



SULLIVAN UPPER SCHOOL HOLYWOOD

**Report of the Board of Governors
on the
2023/2024 School Year**

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1 THE CONSTITUTION OF THE BOARD OF GOVERNORS 2023/24 School Year

a) **nominated by the church bodies in Holywood which were the original trustees of the school:**

Church of Ireland, Parish of Holywood	Mr Brian Burke
Church of St Philip and St James	Mrs Catherine O'Neill

First Holywood Presbyterian Church, Bangor Road, Holywood	Mr Peter Moran Mr Chris Warnock
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High Street Presbyterian Church, Holywood	Mrs Ann Eves Mrs Audrey Gordon
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First Presbyterian (Non-Subscribing) Church, Holywood	-
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The Methodist Church, Holywood	Mrs Gillian Law
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St Colmcille's Parish, Holywood	Dr Alison Eccles Mrs Maria Pearson
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b) **nominated by the Department of Education**

	Mrs Laura Calvin Ms Louise Campbell Mr Keith Forster Mrs Helen Mills
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c) **elected by parents of pupils attending the school**

	Mr Gareth Boyd Mr Mark Hamilton
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d) **elected by the teaching staff of the school**

	Mr Steven Drennan Mrs Carol Johnston
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e) **co-opted by the Board of Governors**

	Mr Stuart Hamilton Mrs Doreen Mathison Mr Mike McNeill
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f) **member ex-officio as Principal of the school**

	Mr Craig Mairs
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g) **secretary to the Board of Governors**

	Dr Christina Byrnes (Bursar)
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The Board of Governors meets approximately once every 2 months during the school year, with more detailed work being done between the full Board meetings by the committees of the Board.

The **current** office bearers are:

Chairperson of the Board of Governors:	Mrs Lauren Calvin
Vice-Chairperson of the Board of Governors:	Mr Mark Hamilton
Chairperson of the Audit and Risk Assurance Committee:	Mr Brian Burke
Chairperson of the Education Policy Committee:	Ms Louise Campbell
Chairperson of the Education Services Committee:	Mr Stuart Hamilton
Chairperson of the Finance Committee:	Mr Gareth Boyd
Chairperson of the Preparatory Department Committee:	Mrs Doreen Mathison
Chairperson of the Safeguarding Team:	Mrs Audrey Gordon

Other sub-committees of the Board include the Salaries Committee, the Salary Appeals Committee, the Transfer Procedure and Admissions Committee, the Health and Safety Committee and the Property Sub-Committee.

Designated Governor for Safeguarding:	Mrs Audrey Gordon
Designated Governor for Special Educational Needs:	Ms Louise Campbell
Designated Governor for Well-Being:	Mr Gareth Boyd

2 THE PREPARATORY DEPARTMENT

Pupil attendance:

Attendance of pupils has been this year was 96.4%. There were two annual audits from our Educational Welfare Officer in December and February. There was no concern for any pupil's attendance.

Staffing:

All staff remained in the same year group from the previous year. Mrs Matthews officially commenced her role as senior teacher. Mrs Callen has returned from maternity leave, to the Prep 1 role. Mrs Rowan commenced her maternity leave in October 2023 and her class was covered by Mrs Rachel Stewart (formerly Miss O'Neill) who also provided support with the school choir.

The Senior Leadership team continued this year in supporting the Head of Prep in making decisions about a number of aspects of school life. They used the ISEF documentation to work on self-evaluation of the school. The Being Well Doing Well team met weekly as the focus of the school is well being.

Return to school:

Pupils returned to school in August with great enthusiasm. Drama festivals and examinations, music festivals, sporting fixtures , trips and visitors took place across all year groups. We have continued to provide the staggered drop off in the mornings from 8:30 am The early morning reading club, took place on a daily basis led by Mrs Moody and Mrs Moroney and offered reading from 8:15 am-8:30 am.

Assembly:

Assemblies continued with the whole school meeting in the Prep Hall each week. Headteacher awards were presented each week to pupils. Pupils also had weekly singing sessions with Mrs Ballard. Whole school assemblies provided a launch for weeks such as anti-bullying, mental health and the various celebrations across the school year. This year alongside the usual Harvest, Christmas and Easter assemblies children also received a series of sessions focusing on Child Protection, online safety, positive behaviour and other festivals such as Dyslexia awareness week, Neurodiversity week and the Catholic sacraments. This year as part of these specialist weeks, each class would share their learning with the rest of the school. Mr Mairs visited the Prep and led an assembly. This year, we introduced the Prep kindness awards to those children who showed particular kind acts to others. These were awarded on a monthly basis. We were so delighted to be able to introduce class assemblies each month for our parents and family members to visit school and share the topic learning from each class. These were very well attended by families across all year groups.

SEAG results:

All 28 Prep pupils sat the SEAG test. 100% of our pupils were successful in securing a grammar school place. 25 out of 28 pupils scored over 200 in the test. Mrs Matthews provided 2 parental consultations in term 1 for our Prep 7 parents and Mrs Ballard met virtually with all Prep 7 families, once the results had been received. Our Prep 5 and 6 families were invited to attend an SEAG information session virtually in March with Mrs Ballard and then from Senior school in term 3.

Extracurricular:

Many teaching staff volunteered and led extracurricular clubs in a range of areas from drama to outdoor learning to hockey club, despite Union action. However, due to other responsibilities for a number of staff, they used the time to develop specific areas of school life. Mrs Callen is leading well-being, Mrs Matthews is leading online learning and updating the website and Mrs Patterson has developed assessment this year and therefore focused on these areas. Extracurricular activities commenced in September and the Prep provided a range of external led clubs such as coding, multi-sports, clayfulness, dance and basketball. Speech and drama lessons continued as usual both during the school day and also as an extracurricular activity. Extracurricular netball, football, rugby, athletics and hockey all took place on a weekly basis. Mrs Rowan and then Mrs Stewart & Mrs Ballard

led the choir through a range of events such as Open day, Christmas, Bangor International choral Festival, May Day Maypole singing, the school production (Annie) and various assemblies.

