84.7	81.5		50.3	42.6	46.9		17.9	19.0	18.0
<b>Maths</b>	94.7	84.0	87.5	84.4		68.2	44.4	48.8		27.2	11.1	12.8
<b>Science</b>	94.7	89.6	83.8	84.8		51.0	40.3	40.3		13.9	10.2	12.3
<b>CSI</b>	89.4	83.5	81.5	76.3		-	-	-		-	-	-

CSI = Core Subject Indicator

### KS4 / GCSE Results 2024

Measure	First Result			Best Result		
	2019	2023	2024	2019	2023	2024
Capped 9	342	348	344	343	352	345
Literacy Average Points	37.5	37.8	37.5	38.0	38.7	37.7
Numeracy Average Points	34.8	35.7	33.8	34.9	35.5	33.9
Science Average Points	33.1	31.1	31.4	33.1	31.1	31.4
Skills Average Points	39.3	38.0	37.4	39.3	38.2	37.4
L1 (A* - G)	97.5	90.9	93.6	97.5	92.4	93.6
L2 (A* - C)	52.2	56.7	53.9	56.6	58.2	54.9
L2i (5 A* - C, inc English & Maths)	40.8	44.2	41.2	49.5	46.4	41.2
L2a (A* - A)	8.9	13.7	8.3	11.0	13.3	8.3
L2ai (5A* - A, inc English & Maths)	5.1	10.7	5.4	6.0	10.7	5.9

The school will provide a copy of the detailed figures for individual subjects at KS3 and GCSE, to any parent/carers who requests them.

## GCSE performance indicators

From 2019 new performance indicators were introduced at KS4. The new system of average points and capped points (which include all grades) replace the old system of threshold measures such as Level 2 and Level 2+. Threshold measures only credited the achievement of A\* to C grades, and did not distinguish between these grades.

Another significant change in 2019 was that schools were only permitted to count the grade achieved in the first entry of a qualification (and not in any resits) when reporting performance measures. This is reflected in the columns “First result” and “Best result”.

## The Revised Capped Nine Average Points Score Explained

The Revised Capped Nine Average Points Score uses a points system to award a total number of points to each pupil for nine of their qualifications. These totals are then averaged to give an Average Capped Nine Score for the Year 11 cohort.

Points are assigned to grades as follows: A\*=58, A=52, B=46, C=40, D=34, E=28, F=22, G=16.

Three of the nine slots in the total must be the best of English Literature or English Language, the best of Numeracy or Maths and the best Science GCSE grade achieved. The other six slots are then the best of the pupil’s other six results. So, for example if a pupil scored Cs in everything their Capped Nine Points Score would be  $9 \times 40 = 360$ .

Note that for 2024 the capped 9 figure of 343 means that on average pupils scored 9 grades at 38.1, equivalent to 9 D grades. The result in 2023 was 38.8.

There were some exceptional performances with 13 pupils gaining 700+ capped 9 points.

## The Literacy, Numeracy and Science Average Points Measures Explained

These performance indicators also focus on average points scored in the core subjects, giving a measure of the average grade achieved in each core subject across the whole cohort.

The literacy measure counts every pupil’s best grade in English Language or Literature.  
The numeracy measure counts every pupil’s best grade in Numeracy or Mathematics.  
The science measure counts every pupil’s best GCSE science grade.

Literacy Measure	average points score 2024	37.5 (38.2 in 2023)
Numeracy Measure	average points score 2024	32.5 (35.0 in 2023)
Science Measure	average points score 2024	31.4 (31.1 in 2023)

## **Destinations**

We are very proud that all of our year 11 pupils left with qualifications. Most of our pupils have gone on to study A-levels or a vocational course at Pembrokeshire College or those schools that have a sixth form. A very few have entered the world of work or have secured an apprenticeship. Of 220 pupils:

- FE College – 141
- Sixth Form – 27
- Jobs Growth Wales Plus Training (JGW+) – 21
- Non Employed (health / medical / readiness to enter) – 16
- Part Time Employment – 5
- Full Time Employment – 4
- Out of Wales – 3
- Apprenticeships – 2
- Self Employment – 1

## **ACCOMMODATION / BUILDINGS & MAINTENANCE**

There has been an extension to the school perimeter fence completing the boundary safeguarding footprint. There is also anti-climb paint on all of the safeguarding gates to increase the safety of pupils and staff.

