

Islwyn High School
Ysgol Uwchradd Islwyn

Annual Governors' Report November 2019

Acting Headteacher: Sian Mainwaring BSc Hnrs, NPQH



Governors' Annual Report to Parents
Adroddiad Blynyddol y llywodraethwyr
November 2019



Belong. . . Believe. . . Achieve. . .

Dear Parent /Carer

Welcome to the new academic year. I have much pleasure in presenting this Annual Report to you.

The Autumn term of 2018 included a visit from Estyn. We are proud that much of the report indicates that we are making good progress with our pupils. The report states that *“Over the last two years, senior leaders have successfully managed the challenging task of transferring the school from two separate sites into one new school building. This has been undertaken well ensuring minimal disruption to teaching and learning in the school. The Headteacher has a clear vision for the school where innovative teaching and learning experiences challenge pupils to become happy, healthy and confident learners.”* Despite many areas of good practice, we need time for others to embed and positively impact on our outcomes. As a result, we are being monitored by Estyn with a future visit necessary to check our progress. See the full Estyn report on our school website.

The Annual Report and Annual Meeting are the main formal means by which the school and Governing Body can demonstrate their accountability to parents and carers. They provide an opportunity to not only engage with parents on what has been happening at the school during the previous year but to share the governing body’s plans for promoting high standards of educational achievement and to actively seek the views of Parents and Carers.

As Chair of Governors, I am proud of Islwyn High School’s commitment to the continued delivery of a first class pastoral and nurturing environment for all learners that underpins, in all sorts of differing ways, the academic achievements of all of our pupils. Our attendance figures have seen significant improvements over the last year, as has the reduction in fixed term exclusions. These two facts alone highlight the fact that our school is one where pupils are happy to come and make progress.

Our examination results indicated many individual exceptional performances with eleven pupils achieving ten or more A*-A grades. We have also seen significant improvements in many subject areas, another indication that we are making good progress. As always, there are some areas that we need to focus on and these are highlighted in detail in our whole school improvement plan.

Our second whole school production of Oliver was a hugely successful event and another proud moment. It would not have happened without the dedicated team working tirelessly for many months beforehand. This was a further example of how many talented individuals we have in our school.

During the course of the last academic year 2018/2019, there have been some long term absences in the Senior Leadership Team at the school. This has been actively managed by the Governing Body who made additional resources available to ensure the continued effective leadership of the school. These arrangements were regularly reviewed.

On behalf of the Governing Body, I would like to thank all those involved within our school community who continue to work tirelessly to maintain our growing reputation in the area for producing pupils who will become responsible, happy and successful citizens of the future. Should any parent wish to meet the Governors to discuss any aspect of this report, please contact Mrs Maria Presley, via the school office.

Best wishes

Chris Gore

Chair, Islwyn High School Governing Body

The full list of Governors is as follows:

- 1. (a) Chair of Governors:** **Mr C Gore**
c/o Islwyn High School
Waterloo
Oakdale
BLACKWOOD
NP12 0NU
01495 233600
- (b) Vice Chair:** **Mrs A Johnson**
- 2. Clerk to the Governors:** **Ms K Houghton**
EAS Governor Support Services
01443 864713

3. Members of the Governing Body:

<u>Name</u>	<u>Category</u>	<u>Term of Office Ends</u>
Mr C Gore	Local Authority	September 2020
Cllr G Kirby	Local Authority	September 2020
Mrs E Knight	Local Authority	September 2020
Cllr R Saralis	Local Authority	September 2020
Mr S Brookman	Parent	September 2020
Mr G Bryce	Parent	September 2020
Mrs L Curtis-Jones	Parent	September 2020
Mrs T Garland	Parent	September 2020
Mr J Mapps	Parent	September 2020
Mrs N Roberts	Parent	September 2020
Mr R Bevan	Community	September 2020
Mrs J Crook	Community	September 2020
Mrs J Ford	Community	September 2020
Mrs A Johnson	Community	September 2020
Mrs K Moons	Community	September 2020
Mrs S Mainwaring	Teacher	September 2020
Mrs S Crane	Teacher	September 2020
Mrs T Crooker	Staff	September 2020
Mr T Williams	Headteacher	

Number on Roll/Staffing

At the time of the school census data being collected in January 2018 there were 1123 pupils on roll with 68.4 full time equivalent members of the teaching staff. In addition, there were, and still are, a number of teaching assistants who work with children in main stream and in the complex needs' base.