Events:

Our annual Harvest service took place in our local Parish church and all families were invited to attend. A spooky fun night was organised by SUPPA and the children had fun eating BBQ food, dressing up, playing in the dark and petting a range of unusual animals.

Our annual, special celebration 'P1 dedication' for our Prep 1 pupils, took place in October. Staff in the Prep organised a special dedication ceremony and special welcome to the school for our Prep 1 pupils and their families. This was attended by our Prep Governors to present welcome certificates.

The Prep Nativity continued to be a much-loved event and this year was no exception, as the performances from Prep 1 to Prep 4 were performed in the senior school hall. This allowed all families to attend these performances. The Upper Prep children (P5-7) held their Christmas Service, in Holywood 2nd Presbyterian church and once again all families were welcome to attend. Santa visited the Prep outdoor classroom and there was also some fun Christmas singing in the playground.

The Prep 7 pupils led the school in their production of Annie, produced and directed by Miss Johnson, in the Senior School drama theatre. Children in P5 and 6 performed songs and dances and the choir were led by Mrs Stewart.

Across the school, pupils took part in a range of specialist teaching days for outdoor learning led by the early years team, the World Around Leaders and the Maths team.

Prize day this year took place in the School hall and was run in 2 sessions for P1-4 (in the morning) and then Prep 5-7 and also showcased our Prep 7 pupils for their leavers' assembly. The Prep 7 children were formally piped out of the hall.

The hockey team had a number of exceptionally noteworthy matches this year and the boys' team got right to the final of the hockey blitz. The Prep 7 pupils joined other local primary schools to take part in "Sport changes life' sessions with the final celebration being held in Senior school. They also received community and online safety training.

The senior choir competed in the Bangor International Choral competition senior Primary school class and the Prep 3 class competed in the under 8 years section. They came 2nd in this competition!

The school took part in Daily Mile day and a group of Prep 7 pupils attended community sessions for dancing round the Maypole. Our Prep 7 pupils spent 4 days at Greenhill activity centre for their annual residential and Prep 6 had 1 overnight stay at the Scout centre.

The Prep 6 children had gardening sessions with Lauren McFarland from Dunville community Gardens and P7 Eco members attended a special ceremony at the garden in June.

Pupils in Prep 3 entered a writing competition as part of world Literacy day and received excellent feedback. Also, Afterschool Club won a book competition and one of the Prep 7 pupils won with her picture entry as the front cover!

Teaching and learning:

The five outcomes of the 2023-26 School Development were shared with all stakeholders:

1. Pupil well-being, confidence and self-esteem
2. Staff well being
3. Communication
4. High quality teaching & learning
5. Outdoor Learning

Despite union action continuing, the staff at the Prep worked tirelessly on a number of areas and meet regularly to develop professionally. The staff were successful in being selected as one of 140 schools, to be placed on the 'Being Well Doing Well' programme with the EA. Developments in all

subject areas continued with clear outcomes based action plans and meetings continued on a monthly basis. The audit is completed and has been approved by the EA. An action plan has been written for the new academic year 2024-25.

The Seesaw app is now used to communicate with parents on a daily basis, throughout the school, share weekly learning intentions in Literacy and Numeracy for every class and so that parents can privately message teachers. A range of photos are shared of the learning across the school with parents on a weekly basis, for all classes. Prep 7 continue to complete tasks on Google classroom, in preparation for post primary education. All staff now use Teams to communicate professionally, share learning and update planning. All documents can now be worked on collaboratively by staff – such as policies, reports and action plans.

Pupils completed their annual end of year assessments in May - English, Maths, Spelling and these will be reported to parents in October, once the full data analysis has been completed by staff. Prep 4 and 6 completed their CAT tests in May. All classes (Prep 2-7) undertook the PM benchmarking 1:1 reading assessments in Term 1 and 2. (Prep 1 completed these in Term 2 and 3). Children in Key Stage 1 completed the dyslexia and dyscalculia screeners and any concerns were discussed with parents. All pupils P3-7 completed the PASS GL assessment in November and May and this has been used to support the formation of nurture and emotional support for these classes across the school.

Due to continued industrial action it is exceptionally challenging to have time to meet and train staff. However, staff at the Prep this year have all worked on a range of specific training, awards and professional development as a school. All staff completed the Tynlifer training and achieved the Tynlifer school award status.

Staff also completed:

Diabetes awareness training, medical team epilepsy and anaphylaxis training, PM Benchmarking training to inform pupil reading behaviours, Numeracy CEA task training, assessment training and data analysis, SEN training on dyslexia and IEP writing and evidencing, WAU training on outdoor learning, ICT training, Rolling out of Forestschool to P3, 4 and 7, Marie Curie grief awareness training, Fire Safety for all staff, Critical Incident training and a table top exercise with PSNI, factual reporting and anti-bullying training.

This year we also applied for the Capita ICT excellence awards. Unfortunately, on this occasion, we were not successful but we did receive some helpful feedback.

Mrs Ballard, Mrs Matthews and Mrs Callen, all attended various training and conferences on leadership and specifically on creating a strong school vision, Foundation Stage developments and practical learning across the school. Mrs Callen has successfully completed the Mental Health first Aider at work training and is the lead of the staff well-being team. Mrs Ballard is the school well-being ambassador. Mrs Matthews and Mrs Callen are now Seesaw Pioneers and Mrs Ballard has retained her Seesaw ambassador status. Mrs Matthews and Mrs Ballard also attended the EDIS training for the rollout of this new programme for all schools. Mrs Ballard also attended CEA curriculum refresh training with other principals.

All staff provided face-to-face September curriculum information sessions for parents, parental interviews in October and March and an end of year written report, which included a number of key aspects related to the curriculum.