The Fire Safety Audit has resulted in ongoing work in building compartmentation, early fire detection and means of escape, carried out by PCC and contractors. Early fire detection upgrades have been installed in key areas (Maths and English towers and associated classrooms). Some fire door hold-backs linked to the school fire alarm have been upgraded and replacement of some fire doors is planned. The building is also undergoing a survey by Harries Planning Design Management to ensure all improvements will satisfy Building Control Regulations.

The ceilings in the sports hall changing rooms are being upgraded due to the entry of wild birds. This will also make the rooms more comfortable for changing.

## **PASTORAL CARE**

The school operates a house system with four houses called Daring, Defender, Diamond and Dragon. They are led by Heads of House who oversee the pastoral care for all pupils in their houses.

Milford Haven School is a pilot school for Trauma Informed Schools (TIS) and over the next 18 months we aim to achieve accreditation. Three Senior leaders have completed the TIS diploma, and nearly all staff have received training since the strategy was implemented in February 2024. Our exclusion figures over the course of 2023-24 have significantly declined, with the engagement team and some staff using a number of TIS strategies to de-escalate poor behaviour. These include changes of face, as well as using the PACE (Play, Acceptance, Curiosity and Empathy) and WINE strategies (I Wonder, I Imagine, I Notice, along with Empathy techniques). In the Autumn term 65 pupils were excluded, losing 158 days of learning. In the Spring term 44 pupils lost 132.5 days and in the first half of the Summer term four pupils were excluded, losing 4 days of learning.

The school has achieved the Rights Respecting Gold Award and is putting the Rights of the Child at the heart of the school. This will continue to strengthen pupil voice and wellbeing of pupils.

## **POLICIES AND PROCEDURES**

The Governing Body has a rolling programme to review school policies across the academic year. Policies developed or updated in 2023-24 include:

Absconding *	Menstruation and menopause *
Administration of medicines	Mobile phone policy *
Anti-smoking *	More able and talented *
Assessment, recording and reporting *	Outreach *
Call recording *	Peer on peer abuse *
Challenging bullying, rights, respect and equality	Positive engagement *
Charging	Pupil voice *
Communications	Relationships and sexuality education *
Complaints	Safeguarding
Curriculum	Schools data protection
Damage to school property	Social media *
Exams	Teaching and learning
Health and safety *	Uniform
Literacy *	Young Carers *
Lost Property	

\*Indicates a new policy in 2023-24

All policies can be found in the School Information section of the MHS website  
<https://milfordhavenschool.co.uk/policies/>

## **THE ADDITIONAL LEARNING NEEDS (ALN) ACT**

The ALN team is currently supported by a range of well qualified and experienced teaching assistants to support students with a wide range of difficulties, both in class and on a withdrawal basis. Specialist teachers and professionals from outside agencies also work with individual pupils to provide advice to staff on universal provision in the classroom. Provision for pupils with Additional Learning Needs (ALN) is led by the Additional Learning Needs Co-Ordinator (ALNCO) and the ALN team is fully committed to ensuring that pupils with additional learning needs are supported to achieve their full potential. The ALN team provides support for a wide range of specific learning needs such as dyslexia and speech and language difficulties, as well as providing support with literacy and numeracy progression.

Support is provided by a team of staff in accordance with ALN statements, individual development plans or medical passports. These include the ALNCO, the Bay teachers, higher-level learning support assistants and learning support assistants. They provide focused intervention programmes delivered in small withdrawal groups, 1 to 1 support and, where needed, in-class support.

Intervention programmes include ELSA, Numicon / TT Rock Stars, Precision Teaching, Lexia, Reciprocal Reading, Social Stories and Trauma Informed approaches etc. In 2023-24 our on-site Bay provision provided support for pupils with learning differences. The aim is to support identified learners with literacy, numeracy and social skill development in preparation for moving on to college. As the ALN reform progresses, there are pupils not identified as having ALN under the new definition that still require a spectrum of support, ranging from universal classroom-based support to further interventions from external specialist teams. The school will be working solely within the new ALN system by September 2024, this is one year in advance of Welsh Government guidelines.

Pupils are supported through Universal and Targeted School Provision, or Additional Learning Provision as detailed in an IDP (individual Development Plan), depending on individual needs. IDPs are managed by the school using the delegated ALN budget. Targets are learner-centred and discussed with each individual before being agreed. Some pupils follow a modified curriculum, which enables them to be withdrawn from lessons to work on improving their basic skills. All other pupils are supported in class either through classroom-based interventions or TA support. The school continues to access off-site provision for learners who require an alternative provision other than school on a full-time basis. In 2023-24 these included Pembrokeshire Learning Centre, Stepping Stones, Outreach and Really Pro. Every learner is valued, and we ensure that each pupil can access a broad and balanced curriculum. The school endeavours to make adjustments to ensure that our school is as inclusive as possible.