The Work of the Governing Body

During the last twelve months, the full Governing Body met on five occasions:

20 th September 2017	-	AGM
15 th November 2017	-	Autumn Term Meeting
17 th January 2018	-	Spring Term Meeting
16 th May 2018	-	Summer Term Meeting
18 th July 2018	-	Summer Term Meeting

Committees of the Governing Body have been established to deal with specific business:

Finance, staffing and premises
Standards, performance and curriculum
Inclusion, safeguarding and wellbeing
Parents' Forum

The Chair of Governors visited the school at least on a weekly basis both to discuss and assist with issues of concern and to acknowledge pupils' and staff members' successes.

The Governing Body has received and considered reports from the Headteacher in every meeting. These always focus on progress against set targets and have covered such matters as staffing levels, school organisation, curriculum, administration, staff training, maintenance of buildings, school buildings programme, pupil activities, extra-curricular activities, school attendance, special education, examination results, school assessment procedures, local financial management of schools and oversight of the school budget. The Governing Body has also received and considered various reports and documents from the Local Education Authority, the regional consortium EAS and the Welsh Assembly Government.

Governors strongly support the role of the Local Authority in providing a quality education service for our young people within the Caerphilly County Borough Council.

Attendance

Improving pupil attendance is a key priority. We celebrate good attendance and continue to reward high pupil attendance with celebration assemblies, certificates and other rewards.

We are extremely proud to announce that the dedicated efforts from many stakeholders have had a significant positive impact on increased attendance over the previous year. Final attendance of 93.8% was above modelled expectation of 93.5%. This took us out of the lowest benchmarking quarter for the last two years and put us into the second quarter. The figure of 93.8% is also above our Family and Wales.

2018-19	Summer Term	93.8%
	Spring Term	93.7%
	Autumn Term end	93.4%
2017-18	Autumn Term end	92.5%
	Spring Term end	92.1%
	Summer Term end	92.5%

In addition to the above, our unauthorised attendance has reduced by 0.7% over the previous year and also our –percentage of persistent absenteeism has reduced by over 12% and is now significantly below our Local Authority, Family and Wales.

The School Staff

At the end of the summer term, the school saw a number of changes to its staffing.

New Staff Roles

Richard Meade – Network Manager- Sept 18
Elizabeth Whitehouse – Geography – Sept 18 – mentioned below
Amanda Henry – Technology – Sept 18 – mentioned below
Luke Davies – Cover Supervisor – Nov 18
Nicola Troy - ALN Teacher — Jan 19
Ryan Hillier – Finance Assistant – Jan 19
Hazel Williams – Science Technician – Feb 19
Daniel Jones - IT Technician – Apr 19

New Internal Roles

Joe Woodland – Deputy Progress Manager
Russell Wareham – HOD ICT
Gavin Clarke – Progress Manager Yr 11
Jess Rowlands, Amanda Henry, Steve Davies, Gareth Preece – New Curriculum Teacher Researchers
Clive Wilkinson – New Curriculum Coordinator
Huw Davies and Neil Cotter – temporary pastoral roles to support Matthew Thomas

Maternity Cover

English Teacher – Maternity – Niamh Coleman for Natalie Edwards
Religious Education – Maternity - Samantha Smithy for Tess McAllister

Staff who left

Laura Davis – Finance – Ty Penallta – Dec 18
Karen Davies – Science Technician – Coleg Gwent - Dec 18
Gemma Lau
Jared Gore
James Winter
Jesus Santos
Karl Kostin
Linda Cook
Nicola Troy
Paula Darknell
Paula Davies
Sarah Manning

Staff who retired

Julie Banfield
Angela Jones
Keren Kennedy
Sandra Swindenbank

The school wishes all of the above members of staff well in the next stages of their lives and careers

Curriculum

Islwyn High School is an English medium school. The Curriculum offered at the school is summarised below. The broad, balanced educational diet provided is in line with the requirements of the National Curriculum. Welsh is taught as a second language to every pupil until they leave and there is a growing amount of conversational and incident Welsh used across the school day.

Years 7, 8 & 9

All pupils study the following subjects:

English,* Mathematics,* Science, Spanish, Welsh, History, Geography, Religious Education, Physical Education, Technology, Music, Art, Information Technology* and Personal and Social Education (PSE).

*In Years 7 & 8, English, Mathematics and Information Technology are taught through Literacy, Numeracy and Digital Competence.

