

MILFORD HAVEN SCHOOL YSGOL GYFUN ABERDAUGLEDDAU

GOVERNORS' ANNUAL REPORT TO PARENTS For the Academic Year September 2024 to August 2025

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 2025. This will be my last letter as Chair, as my term ended in August 2025, although I will remain a governor.

We wish to thank all staff, led by the Head and Senior Leadership Team, for everything they do 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.

Once again, there was a lot to celebrate last year:

- All pupils in year 10 and 11 took external exams and many achieved very good outcomes. We wish all of them well as they start on the next phase of their lives.
- It was good to see so many past and present pupils at the ASPIRE awards evening, and to show our appreciation for their hard work.
- Milford Haven pupils had a lot of success in sporting events last year, across several disciplines: hockey, rugby, netball, football, athletics, dance, cheer teams, swimming and cricket. We congratulate the pupils on their success and thank the staff, parents and carers who supported them and helped them to achieve this.
- The art, music and drama departments continue to provide opportunities for pupils to develop their creativity and have their achievements recognised outside the school. Pupils exhibited their artwork at the Torch Theatre; the MHS Cluster Band performed at Sandy Bears big bash; many pupils had success in the Valero Music Festival and our school rock band, The Monarchs, deserve a special mention for their performances during the year. The drama club production of The Wizard of Oz was a real highlight involving many pupils in a variety of on-stage and off-stage roles.
- Once again the Science Fair allowed year 8 pupils to show their investigative skills and develop communication and presentation skills by explaining their work to the judging panel.
- September 2024 saw the launch of the mobile phone policy. This was a really positive step, and governors thank parents, carers and pupils for working together with staff to make this a success.
- Estyn inspected numeracy provision in the school and gave very good feedback. This was followed by the Numeracy Day Challenge for pupils, staff, governors and members of the community!
- The Milford Haven School prefect team led the first Family and Community Engagement
 Conference, held in the swansea.com stadium. This led to a FaCE paper being written to share
 the learning from the conference.
- As usual, many pupils have been involved in charity fundraising events including Children in Need. We are very proud that the four houses continue to raise money for their chosen charities Get the Boys a Lift, Sandy Bears, PATCH and Greenacres. In December 2024, the Tags on the Tree project, which started with MHS staff several years ago, was further extended we teamed up with PATCH to take the project Pembrokeshire-wide and introduced multiple new locations including Milford Haven and Neyland Library, Hubberston and Hakin Community Centre, Milford Youth Matters Pop Up Shop, B-Fit Gym, Pembroke Leisure Centre and Ysgol Harri Tudur. We delivered over 250 presents to PATCH for the children of our community.
- The Director of Education presented the school with the UNICEF Rights Respecting Schools Gold Award (achieved in July 2024). We are the first secondary school in Pembrokeshire to achieve this, and one of only 648 schools in the UK currently holding the award.

We had hoped to give more positive news about the progress of the new school building. The strategic business case has been put to Welsh Government, and we are awaiting feedback on progress. In the meantime, we are celebrating the successes of our pupils over the year 2024-25 and look forward to the future with confidence.

Milford Haven School Ysgol Gyfun Aberdaugleddau



Ysgol Aberdaugleddau/Milford Haven School Vision Summary

We are all committed to our values of ASPIRE to deliver a safe and inspiring place to learn.



Our expectations
RESPECT

READY

SAFE

/

TOGETHER ASPIRE ~ TOGETHER ACHIEVE

Gyda'n gilydd, ymdrechwn ~ Gyda'n gilydd, cyflawnwn

MILFORD HAVEN SCHOOL GOVERNORS 2024-2025

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	NAME DATE APPOINTED		
LOCAL AUTHORITY	Mr D Gibby	17/09/2020	16/09/2026	
	Ms C Millican	03/10/2022	02/10/2026	
	Cllr A Dennison	28/07/2022	27/07/2026	
	Mrs C Loughlin	14/11/2024	13/11/2028	
	Mrs M Thomas	26/06/2025	25/06/2029	
PARENT	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	
	Mr A Picton	14/11/2024	13/11/2028	
COMMUNITY	Mrs S Groves	21/09/2023	22/09/2027	
	Mr D Hewitt	13/02/2025	12/02/2025	
	Mr J R Owens	01/04/2019	31/03/2026	
	Vacancy (now filled)			
	Vacancy			
TEACHER	Mrs C Zoogah	16/03/2022	15/03/2026	
	Mrs R Picton	16/03/2022	17/03/2026	
STAFF	Mrs F Thomas	25/06/2025	24/06/2029	
HEADTEACHER	Ms C-A Morris	01/04/2018		
PUPIL ASSOCIATES	Miss C Badrock	01/09/2024	31/08/2025	
	Mr Z Campbell	01/09/2024	31/08/2025	