ETI district training inspector, Cheryl Stafford was again invited to visit school and met with Mrs Ballard, Mrs Matthews and Mrs Callen in February. She discussed the being Well Doing Well programme, SEN, Behaviour policy, ICT and outdoor learning at length with staff. She whole heartedly advised a change in the current behaviour policy and advised staff to remove it from the school website. Work then commenced on the BWDW team (Mrs Ballard, Mrs Matthews and Mrs Callen) on an updated Behaviour policy.

Specialist PE sessions continued with Mrs Hendron (who also successfully took a team to the national Handball finals), for three days each week. Mrs Hendron also ran weekly Spanish sessions

for P1-6 and an Extracurricular Spanish club for P3-7 each week. Mrs Matthews has been facilitating French sessions for Prep 7, in preparation for transition.

Music continued each week for all classes with Mrs Leathem, who has also offered music theory classes and formed a most capable music ensemble who have performed at a range of events.

Specialist Art sessions were led by Mrs Patterson (P7), Mrs Ballard (P7) and Mandy Makes (P6) to ensure that our pupils still received a high level of training in their artistic endeavours.

Peripatetic music lessons took place for all classes from Prep 3 upwards.

SUPPA:

SUPPA Met virtually each term with the parents, Mrs Ballard and Ms Gordon. There was great financial support for the events and also the purchase of Easter eggs for all the children at Easter. We would like to thank SUPPA for their fundraising efforts which raised money for expenditure on a long list of resources which include:

- Spooky fun night
- A fun day at Christmas
- Easter eggs
- Trip to the Pantomime at Lyric for P4-7 and Mr Hullabaloo for P1-3
- Athletics for P4-7 and Numbots online learning for P1-P3
- Also a number of events for parents, from dinner out to yoga
- Finally – the Gala ball in May 2024 – which was a huge success!

Community:

The School Council met with Mrs Ballard each half term, representing the pupils' voice to bring issues to the school's attention. The children organised a fun PJ day at Christmas and in June. They also completed pupil questionnaires to represent pupil voice at the Prep and helped to begin the rewriting of the school Behaviour policy. There were also a range of prizes and rewards as part of mental health week – for both pupils and staff!

The Eco Team met regularly with Mrs Matthews and Mrs Callen and have begun work on the next green flag.

The Silver Robin Cafeteria facilitated café style lunches being served to the classrooms on a daily basis and online ordering system continues to be facilitated. Prep 1 and 2 continue to be supported in the Prep Hall with Mrs Berry.

We continued to place importance on preparing our children for Transition to Year 8. This was able to be facilitated in person by Mrs Matthews, the class teacher and the SU team. This year, once again, we ran our careers week at the Prep for Prep 7. We had many parents and family members sharing information about a wide range of careers across the week.

Mrs Ballard attended the Holywood children and youth network meetings virtually each term to represent the school in the local community. There was also representation from Mrs Ballard at the North Down Primary Principal's group and subject leaders in a range of areas attended the North Down clusters. The Holywood shared town meetings were also attended by Mrs Ballard. Through these meetings and engagement opportunities we have successfully secured sport changes, life sessions in school and community gardening.

Entering competitions continued to be important this year to our children to help improve their life skills, practise resilience and display good sportsmanship. Assorted sporting events were entered such as football, hockey tournaments and athletics competitions. Class trips took place across the year with at least 1 trip to an external venue such as the Titanic centre, the zoo, Mount Stewart, aquarium, Carrickfergus castle and W5. A range of educational active learning days took place related to areas such as Vikings and World War 2. A number of speech and drama festivals and examinations all took place and yet again the pupils performed exceptionally well at these. The Prep 4 class won their section!

Due to very poor attendance at the Parents' forum sessions last year, Mrs Ballard met with all parents at September class curriculum sessions and shared the outcomes of the School Development Plan and then the Senior Leadership team – Mrs Ballard, Mrs Matthews and Mrs Callen (through parental choice of time and venue voting) met with parents in March for a parents 'Coffee Catch-up' to share events and take questions regarding developments at the Prep. These events were well attended and would be the preferred system moving forward.

A group of Prep 7 pupils joined with St. Patrick's, Glenraig and other local schools to celebrate their confirmation (including the Service of Light) and 2 pupils in Prep 4 completed their Holy communion in June. These events were attended by Mrs Ballard and Mrs Leathem. Our choir also performed at St. Anne's Christmas singing in the Parish church with other local Primary schools.

Safeguarding:

Updated training was received by the Designated Teacher for Child Protection through Education Authority's South Education Region (SER). The Designated Teacher in the Prep also attended whole school meetings about safeguarding and appropriate information was shared each term with the Preparatory Committee of the Board of Governors. There were also termly meeting with the designated Board of Governor for Child Protection for the Prep. All staff received detailed EA Child Protection training in August. The Prep continues to be an Operation Encompass school.

There are 2 staff trained in First Aid at the Prep and all staff have received anaphylaxis training for a number of children with severe allergies. Staff have received updated basic Diabetic training and 2 assistants have received further training from the diabetic nursing team.

All classroom assistants have updated Fire safety Warden training.

The Critical Incident Team have met and completed a table-top activity day with the PSNI Emergency Planning Team.

Special Educational Needs:

Close liaison continued with Education Authority's SER Psychology Department as well as with RISE, who continue to support a pupil in Prep 3. Individual Education Plans (IEPs) have now been updated in line with the new PLP (Pupil Learning Profile) version and staff have received updated training on all of this. Pupil and parental comments are now included on IEPs.

Positive Behaviour:

All staff used daily visuals for the daily timetable and each teacher used a set of neck visuals to support the children. Social stories were used by all staff to support changes in routine, trips, events and so on.

Buddy systems between Prep 1 and Prep 7 have continued across the academic year and they have completed a range of tasks and even had a fun pirate day!