Years 10 & 11

All pupils study English, Mathematics, Science, Welsh, Skills Challenge, Religious Education and Games.

In addition, three other subjects are chosen as one from each of three options lines:

1. Art, Asdan, Drama, Geography, Health & Social Care & Childcare, History, Product Design, Separate Science, Sociology
2. Art, Geography, Health & Social Care & Childcare, History, Hospitality & Catering, Music, Physical Education PE, Construction, Sociology
3. Computer Science, Construction, Fashion & Textiles, Geography, History, Hospitality & Catering, ICT, Physical Education Girls, Religious Education, Spanish.

In addition to the above, planning has started for the new curriculum. Clive Wilkinson, Head of Technology, was appointed for to lead this area along with four teacher researchers initially in the Science / Technology and Health / Wellbeing Areas of Learning Experience.

The School's policy for pupils with Additional Learning Needs is designed to provide access for all ALN pupils to the full curriculum. This involves providing specialist teaching in small teaching groups and wherever needed integration, with specialist support by experienced teachers and teaching assistants, into mainstream classes. In this way pupils with particular learning difficulties receive the attention they require but also experience the social and educational integration with their friends which is essential as a preparation for post school life. (A full copy of the ALN policy is available from the school). Preparations have started in earnest in order to be ready for introduction of the new ALN reform. The school also has a Secondary Special Resource Base (SSRB) which provides specialist teaching for pupils from around the county with complex learning needs.

We are quickly gaining a reputation of excellence in sport. Some notable team performances include our Year 11/10 girls winning the National Ann Smart tournament in netball, our Year 8 boys becoming County Rugby champions and a team of Year 8 girls coming second in a national street dance event. This is on top of many peoples gaining international and county honours.

Our school put on its second production of Oliver. Following on from the hugely successful Beauty and the Beast in the summer of 2017, Oliver at least equalled its success highlighting the talented bunch of people we have in school outside of normal classroom activity. Please refer to our website for a gallery of photographs.

Teaching and Learning

Our main focus of school is to ensure that our teaching enables our learners achieve to meet their full potential. We are extremely proud of the fact that Teaching was deemed 'Good' during our recent Estyn Inspection. Positive Estyn comments included:

- *teachers develop positive working relationships with pupils and manage their behaviour well*
- *teachers displaying strong subject knowledge, provide effective language models for the pupils.*
- *teachers plan lessons skilfully. They reinforce pupils' prior learning and develop their knowledge, skills and understanding well.*
- *in a few lessons, teaching has outstanding features. In these lessons, teaching is inspirational, teachers are creative and have very high expectations of pupils.*
- *many pupils persevere well and make outstanding progress.*
- *the school has introduced a greater focus on the development of literacy, numeracy and wider skills - this is beginning to have a positive impact on the progress made by pupils in lessons*
- *the worthwhile 'Challenge Champions' programme in key stage 3 helps pupils develop their wider skills in areas such as problem solving, critical thinking and creativity*
- *at key stage 4, pupils choose from a suitable range of options - the school ensures that the choice of subjects available is appropriate for the needs of each cohort*
- *the school provides suitable opportunities for pupils to engage in beneficial work- focused education*
- *the personal and social education curriculum contributes suitably to the provision of curriculum opportunities that enhance and extend pupils' experiences*
- *in key stage 4, the school's provision for the 'Skills Challenge Certificate' provides pupils with valuable opportunities to develop a broad range of skills*
- *the school has strong arrangements for enhancing the provision of literacy, numeracy and ICT skills across the curriculum. There are regular opportunities to share good practice in the teaching of skills*
- *in particular, a literacy intervention has had a significant impact on pupils' standards in a short space of time*
- *provision for the development of pupils' Welsh language skills is strong*

All staff at Islwyn High School are committed to a continuum of improvement in terms of teaching and learning.

Transition

One of our key aims at Islwyn High is to ensure as smooth a transition from primary to secondary school as possible, working in partnership with our cluster family of primary schools throughout the year. The Open Evening in October 2018 was a very successful event with an updated school prospectus produced for prospective parents. All departments were on hand to showcase the on-going work, while many of our current pupils were eager to support the event. The Year 6 pupils visited the school on many occasions and were also involved in a variety of transition projects.

Increasingly, staff from Islwyn High work with pupils in the partner primary schools on preparing them for their move including literacy, numeracy and digital competence bridging work.