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/ GWYBODAETH CYFFREDINOL

Director of Education

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

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 three 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

No meetings were requested by parents this academic year.

CONTEXT OF THE SCHOOL (based on Pupil Level Annual School Census (PLASC) January 2025 and Schools Workforce Annual Census (SWAC) November 2024)

Milford Haven School is an English-medium, 11-16, mixed comprehensive school of 1097 pupils, including 51 pupils at Neyland PLC. 23.0% of pupils are eligible for free school meals (eFSM) compared with the Welsh average of 20.3% for pupils aged 5 to 15 (July 2025).

A small percentage of learners, 3.1%, currently learn English as an additional language.

The school's intake represents the full range of ability, where 5.7% of pupils have a LA based IDP for additional learning needs (ALN). This figure is above the average for Wales (2.0% July 2025).

12.2% have an identified additional learning need (ALN) with a school based or LA based IDP, which is higher than the national average of 6.9% (July 2025). The school runs The Bay, which supports our complex-needs learners.

We have 62 teaching staff, (11 are part-time, 58.5 FTE) and 54 support staff, including 22 LSAs / TAs in total. 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.

Numbers of Pupils

Number of Pupils on Roll September 2024: 1098

Number of Pupils on Roll July 2025: 1080 (compared to 1129 in July 2024)

CURRICULUM

In years 7 to 9 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 via their Literacy lessons and also completed Numeracy lessons - both of these are set according to ability.

In years 10 & 11 all pupils studied English Language and Literature, Mathematics and Numeracy, Science, Ethics (Religious Studies) or Sweet, 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, the school Eisteddfod, Diwrnod Shwmae Day, Wythnos y Gymraeg / Welsh Week and Dydd Miwsig Cymru (A trip to a Candelas gig in Narberth and beatbox workshops with Ed Holden co-ordinated with Menter laith Sir Benfro). The school continues to work with Urdd Gobaith Cymru including a trip to Llangrannog, sports tournaments and competing in the Urdd Eisteddfod. Pupils have had the chance to support Welsh teams in sport and guests to promote the value of using the Welsh language outside school in further education and the workplace have held workshops.

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

Academic Year 2024/25

Group	Authorised Absences	Unauthorised Absences	AEA	Overall Attendance %
Year 7	6.1%	3.2%	3.8%	90.7%
Year 8	6.6%	5.3%	4.6%	88.1%
Year 9	7.1%	5.2%	4.9%	87.7%
Year 10	8.8%	6.8%	7.2%	84.4%
Year 11	17.3%	5.1%	6.0%	77.6%
TOTAL	9.1%	5.2%	5.3%	85.7%

SCHOOL DAY

			Monday	Tuesday	Wednesday	Thursday	
55	08:40	09:35	Lesson 1 - HWB	Lesson 1 - HWB	Lesson 1 - HWB	Lesson 1	
55	09:35	10:30	Lesson 2	Lesson 2	Lesson 2	Lesson 2	
55	10:30	11:25	Lesson 3	Lesson 3	Lesson 3	Lesson 3	
30	11:25	11:55	Break 1				
55	11:55	12:50	Lesson 4	Lesson 4	Lesson 4	Lesson 4	
55	12:50	13:45	Lesson 5	Lesson 5	Lesson 5	Lesson 5	
30	13:45	14:15		Brea	ak 2		
55	14:15	15:10	Lesson 6	Lesson 6	Lesson 6	Lesson 6	

	Frida	y	Friday	
25	08:40	09:05	Lesson 1 - HWB	
55	09:05	10:00	Lesson 2	
55	10:00	10:55	Lesson 3	
30	10:55	11:25	Break 1	
55	11:25	12:20	Lesson 4	
55	12:20	13:15	Lesson 5	
20	13:15	13:35	Break 2	
95	13:35	15:10	PM Session	

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

FINANCE

A summary of the school's budget position at the end of the financial year 2024-25 is shown below, indicating that the School delivered a £188,666 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.