## **PUPILS WITH DISABILITIES**

Arrangements for admissions are the same as for other pupils with the exception that the ALNCO is present at the meeting.

All pupils at Milford Haven School are tested for Access Arrangements in Year 9 or 10. These assessments are carried out by a specialist assessor, allowing for early interventions to support pupils during their GCESs. It is clear that there has been an increasing need resulting in all TAs and additional staff having to support pupils for both informal and formal examinations.

As far as possible disabled pupils are treated the same as other pupils, but unfortunately we still do not have full access to all areas of the building. There is no access for pupils with limited mobility or wheelchair access to Art, Health & Social Care and Food Technology rooms. This is a continued concern, and needs will have to be addressed at a later phase.

However a new lift, installed some years ago, allows access to the Library and the Humanities Block, including ICT and disabled toilet facilities. This has greatly improved life for pupils in wheelchairs and their carers.

## **THE BAY**

At Milford Haven School, we are committed to inclusion and to educating as many of our pupils as possible within a mainstream setting. Alongside this, we have a range of provisions designed to address the needs of students who may require additional support, including The Bay.

The Bay is a close-knit, nurturing community that provides outstanding care, support and guidance for pupils. It has an extremely caring and supportive ethos, which promotes the individual needs of pupils exceptionally well.

The Bay has a high level of experienced teachers and teaching assistants who have additional qualifications and experience in meeting the needs of children and young people with Additional Learning Needs.



The pupils may access specialist input when needed from the Educational Psychologists, Advisory teachers etc. There is support for parents via Team Around the Family and Parent Partnerships. All pupils in the Bay will have an Individual Development Plan (IDP) and an annual Person-Centred Review. As part of our commitment, we continually review all aspects of The Bay and plan, adapt and develop the educational experience we offer in order to best meet anticipated needs in the future.

## PUPIL WELLBEING

The school provides a wide range of support for pupils' emotional, physical, and mental well-being. For example, all pupils engage in a programme to develop their emotional literacy and the school undertakes helpful 'Monday Check-ins' for vulnerable pupils at the start of each week. This helps pupils to recognise and address their own feelings and understand those of their peers. Guidance is offered to any pupil and their family who require it. Bay Reflection and ELSA support pupils successfully to improve their emotional and mental health.



Milford Haven School has achieved the Rights Respecting Gold Award and is putting the Rights of the Child at the heart of the school. This will continue to strengthen pupil voice and wellbeing of pupils.

In March the school became an accredited EBSA Horizons School, providing a compassionate approach to identifying the underlying need of children with low attendance, whole-school approaches of support and targeted intervention plans.

As part of the Wellbeing strategy a Wellbeing Hub has been created to develop a sense of **Belonging - Efficacy – Voice**, and Safeguards, Anti-Bullying Champions (ABCs) support this provision during break times. Pupils are able to drop-in for wellbeing support or just a chat, play games etc.

The school recognises staff wellbeing and there is a Staff Wellbeing Champion who supports staff with weekly 'Park Its' and signposts if they require further support.

## Young Carers

The school is committed to ensuring that pupils who are Young Carers are identified and supported effectively. There are monthly 'drop-in' sessions for Young Carers where they can all meet for an extended lunch hour. This time is used to concentrate on certain subjects that may affect them e.g. wellbeing, mental health, stress, managing school etc, or sometimes we just have fun, e.g. festive creative gifts, etc. or talk about what activities the group would like to do. A dedicated Young Carers



teaching assistant will also come along to the drop-in sessions to offer support. We currently have 72 young carers in the school. They also follow a wellbeing programme on Friday afternoons.

The school has achieved the Investors in Carers Silver Award. This will continue to strengthen all carers' wellbeing. The school aims to achieve the Gold award within the next academic year.

## **EXTRA-CURRICULAR ACTIVITIES**

The art exhibition took place in Torch Theatre again and was very well supported by the local community which was really pleasing, a proud moment for our pupils and their families.

The drama club once again had a very successful production, this time a pantomime - Cinderella. The entire production was written by school staff and delivered superbly by our fantastic pupils.