The School Buildings

Islwyn High School is very privileged to have such a good quality and fit-for-purpose 21st century building and it is providing a very pleasant learning environment for all. Available space continues to be an issue and will continue to do so until the school's pupil roll reduces down to 1000 mainstream and 50 complex needs' numbers. The admissions number for entry into year 7 is capped at 210 per year and so the optimum school size will be achieved over the next few years.

In the meantime, every available space is fully utilised and the school is constantly seeking ways to ensure that this issue does not impinge of the quality of provision provided in any way.

The school's premises team led by the Business Manager and supported by the Caretaker are determined to maintain the building in the current pristine condition and a whole programme of ongoing painting and maintenance has taken place. A further caretaker was appointed at the end of the summer term. This appointment will enhance the team in terms of small maintenance tasks now being able to be addressed in-house. The additional exterior food cabin opened and helped to alleviate the pressure on queuing in the dining hall.

The end of the year saw our school library being transformed into a dual purpose resource which now includes dedicated areas for some our most vulnerable learners to focus on wellbeing and other interventions.

Health and Safety

The local authority undertook a Fire Risk Assessment on the new school in the spring term. The rolling programme of first aid training and minibus driver assessments continued to maintain our high level of coverage across the staff.

The Evolve system for educational visits was fully utilised and the CCBC RAMIS system continued to be used as the main system for tracking and monitoring statutory maintenance issues within the school.

Toilet Facilities

There are plenty of very well maintained toilets available on all floors. These main sets of toilets are complemented by a number of accessible toilets across the whole building for anyone requiring them. The school fully complies with the Disability Discrimination Act 1995.

School Development Planning

Following the creation of the school's initial three year strategic plan last year, all areas of the school have reviewed progress on meeting the targets that were set. Departments have gone through the process of creating new annual action plans in line with the aims identified in the three year strategic plan and are now more closely linked to that of the Whole School Plan.

A key element to the effective delivery of the plan is funding and the school remains committed to providing a high level of resourcing in order for aims and objectives to be successfully met.

Community - Wider Life of the School

At Islwyn High School, the governors are extremely proud that the school plays a full and active role within the communities in which it serves. The courses on offer include:

- **Astroturf**– fully booked for almost every session available after school.
- **Sports Hall**– increasingly being booked for local community sports' activities
- **School Hall** – regularly booked for Rotary Club competitions and other organisations' events
- **Primary school events**- several events have been run by local primary schools using the school hall, sports facilities and the minibuses.

Within the school, our participation in the **Duke of Edinburgh Scheme** is a real strength and Mr Price and his team ensure that all our pupils have access to such a worthwhile and respected initiative.

Please see our website for many more events linked with our community. We are especially proud of our Resource Base that had national success with their Business Enterprise 'Taste Budz'

Our school trips offered are extensive, notably this year, our participation in the World Challenge event to Morocco and also, for one young person, a trip of a lifetime opportunity to India after winning a Virgin Atlantic scholarship as part of WE schools.

Examination Results 2018/2019

The school recorded pleasing results in the summer term for its third year of existence, in terms of both individual and whole school performance.

At Key Stage 3 pupils displayed consistent performance at L5+ with significant improvements in many subject areas at L6+ and L7+. Pupils achieving standardised scores of 115+ in reading tests have increased in all year groups, whereas the numbers have decreased for 85-. This shows significant progress.

At Key Stage 4, despite a dip in English Language, many results have continued to move forward – especially in Science, Numeracy and the Skills Measure. Twelve out of eighteen foundation subjects also saw improvements over 2018. There were a number of remarkable individual performances with eleven pupils achieving 10 or more A*/A grades each.

KS3 Results Comparative Report (for 2019)