School Reserve Balance B/Fwd from Last Year: (DEFICIT)	
, ,	213,716
Total Funding for the Financial Year:	
	6,860,930
Total Funds Available:	6,647,214
Less: Total Expenditure -	6,835,879

+/- Other resources (eg Invest to Save, Contribution to Capital Fund)	
Year End Resources Available - Balance C/Fwd (DEFICIT)	
	188,666

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.

GOVERNORS' EXPENSES

No claims for expenses were submitted.

KEY PERFORMANCE DATA 2025

KS4/GCSE Results 2025

TO I/O O O O I TO O O O O O O O O O O O O O O								
	First Result			Best Result				
Measure	2019	2023	2024	2025 *	2019	2023	2024	2025
Capped 9	342	348	344	345	343	352	345	348
Literacy Average Points	37.5	37.8	37.5	37.3	38.0	38.7	37.7	37.4
Numeracy Average Points	34.8	35.7	33.8	33.9	34.9	35.5	33.9	34.1
Science Average Points	33.1	31.1	31.4	30.4	33.1	31.1	31.4	30.5
Skills Average Points	39.3	38.0	37.4	37.7	39.3	38.2	37.4	38.4
L1 (A* - G)	97.5	90.9	93.6	90.3	97.5	92.4	93.6	91.3
L2 (A* - C)	52.2	56.7	53.9	49.5	56.6	58.2	54.9	51.5
L2i (5 A* - C, inc English & Maths)	40.8	44.2	41.2	39.8	49.5	46.4	41.2	40.3
L2a (A* - A)	8.9	13.7	8.3	8.7	11.0	13.3	8.3	9.2
L2ai (5A* - A, inc English & Maths)	5.1	10.7	5.4	6.3	6.0	10.7	5.9	6.8

^{*} based on AWCD release 1, final figures expected to increase for release 2 due December 2025/January 2026.

The school will provide a copy of the detailed figures for individual subjects at GCSE, to any parent/carer 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".

With the phased introduction of the new GCSE & Vocational courses the performance indicators used may change in subsequent years. We are awaiting an update from the Welsh Government.

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 2025 the Capped 9 of 347 means that on average pupils scored 9 grades at 38.5 (2024 38.1,) equivalent to 9 D grades.

There were some exceptional performances with 14 pupils gaining 700+ total points. The school had 11 with 468+ (9 x A equivalent) 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 2025	37.3* (37.5 in 2024)
Numeracy Measure	average points score 2025	33.9* (33.8 in 2024)
Science Measure	average points score 2025	30.4* (31.4 in 2024)

^{*} based on AWCD release 1, final figures expected to increase for release 2 due December 2025/January 2026.

Destinations

We are very proud that all of our year 11 students 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 206 pupils (including PLC:

FE College – 167 Sixth Form – 8 Jobs Growth Wales Plus Training (JGW+) – 19 Non Employed (health / medical / readiness to enter) – 6 Part Time Employment – 3
Full Time Employment – 2
Out of Wales – 1

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 2024-25 have significantly declined, with staff using a number of TIS strategies to de-escalate instances of 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).

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 2024-25 include:

Absconding Anti-smoking

Behaviour

Communications

Complaints

Curriculum

Deployment Exit Interview Fire Drill

Lockdown Literacy Lost Property

Menstruation and menopause

More able and talented

Networking e-safety

Payback

Peer on peer abuse

Performance Development

Positive Handling

Relationships and sexuality education

Safeguarding
Safer Recruitment
Schools data protection

Self Harm Social media Substance Misuse Teaching and learning

Young Carers

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

THE ADDITIONAL LEARNING NEEDS (ALN)

The Additional Learning Needs (ALN) provision at Milford Haven School is led by the ALNCO and supported by a skilled team of teaching assistants, specialist teachers, and external professionals to ensure pupils receive appropriate support both in class and through targeted interventions. Provision is guided by Individual Development Plans (IDPs), ALN profiles, and medical passports, with interventions such as ELSA, Lexia, Precision Teaching, and Trauma-Informed approaches delivered through small-group or one-to-one support. Pupils receive Universal, Targeted, or Additional Learning Provision according to need, with some following modified timetables or accessing alternative off-site education.