The 5 golden rules were introduced in assembly and the staff promoted this across the school day. The pupil focus groups have now developed these rules to be more inclusive for all. The classroom assistants completed a workshop session to create the outdoor/playground 5 rules as well. All staff continue to develop behaviour support. Nurture and sensory session support is in place for all pupils. Mrs Ballard has completed the 4 day Restorative practices training run by the Restorative justice team and this will be fully disseminated to all staff in the new academic year.

Subject/learning area reports:

Area of Learning: Assessment

Leaders: A Patterson and W Ballard

What have we done?

- All assessments for P3-P7 completed annually using GL assessments testwise. Two PASS tests completed x2 annually (November and May) and NGST completed in Term 1 and Term 3 to support spelling groups.
- SEN pupils identified and planning completed for teaching support in September 2024.

- Focus groups analysed in September 2023 and these groups provided for across the year.
- Parents receive parent GL feedback from P4-P7 in October and consultations.
- Nurture groups established using PASS data and teacher/LSA observations.
- Green folders for sharing with next class teacher are now well established and continuing to be shared annually with teachers.

Area of Learning: Language & Literacy Leaders: N Johnson and W Ballard

What have we done?

- PM Reading Assessments carried out Prep 1- Prep 7, information shared with parents and included in handover to new class teacher and annual report.
- NJ led training on the explicit teaching of writing as explored on the 'Balanced Reader and Writer' course.
- All class teachers have consistently fostered a love of reading within their classrooms.

Area of Learning: Maths & Numeracy Leaders: K Wilson

What have we done?

- Analysed the PTM data from May 2023, evaluated what was going well and what the area of focus needed to be. (Shape & Space).
- Renewed Mathletics subscription for Prep 4-Prep 7 and Numbots subscription was also renewed for Prep 1-3 by SUPPA.

Area of Learning: ICT Leaders: J Matthews

What have we done?

- Hardware: Pupils and staff have access to modern, high tech resources for daily use. All children use the ICT suite, iPads in class and the Prep 7 class has a new IMEX board.
- Software: Trained teaching staff in the use of Teams and Seesaw for communication with colleagues and parents; 3 classes and teachers are now trained and accessing Just2Easy suite of software.
- Communication: Portfolio of photo evidence of teaching and learning has been developed; online staff and parent communication has been developed and improved.

Area of Learning: World Around Us Leaders: K Callen and J Matthews

What have we done?

Community engagement

- Eco Council and School Council named the 'Oak Room' for the outdoor classroom down in the lower garden.
- Garden rules shared with school pupils and staff in a whole-school Assembly. Rules are displayed in the Magic Garden.
- Forest School rules are explained at the start of each KS1 session.

Teaching & Learning

- Eco Council completed annual Eco Audit and chose 3 targets for 4th Green Flag in 2025 (annually).
- Photo evidence of outdoor learning lessons submitted on Teams (ongoing).
- Weekly outdoor learning session now on timetable throughout the year.
- Planning in place for outdoor learning sessions for P1 and P2; Forest School planners for P3 and P4.

Area of Learning: Play Based Learning. Leader: K Callen

What have we done?

- Term 1 (25 September) J Lockhart and K Callen met and made up a plan/ list of resources wanted for the garden. Shared with parents on Seesaw. We got a few items from donations (electric cable reels, crates, planks of wood). The garden was featured in the SUPPA outdoor learning video.
- Seasonal planners are a working document, both J Lockhart and K Callen are using a blank template to add activity ideas. This will be continued next year. Both classes using garden twice a week together.
- Risk assessment has been established and updated. Garden rules shared during a whole school assembly. Rules now displayed in the garden for all to see.

- WB and KC attended Foundation Stage Leadership training on developing experiential learning across the whole school.

Area of Learning: SEN

Leader: K Gordon and W Ballard

What have we done?

- P1 to P7 All pupils now have a separate 'Pupil Voice' form in their Current IEP folder on Teams.
- All parents of pupils with an IEP attended an interview with the LSC or responded to the invitation. Parents of 18 children attended interviews in person/virtually in June.
- The Annual Reviews for Statemented pupils were held in February.
- All parents of pupils with an IEP given opportunity to make a parental comment on IEP. The majority of parents did not make a comment.
- All IEPs have added column to assess target progress and provide evidence.
- Toe by Toe sessions delivered by LSAs to pupils in P4, P5 and P6.
- Accommodations for standardised testing have taken place for SEAG practise papers, PTE, PTM, NGRT and NGST. Whole School Provision document has been updated to reflect current resources, strategies and accommodations available to pupils.
- Nurture, sensory, social skills and attention weekly group sessions are in place for all Prep 1 and Prep 2 pupils and for those children who have been identified by staff or the PASS data.

3 THE SECONDARY DEPARTMENT

(i) Introduction

The Governors' Annual Report to parents represents one of the principal ways that the school communicates the details of its major activities for the year just ended. It contains a great deal of information, much of it prescribed and stipulated in regulation issued by the Department of Education. However, over and above all the facts and figures, it is hoped that there is also some indication of the vibrant, dynamic and successful school at the heart of it all. Above all we hope it reflects our pupils' pride in their school and enjoyment of school life. Just how successful the school is can be judged in many ways and a number of the indicators are included in this publication.

The Board of Governors and staff of Sullivan Upper School are committed to maintaining and improving the high standards for which the school is known. We continue to achieve excellent academic results; provide a rich diet of extracurricular activities which helps build the pupils' character, and we continue to prioritise their wellbeing through supporting our pupils with strong pastoral and careers structures. We are working towards realising our vision that the school becomes known throughout both North Down and Northern Ireland for being the best at treating people as individuals: our pupils, staff, parents and visitors to the school.