Islwyn High School
Caerphilly

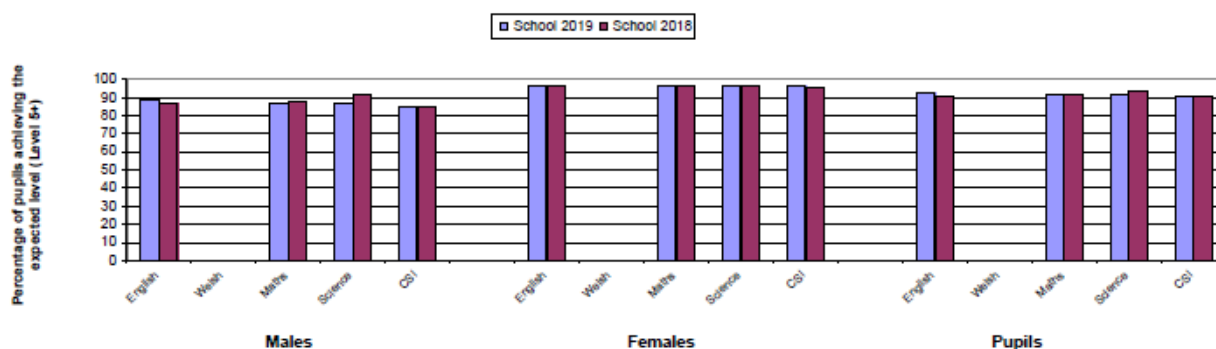
LA/School no: 676/4104

School validation report: National Curriculum Assessments 2019 Key Stage 3

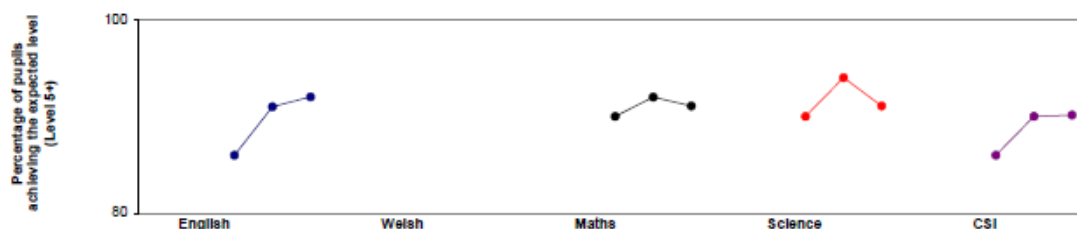
This summary data is produced from the NDC files that your school has just submitted. It's purpose is to help your school to validate the pupil level data in these files. You will be able to produce this report throughout the NDC validation period and for a short time afterwards.

Percentage of males, females, and pupils achieving at least the expected level (Level 5+):

	Males		Females		Pupils	
	School 2019	School 2018	School 2019	School 2018	School 2019	School 2018
English	88	86	96	96	92	91
Welsh	0	0	0	0	0	0
Maths	86	88	96	96	91	92
Science	86	91	96	97	91	94
CSI	84	85	96	96	90	90



School Performance over time (2015 - 2019)



Notes:

- Figures for Welsh refer to attainment in Welsh first language only.
- CSI = Core Subject Indicator. To achieve the CSI a pupil must achieve at least the expected level 5 in both Mathematics and Science and either English or Welsh first language.
- If there were no pupils eligible for assessment in a subject for a particular year the graph will discontinue and show a gap for that year.

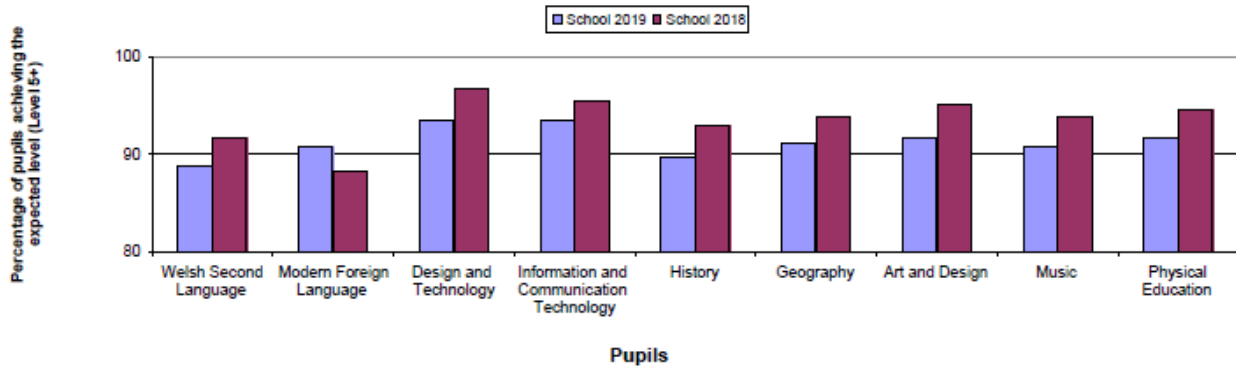
Please note that the above figures also include pupils from our Resource Base