Despite the loss of Outreach provision and the reduction in other ALN/Mental Health based support due to funding constraints the school remains fully committed to inclusion, ensuring every learner is valued and able to access a broad and balanced curriculum.

PUPILS WITH DISABILITIES

Arrangements for admissions are the same as for other pupils with the exception that the ALNCO is present at the meeting. This equity is continued through Access Arrangements where testing begins in Year 9 in order to facilitate early identification of need (though an increasing need is resulting in TAs and additional staff being redirected to support students within 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 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.

HEALTHY EATING & DRINKING

Milford Haven School actively promotes healthy eating and drinking by encouraging pupils to make balanced food choices and stay hydrated throughout the day. Our canteen offers nutritious, freshly prepared meals that meet Welsh Government food standards, with healthy snacks and water available at all times. Through lessons, assemblies, and wellbeing initiatives, pupils learn the importance of maintaining a healthy lifestyle. We also provide opportunities to eat and drink in calm, social environments that reinforce positive habits and support overall wellbeing.

PROVISION OF SCHOOL TOILET FACILITIES

The pupils' toilets are maintained in a good state of repair and are checked and cleaned daily.

EXTRA-CURRICULAR ACTIVITIES

Pupils at MHS have raised their aspirations in sport, with increased participation in extracurricular activities. This growth in engagement has led to MHS achieving higher standings across a range of sports in Pembrokeshire compared to previous years.

Last year was an exceptional year for sporting achievement across the school, with pupils excelling in a wide range of disciplines. Our U16 hockey team reached the Welsh Schools Finals, while all our hockey teams progressed to the South Wales Regional Finals. Eight pupils were selected for the Dyfed U15 and U17 hockey squads.

In rugby we had three pupils play for Pembrokeshire schools, with one pupil earning a place in the Scarlets Rugby Programme.

In netball, one student achieved selection for both the West Wales Academy and the Regional Academy.

Success extended to athletics, with three pupils competing in the Welsh Schools Cross Country event and one representing at the Welsh Schools Athletics Championships. Along with 6 students representing the county in the Dyfed athletics championships across multiple disciplines.

Football talent also shone through, with three boys being selected in the Pembrokeshire U13s team, six girls selected for the Pembrokeshire Schools Football team and one girl representing her county.

Additionally we had one pupil who played football for Wales on multiple occasions. The Year 11 boys' football team reached the final 16 in the Welsh Cup.

In cricket, the U15 boys finished as runners-up in the Pembrokeshire Cricket Cup, with three pupils recognised on the Cricket Wales Regional Pathway.

Our dancers and cheer teams also excelled, with pupils representing Wales at the Dance World Cup, the cheer team winning the Pembrokeshire Schools Dance competition, and the Year 9 dance team crowned Pembrokeshire champions and placing 2nd in the UDO It Wales competition. Pupils at MHS have raised their aspirations in sport, with increased participation in extracurricular activities, leading to higher standings across a range of sports in Pembrokeshire compared to previous years.

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.

Music pupils have had successful results in graded exams and Music Medal exams, as well as many successful performances in both the Valero Music Festival and local Rotary Young Musician of the Year competition. The school choir also performed in the Cleddau Chamber Orchestra's concert in St Katherine's Church. Our school rock band The Monarchs won the inaugural Pembrokeshire Battle of the Bands competition, which also featured another MHS band, Euphony. Students were invited to perform at school events and the Monarchs also performed in Hayscastle for a festival in aid of MacMillan cancer research.

Once again our drama club entertained audiences, this time with our version of the Wizard of Oz, complete with choreography, singing, acting and a twister. Pupils from years 7-11 participated, challenging themselves, whether through on-stage performances or fabulous set and prop building.

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

The half-termly Excelsior magazine, 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 2024-25 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 and monthly coffee mornings with our Family Liaison officer, Miss Kelly Bowers (FLO).

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 There is no formal application to join, and we will look forward to welcoming you to the team.

Prospectus - MHS School Prospectus.



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