The Milford Haven Cluster Band was formed under the baton of Mr Sanders-Swales, combining music pupils from primary and secondary schools. They did a couple of concerts throughout the year and were entered into Music for Youth. Year 9 music pupils began a joint project with the WNO along with dementia support workers to undertake dementia awareness training. They composed music to be performed with the dementia choir and WNO ensemble in the Torch theatre in June. Pupils from Year 10 and 11 wrote compositions for the BBCNOW Young Musician of Dyfed. They also had workshops with notable composer Lynne Plowman. One of our pupils, Harry Armstrong, had his work performed in the final concert (one of nine chosen from all over Wales).

Drama club and choir pupils were invited to join Milford Operatic Society in their production of Joseph and the Amazing Technicolour Dreamcoat in March. Three of our pupils achieved music theatre exams, grade 3, 5 and 6 respectively. Many others achieved their bronze, and silver music awards. Two of our pupils, Harry Armstrong and Megan Lloyd represented the Rotary Club of Milford Haven in the area round of the Dyfed Young Musician of the Year, with Harry finishing second. Our rock band The Monarchs were invited to perform at the final ceremony of the Show Racism the Red Card awards, where they gained second place out of 461 entries in the creative category. The school was also involved with numerous concerts and the Valero music festival, which had countless prize-winning pupils - it was a busy year!

## **COMMUNICATION AND PARTNERSHIP WITH PARENTS / CARERS**

Communication with all stakeholders associated with the school is vital, especially our Parents/Carers. Social media, including our website, Instagram and Facebook allows parents/carers to see what their children are doing in class and out of class as part of our curriculum.

Milford Haven School website – <https://milfordhavenschool.co.uk/>

<https://www.facebook.com/pg/milfordhavenschool>      [www.instagram.com/milfordhavenschool23](http://www.instagram.com/milfordhavenschool23)

Weekly Headteacher blogs, booklets and policies are also available to parents, in addition to a range of meetings.

Milford Haven School is increasingly involved in developing opportunities for the wider community, parents, carers, supporters and local organisations. In 2023-24 we have arranged a number of events and occasions for parents and carers to connect with our school - a great example of this is our family forum.

If you would like to get involved in forming a Friends of Milford Haven School group, to support and play an active role in our events and activities, please email [admin@milfordhavenschool.co.uk](mailto:admin@milfordhavenschool.co.uk) There is no formal application to join, and we will look forward to welcoming you to the team.

## Prospectus



A Prospectus is available to parents/carers when pupils are first admitted to school, distributed during our transition roadshows and hard copies with QR code cards are made available on open evening. We have included it here for you.

[MHS School Prospectus.](#)

[MHS Roadshow Prospectus](#)

## Community links

In 2023-24 our school continued to develop close links with the community in and around Milford Haven. These included performing at various social functions through the year, visits to places of interest linked to our curriculum and invitations for the community to come into our school. A few examples include:

- Art Exhibition at Torch Theatre
- MacMillan Coffee Morning
- MHS Trailathon
- Remembrance Week
- Christmas Fair
- MHS School Production
- Annual Open Day
- Community Cooking Sessions

In 2023-24 we strengthened our links with community charities and organisations such as PATCH and Period Dignity, which allowed us to provide pupils and families with food parcels and monthly period product subscriptions. In December 2023 we took our annual charity project Tags on The Tree on tour for the first time, and over 200 presents were donated to the PATCH Toy Appeal, double the normal amount.

## Inaugural Youth Community Focused School Conference

Sue Davies, Director of Foundation for Community Engagement held the inaugural Youth Community Focused School Conference at Swansea.com stadium with the Milford Haven School Prefect Team at the helm. After becoming the first school in Pembrokeshire to be awarded the Gold Calon Y Gymned award, and being crowned Exceptional Community Champions, the Senior Prefect Team were honoured to be asked to host the conference.

Its aim is to bring schools together to amplify pupil voice, showcasing views and ideas that will support policy development. Pupils from Penycwm School, Tonyrefail Community School, Brynteg School, Cwmbran High School, Idris Davies School, Ysgol Hen Felin, Milford Haven School and Blessed Carlo Acutis Catholic School contributed their thoughts and ideas that will be shared across Wales.

*“What does community mean to you?”* was the first discussion topic and created a platform where pupils

were able to come together to discuss positive outcomes, identify challenges, brainstorm ideas and collaborate on future projects to promote positive change.

When asked “*Why is it so important for young people to contribute to decisions on policy and help make real change in school?*” one pupil from Blesses Carlo Acutis Catholic School said, “It is our future, it’s our future not the teachers or adults and so we have to have a say”.