(ii) Curriculum

At KS3 pupils have access to a wide range of subjects in line with the statutory requirements. Learning for Life and Work has dedicated periods and the cross-curricular skills are monitored and developed. The Literacy and Numeracy Co-ordinators play a vital role, not only at this Key Stage but throughout the school. The tasks for Using ICT have been developed and embedded over a number of years and, while they are assessed, the results are not reported in levels.

The school wishes to keep the breadth of the curriculum at KS4. Consequently, in addition to the core subjects of English, English Literature, Mathematics and Religious Studies, all pupils are required to study at least one subject from the categories of Science and Modern Languages. As an adaptation for this year, we allowed a free choice of GCSE subjects for pupils to select rather than directing pupils to choose at least one subject from Geography, History or Home Economics. Learning for Life is available as a GCSE subject, but all pupils also have one period per week to follow a Pastoral and Work programme. The school, at present, offers 25 GCSE subjects.

Pupils are required to select three or four subjects to study at KS5. Many pupils begin with four AS Levels and reduce these to three A2 subjects in Year 14. To date, the school has offered pupils a free choice of A Level subjects and then has worked to timetable the combinations. In a small number of cases the combination of subjects requested by the pupil cannot be accommodated or cannot be accommodated without clashes on the timetable. Despite this small number of disappointments, the school has resisted returning to the system, used by many schools, of having blocks from which the pupils must make their choices as this greatly restricts the pupils' options. As financial constraints continue, it is to be hoped the present system can remain in place. This year we were able to offer two new A level subjects, with Health and Social Care and Digital Technology being added to the KS5 curriculum. At present 24 subjects are offered at KS5 within Sullivan.

The Entitlement Framework continues to be part of government educational policy. The rationale behind it is to provide access to a wide range of courses for students. GCSE pupils should be able to choose from at least 21 subjects with at least one third being classified as "general" and one third "applied". Similarly, at Sixth Form, students should have access to at least 21 courses with the same one third stipulation for general and applied subjects. In terms of subjects offered to pupils we more than comply with this target. However, occasionally a few classes do not run because of the very small number of pupils selecting them.

Regrettably, school budgets continue to be under considerable strain. Sullivan has been able, to date, to offer and deliver a broad, balanced and appropriate curriculum for its pupils. Although this has resulted in larger class sizes at times, the high quality of teaching and learning continues, enabling the young people of Sullivan to fulfil their potential.

Self-evaluation procedures are in place which are used to enable Departments to evaluate and adjust schemes of work at all Key Stages as required. Heads of Department, in response to external examination results, the School Development Plan and other current issues draw up, in collaboration with their colleagues, a Departmental Development Plan which is evaluated at the end of the year.

The timetable was drawn up in the summer term for implementation in the 2024/25 academic year.

In August 2023, Mr. Heaney and Mrs. Anderson outlined their approaches for whole-school Literacy and Numeracy development. Departments were asked to submit their Literacy and Numeracy targets included in their Departmental Plans. It was hoped that these core skills would be highlighted more effectively, and subject teachers would find it easier to focus on their department targets more consistently.

All departments submitted Action Plans to Mrs. Anderson and Mr. Heaney, clearly defining their focus for 2023/24.

The focus for Literacy in 2023/24 was to improve pupil oracy within their subject groups and across all key stages. The focus in numeracy was to support the Year 10 cohort within Mathematics and across subject areas. This cohort entered Sullivan without using the criteria of AQE scores, which has led to a greater need for differentiation in teaching and increased support. Streaming was used to create five distinct Mathematic classes in Year 10, each having their own bespoke approach to delivering the subject. This also required a change to timetabling to ensure all Mathematic classes in Year 10 were delivered at the same time. Planning also began during the year for a further differentiated approach to delivering Mathematics at GCSE level in 2024/25 and the consideration of changes to all pupils being required to take English Literature GCSE.

All Heads of Departments are encouraged to approach Mr. Heaney and Mrs. Anderson for help in researching strategies and finding resources to improve literacy standards in their subjects. Literacy and Numeracy remains a fixed item on every Head of Departments meeting agenda.

Both the English Department and the Mathematics Department compiled a list, distributed in October, of pupils in Year 8-12 group who experience difficulties when applying and using Mathematics and, where practical, offer ideas and strategies to help teachers. Mrs. Anderson and Mr. Heaney also used information gained from GL Progress Tests in Maths and English (taken by Year 8 pupils in the Autumn term) to highlight individual pupil needs and inform staff of perceived issues or difficulties. Pupils in Year 10 also sat the pilot of CCEA Adaptive tests in English and Mathematics to provide further diagnostic data for this particular cohort.

Accelerated Reader continues to be a very successful resource which monitors the reading progress of the KS3 pupils, provides useful tracking data on their reading and motivates the pupils to read more. Pupils are provided with a Reading age three times a year and this can be shared with Heads of Department in other subjects to inform them of literacy standards. The English Department uses this data to track reading progress, and the reading ages are shared with parents. The English Department also continues to provide all departments with a list of pupils in every year group who require support in Literacy and possible remediation strategies are also given.

The English Department appreciates the importance of its contribution to whole-school Literacy standards and attempts to encourage better Literacy through annual competitions in short story writing and poetry. The annual school Poetry Competition continues to be conducted by Mrs. Graham. Through the Creative Writing Club, the Librarian and Mr. Heaney support pupils to prepare for and enter external competitions.

The Debating Club continued to run to encourage effective oral communication skills and experienced a number of successes this year including making it through to the knockout stages of the Concern Schools Debating Competition, gaining victories over St Patrick's College, Dungannon, St Mary's College, Londonderry and local rivals Hunterhouse College. The Library remains a hub of activity helping to promote Literacy and coordinating activities such as Drop Everything and Read and NI Book Week.