**School validation report: National Curriculum Assessments 2019
Key Stage 3**

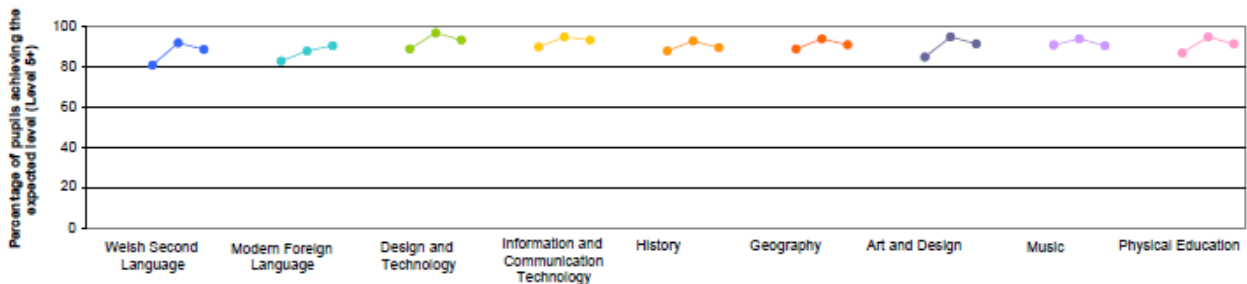
This summary data is produced from the NDC files that your school has just submitted. It's purpose is to help your school to validate the pupil level data in these files. You will be able to produce this report throughout the NDC validation period and for a short time afterwards.

Percentage of pupils achieving the expected level (Level 5+)

	Males		Females		Pupils	
	School 2019	School 2018	School 2019	School 2018	School 2019	School 2018
Welsh Second Language	82	88	95	96	89	92
Modern Foreign Language	85	83	96	94	91	88
Design and Technology	90	95	97	98	93	97
Information and Communication Technology	91	93	96	97	93	95
History	83	90	96	96	90	93
Geography	88	91	94	97	91	94
Art and Design	88	92	95	98	92	95
Music	85	92	96	96	91	94
Physical Education	89	92	94	97	92	95



School Performance over time (2015 - 2019)



Notes:

1. If there were no pupils eligible for assessment in a subject for a particular year the graph will discontinue and show a gap for that year.

Please note that the above figures also include pupils from our Resource Base

KS4 Results Comparative Report (2019)

Islwyn High School

SSSP 2019

Summary of School Performance (1) (2)

LA/School No.

676 / 4104

Pupils in Year 11

Number of pupils in Year 11 who were on roll in January 2019 : 236

Average points score per pupil:

	Capped 9 measure (Interim)	Literacy measure	Numeracy measure	Science measure	Welsh Baccalaureate Skills Challenge Certificate measure
School 2018/19	321	36	36	37	33
LA Area 2018/19	..	37	36	35	..
Wales 2018/19	..	39	37	37	..
School 17/18/19	..	37	36	37	..
School 16/17/18

Number of boys in Year 11 who were on roll in January 2019 : 126

Average points score per boy:

	Capped 9 measure (Interim)	Literacy measure	Numeracy measure	Science measure	Welsh Baccalaureate Skills Challenge Certificate measure
School 2018/19	299	33	35	35	28
LA Area 2018/19	..	35	36	34	..
Wales 2018/19	..	36	36	35	..
School 17/18/19	..	34	35	35	..
School 16/17/18

Number of girls in Year 11 who were on roll in January 2019 : 110

Average points score per girl:

	Capped 9 measure (Interim)	Literacy measure	Numeracy measure	Science measure	Welsh Baccalaureate Skills Challenge Certificate measure
School 2018/19	346	39	38	38	39
LA Area 2018/19	..	40	37	37	..
Wales 2018/19	..	42	38	38	..
School 17/18/19	..	39	38	38	..
School 16/17/18

(1) For details on approved qualifications, point scores and contribution to thresholds, please see the Qualifications Wales website (QIW) at <https://www.qiw.wales/>

(2) For details on the calculation of these indicators please see the guidance note at: <https://gov.wales/interim-key-stage-4-school-performance-arrangements>

.. Data not available.

Please note that the above figures also include pupils from our Resource Base

KS4 Results Comparative Report (continued)

Islwyn High School

Additional indicators 2019

Summary of School Performance (1)

LA/School No.