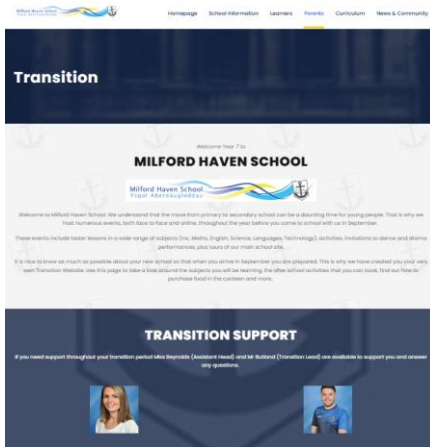


Ms Morris (Head teacher) said “We are immensely proud of our pupils for taking the initiative to host this conference. Their enthusiasm and commitment to making a difference is truly inspiring. We are honoured to be a part of this event, which highlights the importance of pupil voices and empowers our students to lead positive change.”

Sue Davies said “I can’t thank the Senior Prefects of Milford Haven School enough for leading our first ever Youth Conference. We believe in the power of youth voices and are committed to fostering environments where they can thrive and lead.”

When asked to sum up the conference, one pupil said “Children have voices, they just need to be heard.”

## New website pages for 2023-2024



We revamped and relaunched the new Transition webpage. This was emailed to each parent attending our annual Open Evening, and to prospective Year 5 & 6 parents by the cluster schools.

[Transition](#)

We launched specific pupil and family support pages pointing parents and pupils to support that is available to them in and out of school.

[Pupil Support Pages](#)

[Family Support](#)

As part of our journey towards becoming a Rights Respecting School we launched our Rights Respecting School webpage showcasing the Article of The Week. [Rights Respecting School](#)



## We launched Class Chart Announcements

### Announcement

Anti-Bullying Week Kindness Painting 

Parents are invited to come along and get creative as we create one of our infamous Big Picture Projects to showcase kindness during Anti-Bullying Week.

This artwork will be displayed in the school and pupils will be invited to make a kindness pledge during Anti-Bullying Week.

If you are interested in coming along please register your attendance by emailing [jcrolla@milfordhavenschool.co.uk](mailto:jcrolla@milfordhavenschool.co.uk) or [kbowers@milfordhavenschool.co.uk](mailto:kbowers@milfordhavenschool.co.uk)

Close

## Social Media



From September 2023 - August 2024 our Facebook reached 346.3k unique users, which was up 150.5% on the previous year. Our content interactions were 39.5K which was up 17.2% on the same time last year and that included 6.6K link clicks. Our followers currently stand at 4.5K.



Our Instagram reached 4.8K unique users, up 94.2% on the previous year with 3.8 content interactions and 133 link clicks. Our followers currently stand at 872.

Our Facebook page was visited 346,233 times, up 559.6% on the previous year. Thank you all for supporting us.