The Mathematics Department encourages the pupils to participate in events and competitions beyond the classroom. This was the second year of Maths Club for Key Stage 3 pupils. A small, but dedicated group of pupils, explored Mathematics beyond that taught in the classroom. There was an emphasis on problem solving using material from Transum.org. A large number of pupils participated in the UKMT Maths Challenges at Senior, Intermediate and Junior Level. In addition, a team of four pupils, (two from Year 10 and two from Year 9) took part in a Junior Team challenge, held at St Malachy's College, Belfast. The 2024 event was a return to being organised nationally by UKMT. After rounds involved mathematical problem-solving through a group round, Crossnumber, shuttle round and an exciting relay round to conclude the day, our team were placed third out of thirty teams from across Northern Ireland.

The Mathematics department ran their now traditional Pi-Day competition on 14 March where pupils recall pi to as many decimal places as they can remember. It was encouraging to have pupils across all age groups taking part with girls outnumbering boys for the first time.

Throughout the year, a variety of individual and class competitions were also held. Each half-term pupils are encouraged to complete additional work beyond their compulsory homework using the Sparx homework platform. Sparx is now well established with our Key Stage 3 and 4 pupils. Its algorithms provided tailored homework for each individual pupil. It also provides a mechanism for improving pupils times tables.

School Development Days

Unfortunately, due to ongoing teaching union action short of strike, time was taken up on four of the five available School Development Days on conducting Parental Consultations. Time was given for departmental development and planning during the days, particularly in June as schools transitioned from industrial action and prepared for the 2024/25 academic year.

(iii) Examination Results

See Appendices 8-14.

(iv) The Public Examinations System

The administration of the public examinations system by the school has increased in range and complexity over the years. Last year the Examinations Officer entered over five hundred students for a variety of GCSE, AS Level and A2 Level examinations.

GCSE and GCE returned to full specifications with enhanced grading being available for pupils entering their terminal year in the 2024 series set the pre-covid completion amount of 40%.

Results for A2, AS and GCSE were issued in August, and services for Reviews of Marking and Access to scripts were offered this year by all awarding bodies and processed in line with pre-pandemics guidance and service levels.

(v) Pastoral

The school continues to operate a clearly defined and active system for pastoral care with a team of teachers operating agreed policies and procedures which are regularly reviewed and updated. The Vice-Principal with responsibility for pastoral matters leads a team made up of Year Heads, Form Teachers, SENCO (Special Educational Needs Coordinator) all of whom discharge significant pastoral functions. The School Nurse also holds a pivotal role in the pastoral care system.

A programme of personal development, citizenship and employability, as well as other relevant topics was provided as part of Learning for Life and Work to each year group. All pupils participated in Anti-Bullying week in November when fun and educational activities were organised to promote awareness and emphasise the need to look after one another.

Pupil emotional health and well-being continues to remain a priority. Well-being events were scheduled throughout the year and each year group participated in World Mental Health Day in October.

The School Council met monthly to address issues raised by the pupils. This included a review of the behaviour points system and consultation with senior staff on issues specific to pupil well-being.

The Independent Counselling Service, Familyworks, has continued to provide valuable support on a weekly basis to pupils of all ages throughout the school. The demand for counselling continued to remain high so an additional counsellor was provided to meet the needs of the pupils.

The Peer Mentor system was developed beyond the class mentors as several younger pupils benefitted from the guidance of the Year 14 Peer Mentors on an individual basis.

Under the supervision of the Adult Assistants the Learning Support Resource Room continues to be used on a one-to-one basis by pupils as a conducive place to learn. Within the room there is a sensory area, resourced with equipment relevant to the needs of the pupils. Here pupils can have quiet time out when feeling overwhelmed or anxious.

The Child Protection Policy and Pupil Attendance Policy were reviewed. The Designated Teacher, Deputy Designated Teachers and School Nurse provided good support for pupils when required. The Safeguarding Team met twice during the year, chaired by the Designated Governor for Child Protection (Mrs A Gordon).

(vi) Special Educational Needs

Sullivan Upper School encourages and accepts applications from all sections of the community regardless of race, religion, gender, or disability. Parents of pupils with Statements of Special Educational Needs who wish to apply for admission are invited to attend the school's open day, when the SENCO will be available for an individual appointment to discuss the needs of your child. The school has a policy on Special Educational Needs and a copy of this is available upon request.

Implementation of the new code of practice relating to the SEND Act of 2016 continues. This was done with guidance from the SEND team at the EA. There continues to be a significant number of pupils on the SEN code of practice at stages 1, 2 and 3 in Sullivan Upper School. For those pupils removed from the code of practice the pupil passport system in collaboration with Form Teachers to consider individual pupil views on their passport has proven to be successful and ensured continuity of provision for these pupils.

The SENCO and Assistant SENCO continue to work tirelessly to enable pupils with statements and those at other stages of the code of practice to have access to the Northern Ireland Curriculum. This is done through the creation of Personal Learning Plans (PLP) which are drawn up in collaboration with staff, parents, and appropriate outside agencies. To underpin the value of the PLP, expected outcomes and strategies are discussed with each pupil.

The annual review process of pupils with a Statement of Special Educational Needs involves all interested parties in decisions about the educational provision, curriculum choices, and transition planning for these pupils. This includes input from Education Authority transition service and NI careers service. EA connect is now used for all parties' input to annual review, including pupil voice.

Technology is used throughout the department both by the adult assistant team and pupils. This includes the use of Laptops, iPads, Apple pencils and live documents to share and track pupil progress.

The SENCO oversees the educational provision for pupils with special educational needs, liaises with relevant outside agencies and communicates with parents on behalf of the school. Outside agency support during the academic year 2023-24 included advice sought from the AAIS Educational Authority(EA) Autism, Advisory and Intervention Service, Educational Psychology, CAMHS, Middletown Centre for Autism, and NICS (Northern Ireland Careers Service). There was ongoing liaison with EOTA (Education otherwise than at school).