676 / 4104

Pupils in Year 11

Number of pupils in Year 11 who were on roll in January 2019 : 236

Percentage of pupils in Year 11 who:

	achieved the Level 1 threshold	achieved the Level 2 threshold including a GCSE pass in English or Welsh first language or literature and mathematics	achieved the Level 2 threshold including a GCSE pass in English or Welsh first language and mathematics	Achieved 5 or more GCSE grades A*-A or equivalent
School 2018/19	91	46	42	12
LA Area 2018/19	91	51	47	15
Wales 2018/19	93	54	50	18
School 17/18/19	93	48	47	13
School 16/17/18	..	..	..	..

Number of boys in Year 11 who were on roll in January 2019 : 126

Percentage of boys in Year 11 who:

	achieved the Level 1 threshold	achieved the Level 2 threshold including a GCSE pass in English or Welsh first language or literature and mathematics	achieved the Level 2 threshold including a GCSE pass in English or Welsh first language and mathematics	Achieved 5 or more GCSE grades A*-A or equivalent
School 2018/19	88	40	36	8
LA Area 2018/19	90	45	41	12
Wales 2018/19	91	49	44	14
School 17/18/19	90	43	41	9
School 16/17/18	..	..	..	..

Number of girls in Year 11 who were on roll in January 2019 : 110

Percentage of girls in Year 11 who:

	achieved the Level 1 threshold	achieved the Level 2 threshold including a GCSE pass in English or Welsh first language or literature and mathematics	achieved the Level 2 threshold including a GCSE pass in English or Welsh first language and mathematics	Achieved 5 or more GCSE grades A*-A or equivalent
School 2018/19	94	52	49	17
LA Area 2018/19	92	57	54	19
Wales 2018/19	95	59	56	22
School 17/18/19	95	55	54	17
School 16/17/18	..	..	..	..

(1) For details on approved qualifications, point scores and contribution to thresholds, please see the Qualifications Wales website (Q/W) at <https://www.q/w.wales/>

.. Data not available.

Please note that the above figures also include pupils from our Resource Base

ISLWYN HIGH SCHOOL FINANCIAL STATEMENT

ACTUAL EXPENDITURE FOR FINANCIAL YEAR ENDING 31ST MARCH 2019

EXPENDITURE:	£	£
Teacher Salaries	3,832,590	
Non-Teaching Salaries	606,219	
Other payroll costs	48,610	
TOTAL SALARY COSTS		4,487,419
Premises Costs	489,600	
Transport Costs	67,345	
Supplies	729,552	
Service Level Agreements	36,373	
TOTAL NON SALARY COSTS		1,322,870
TOTAL EXPENDITURE		5,810,289
TOTAL INCOME		641,327
NET EXPENDITURE		5,168,962
2018/2019 IN YEAR SURPLUS BROUGHT FORWARD		148,753
FORMULA FUNDING		5,138,041
TOTAL FUNDING		5,286,794
SURPLUS CARRIED FORWARD TO 2019/2020		117,832

PUPIL DESTINATIONS

From Year 11, our pupils in 2019 went on to:
Further Education colleges - 211
Part time education - 5
Work based training (employed) - 8
Unemployed - 6

TERM DATES 2019/20

Autumn Term 2019

Term starts Monday 2 September 2019
Half term starts Monday 28 October 2019
Half term ends Friday 1 November 2019
Term ends Friday 20 December 2019

Spring Term 2020

Term starts Monday 6 January 2020
Half term starts Monday 17 February 2020
Half term ends Friday 21 February 2020
Term ends Friday 3 April 2020

Summer Term 2020

Term starts Monday 20 April 2020
May Day Friday 8th May 2020
Half term starts Monday 25 May 2020
Half term ends Friday 29 May 2020
Term ends Mon 20 July 2020

INSET DAYS 2019-20

2nd September 2019
25th October 2019
20th December 2019
24th February 2020
26th June 2020
20nd July 2020

After consultation with all stakeholders, the school day timings have been changed to take effect from September 2019 as follows:

The School Day 2019-2020	
8.30 am	Registration / Assembly
8.55 am	Lesson 1
9.55 am	Lesson 2
10.55 am	Break
11.15 am	Lesson 3
12.15 pm	Lesson 4
1.15 pm	Lunch
1.50 pm	Lesson 5
2.50 pm	End of Day

Thank you to everyone for your support in the school's first three years of its existence. Progress is swift and we all look forward to reporting further progress for all that we do again in next year's report.



Islwyn High School

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