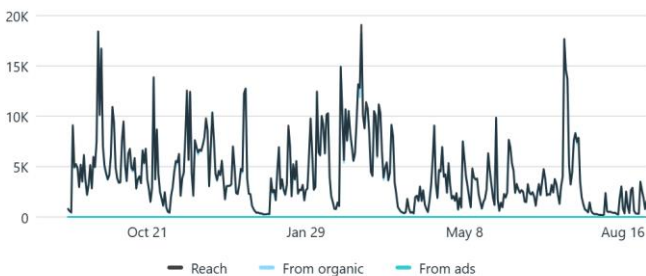
### Facebook

Reach  346.3K  150.5%

Content interactions  39.5K  17.2%

Followers  Lifetime 4.5K

Link clicks  6.6K  21.6%



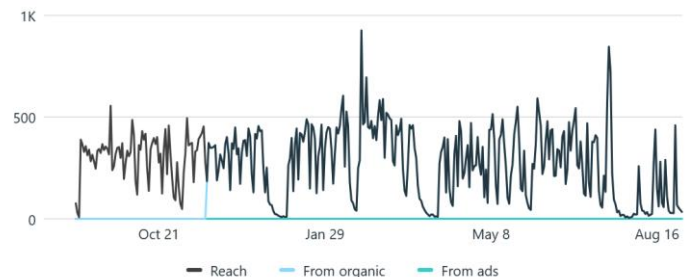
### Instagram

Reach  4.8K  94.2%

Content interactions  3.8K  100%

Followers  Lifetime 872

Link clicks  133  100%



## Videos launched in 2023-24

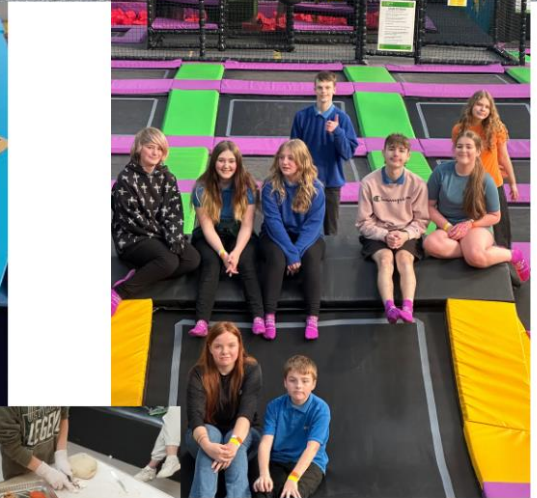
We worked with a group of pupils to produce “The best thing about MHS” video to play at our Open Evening - [Best thing about MHS](#)

Prefects and the communications team created a mobile phone video the launch the new mobile phone policy - [Mobile Phone Video](#)

We worked with two young carers to promote Carers Rights Day - [Carers Rights Day](#)



# Communication, events & community links 2023/24



**TOGETHER ASPIRE ~ TOGETHER ACHIEVE**  
Gyda'n gilydd, ymdrechwn ~ Gyda'n gilydd, cyflawnwn

Welcome to  
MILFORD HAVEN SCHOOL

Croeso i  
YSGOL ABERDAUGLEDDAU

During a school year we hold a plethora of events, far too many for us to mention here, but below you will see some examples of our core events, communication, pupil events and opportunities and our community events, support and involvement.

## Communication & PR



[www.milfordhavenschool.co.uk](http://www.milfordhavenschool.co.uk)



[www.facebook.com/milfordhavenschool](https://www.facebook.com/milfordhavenschool)



[www.instagram.com/milfordhavenschool23](https://www.instagram.com/milfordhavenschool23)



[www.milfordhavenschool.co.uk/headteachers-blog/](http://www.milfordhavenschool.co.uk/headteachers-blog/)



[www.milfordhavenschool.co.uk/letters-home/](http://www.milfordhavenschool.co.uk/letters-home/)

## New for 23/24 Class Chart Announcements

**Announcement**

Anti-Bullying Week Kindness Painting 🎨

Parents are invited to come along and get creative as we create one of our infamous Big Picture Projects to showcase kindness during Anti-Bullying Week.

This artwork will be displayed in the school and pupils will be invited to make a kindness pledge during Anti-Bullying Week.

If you are interested in coming along please register your attendance by emailing [j.ruffa@milfordhavenschool.co.uk](mailto:j.ruffa@milfordhavenschool.co.uk) or [kbowers@milfordhavenschool.co.uk](mailto:kbowers@milfordhavenschool.co.uk)

Close

## Recent Press

**H** The Pembroke Herald

### Milford Haven School celebrates three years of Young Carers Project

The project was born to provide carers with vital support to help them balance their educational journey with their caregiving duties at home.

10 Jun 2024



**W** The Western Telegraph

### Major accolade for Pembrokeshire school after gaining 'Investor in People' award

Milford Haven School has been awarded the 'Investor in People Silver Award' for the way in which they support young carers.

30 Sept 2023



**P** Pembrokeshire County Council

### Runs and wickets galore at girls cricket tournaments

More than 150 girls from eight local schools have taken part in the ECB National Indoor Cricket Championship over the past month.

22 Mar 2024



**P** Pembroke And Pembroke Dock Observer

### Local pupils showcase their artistic talents at the Torch

The exhibition from September 15 to 28 will see 43 Milford Haven School pupils, aged 15 to 16, who undertook GCSE Art last summer taking part.

10 Sept 2023



**H** The Pembroke Herald

### Milford Haven School's Aspire Celebration Evening 2024

Milford Haven School celebrated the achievements of Year 11 pupils from the Class of 2023 at the Milford Haven School's Aspire Celebration Evening.

24 Mar 2024



**P** Pembrokeshire County Council

### 'Poppy Walk' of Remembrance created by town's young people

A project to create a poignant 'Poppy Walk' of Remembrance in Milford Haven using the vast number of wreaths laid at the town's war memorial has been completed.

14 Nov 2023



**H** The Pembroke Herald

### GCSE results success shines across Pembrokeshire

Pembrokeshire schools have seen a flurry of impressive GCSE results this year, as students from several institutions across the county have overcome numerous...

22 Aug 2024