The SENCO and Assistant SENCO have continued to undertake regular training and continue to implement the new code of practice. This training is disseminated to staff. Funding was received from the Educational Authority to support this. The SENCO and Assistant SENCO took part in

training regarding the implementation of the Joint Council for Qualifications (JCQ) access arrangements to support pupils with a specific learning difficulty (SpLD). This helped to inform the testing of a significant number of pupils throughout 2023-24. The number of pupils requiring access arrangements continues to grow. Other full staff training included training on Autism by Middletown Centre for Autism and training on supporting students with dyslexia within the classroom. The adult assistant team continue to undertake training as appropriate and available.

(vii) Extracurricular

The summer holiday is often a busy time for Sullivan pupils, and they were involved in an impressive range of representative activities prior to the start of term in August 2023.

Eleven of our pupils sang with the National Youth Choirs (three with the prestigious Senior Choir) following a residential at Campbell College, whilst four Sullivan pupils performed with the Ulster Youth Orchestra. In Drama several Sullivan pupils attended a National Youth Theatre residential.

Our pupils enjoy a challenge, and eighteen Sullivan sixth formers took part in an expedition to Tanzania with a charity called Go Make a Difference, where they were involved in various social action projects.

In terms of summer representative sport honours: five Sullivan rugby players played in various Ulster representative teams over the holiday period; a Year 10 boy represented Ireland at cricket helping them defeat Scotland, two girls represented the NCU cricket team in the interprovincial competition; one of them also representing Ireland, and a Year 10 boy represented the Ulster Golf panel.

Meanwhile an intrepid group of Year 14 pupils successfully completed their Gold Duke of Edinburgh expedition in the Wicklow mountains in August.

The school places a high value on the extra-curricular success of the pupils. In October we held two special Achievement Assemblies in school. Trophies, school honours and Silver Robins were distributed to pupils who had achieved highly in a huge range of non-academic areas of school life. Our guest, Sarah McParlane, gave an inspiring address to pupils, encouraging them to pursue their dreams and to persevere in their endeavours.

We have aimed to embed this recognition as a routine part of school life with the monthly newsletter celebrating achievements and through the weekly Deserving Pupils sessions. During the academic year, well over 400 pupils were nominated by over 50 different staff members. This gives the Principal opportunity to talk to a wide range of pupils and it is pleasing that this is being supported by staff and appreciated by the pupils. Parents are notified that their children have been nominated by a card sent home. Pupils are nominated for academic excellence or effort, extra-curricular success or for demonstrating the school motto.

It was a busy year for school sport. The school's rugby teams enjoyed great success this year. The 1st XV had a fine run in the Schools' Cup, defeating Larne Grammar School 41-3 in the Round of 16, before defeating Methody 10-5 in the quarter final. This was the first time the school had beaten one of the top Belfast Schools in a Schools' Cup knockout match. Over 800 pupils went to the Kingspan Stadium for the semi-final, where despite a spirited performance, the team lost 25-14 to a very strong Ballymena Academy team.

In the Medallion Shield the team produced a string of fine performances, defeating Wallace High School 22-8, Regent House 7-0 and Dalriada School 13-12 in a tense semi-final to reach the final. Again, they were well supported at the Kingspan with over 600 pupils in attendance, where they played an RBAI team who had been undefeated in four years. Our team gave a good account of themselves in a 36-10 defeat.

This was an exciting time for the school, but it was also a significant logistical exercise over a two-week period. We were very grateful for the support of staff and for the excellent behaviour of the pupils when attending the matches. Four pupils played for Ulster representative teams during the season.

Girls' rugby continues to develop as Sullivan hosted a blitz in October, and the U16 and U18 girls enjoyed taking part in a tournament in Portadown in November. Both the Junior and Senior teams played in the Ulster Schools Finals in Cookstown. The Seniors qualified for their semi-final and lost out in the final moments to a conversion against Assumption Grammar School. They subsequently represented the school at the All-Ireland finals in Kildare. This is a fantastic achievement in the second year of girls' rugby at Sullivan.

In Hockey, the girls' 1st XI produced strong performances in the 1st and 2nd rounds of the Schools Cup defeating Belfast High School 3-0 and Cambridge House 5-0 before losing a close third round match 2-1 to Victoria College. They defeated Omagh Academy in the Shield before falling at the semi-final stage following a close 3-2 loss against BRA. The U14s also fell at the same stage of their competition against Victoria College, after a quarter-final win against Ballyclare High School.

In boys' Hockey the 1st XI again played in the Irish Finals in Banbridge, where they were unable to progress from a strong group. They also reached the semi-final of the Burney Cup, following a 1-0 win against Methody, and a thrilling quarter-final victory against Campbell College. Having led 2-0, the team trailed 3-2, before a late equaliser forced run-ins which Sullivan won. The team lost 4-0 in the semi-final to a very skilful Banbridge team. The 2nd XI also reached the semi-final of the Dowdall Cup. There were representative honours with two pupils representing Irish schools and two other pupils representing Ulster U19s.

Netball has been developing at Sullivan and the Senior team secured our first trophy during the season. Following a comfortable semi-final win against Carrickfergus High School, the team won the Northern Ireland B Division title defeating Lagan College 20-14 at the finals day at Lisburn Racquets Club. The Minor netball team won through to their Division 3 semi-final after a victory against Carrickfergus Academy in the Quarter-final. Meanwhile our Year 8 team reached the semi-final of the annual Rockport tournament.

In cross-country four Sullivan teams qualified for the Irish finals with our Minor Girls team winning the Ulster Championships. Twelve Sullivan pupils came through the Districts Athletics competition to qualify for the Ulster Schools Championships. There an Intermediate boy won the Long Jump and a Junior boy the 800m. Two Sullivan pupils competed in the All-Ireland multi-event athletics competition in Athlone in November.

In swimming a Year 11 boy won a bronze medal in the 200m backstroke at the Ulster Short Course championships. Meanwhile, at the Ulster Swimming Championships the Junior Girls team won the 200m Freestyle relay and a Year 8 won the 200 Individual Medley. In total Sullivan pupils won 6 medals. Two Sullivan Year 8 pupils represented the school in the Irish schools' gala, with one achieving a bronze medal in the 50m Butterfly.

In Badminton our Year 8 Boys team won the Ulster Cup, and both the Minor Girls and Junior Girls won their respective Ulster leagues. They all progressed to the Irish finals where they represented the school with distinction.

At the Ulster Table Tennis championships, the U15 Boys team placed 3rd and the U13 Girls team won their Plate competition. A Year 8 girl won the individual Ulster Schools Championships and a Year 10 boy represented Ireland at an international competition in Germany.

Several Sullivan pupils competed at the British gymnastics championships and won a bronze medal in the U19 Pairs. A Year 8 pupil competed in the Schools Trampolining Competition. He placed 2nd in a field of over 160 entries.

Our fencers continue to excel, with considerable success at the Northern Ireland Foil Series events. At the November event, nine medals were won in total by Sullivan fencers, two gold, two silver and five bronze. A girl won gold in the U16 foil at the Irish open and a boy won silver at the same event. Three Sullivan fencers were selected to represent Northern Ireland at the Commonwealth Fencing Championships in New Zealand during the summer.

In golf a Sullivan pupil won the U16 Schools Golf tournament at Dungannon Golf Club. Meanwhile in tennis a Year 11 won the Lisburn Open U16 competition, and a Year 8 won the U12 tournament.

This year, for the first time, the Sullivan Upper Chess club hosted a school-wide tournament. The seven-week tournament involved thirty players of all skill levels and was eventually won by a Year 8 pupil.

Music and the arts also flourished during the year. The musical and dramatic highlight of the autumn term was the three superb performances of 'Sister Act' at Stranmillis theatre before half-term. Over 80 of our pupils were involved in the cast and crew from Year 9 to Year 14. Audiences were thoroughly entertained by excellent singing, acting and choreography. This was a superb team effort.

An excellent Autumn Charity Concert (in aid of Faros) was held in Orangefield Presbyterian Church on 18th November with a focus on instrumental pieces from the Band, Orchestra, Jazz Group and Brass Group, as well as some vocal reprises from Sister Act.

In late September there was an impressive Shakespeare showcase where A Level Drama students performed several moving monologues and soliloquies in the Drama Studio.

Meanwhile two Sullivan musicians (and Mrs Montgomery) played for guests at a Duke of Edinburgh Award ceremony at Hillsborough Castle in November.

The Christmas Carol Service was held in a packed St Philip and St James Parish Church, where there were stunning performances from the four school choirs and accompanying musicians. A retiring collection raised over £1k for Cystic Fibrosis Trust Northern Ireland.

Meanwhile the Sullivan singers entertained guests at the Belfast Harbour Office reception.

In the spring term there was an enthusiastic House Music competition, organised by the Heads of House, with pupils performing in a range of categories and large house choirs.

Several Sullivan pupils enjoyed performing alongside professional musicians at the Ulster Orchestra's Come and Play Days.

The annual Spring Concert took place in the Ulster Hall on Wednesday 20th March. This involved over 300 pupils and played to a packed and appreciative audience. This was a fabulous occasion with excellent performances from all our musical groups playing a very wide range of music.

In Drama the year concluded with an adventurous outdoor performance of 'A Midsummer Night's Dream' in the Frost courtyard. Despite cold weather the two performances were superbly executed and very well received.

Sullivan has a flourishing cadet contingent, the biggest ACF contingent in Northern Ireland. The pupils enjoy an exciting range of activities, including adventurous training. In September an excellent presentation evening was held in the Main Hall which recognised the impressive achievements of our contingent, both individually and collectively. It was clear from the visiting speakers, that Sullivan's contingent is regarded as the most impressive ACF unit in Northern Ireland.

Beyond the curriculum, there continues to be extensive academic enrichment activities. A significant number of pupils in 10A had their pieces accepted for publication by the Young Crime Writers Fiction competition. Their certificates were presented by the Principal in September.

There have been a number of academic competitions that our pupils have taken part in. Our World Wise Quiz Team won the Geographical Association Quiz beating 14 other schools across Northern Ireland. Meanwhile, our Concern Debating team won all three of their debates in the group stages of their Worldwide Schools Debating competition and progressed to the All-Ireland knockout rounds. A Sullivan team competed in the National Reading Champions Quiz finishing 3rd out of 15 schools taking part. In the summer term a Sullivan team took part in the UKMT Junior Maths Challenge at St. Malachy's College. The team performed very well, placing 3rd. In the first round of the UK

Chemistry Olympiad organised by the Royal Society of Chemistry four Sullivan pupils achieved silver awards and three gained bronze awards.

Our Art and MIA department scooped three prizes at the annual CCEA MIA Showcase awards: 1st place in A2 film, 2nd place in A2 animation, and 2nd place in GCSE animation.

Charity work remains an important part of the school's culture and there has been extensive charitable work undertaken by the pupils during the academic year with highlights including a significant number of Sullivan pupils and staff taking part in the Bangor 10K run in memory of Mrs Kirsty Merriman, raising nearly £10k for Cancer Focus NI. In the run up to Christmas pupils took part in the East Belfast Mission's Christmas Hampers appeal. This year's Christmas Jumper Day was in aid of Save the Children. Charity week's theme this year was 'Break the Cycle' with a range of fun activities organised by the Charity Committee.

The school has returned to a full programme of educational trips and visits, both relating to the curriculum and extra-curricular activities. The first residential visit of the academic year was with twelve Year 13 pupils enjoying a visit to Brasenose College, Oxford for their Open Day. Contact was established with Brasenose College last year and the college are keen to increase applications from Northern Ireland.

The Spanish and Geography departments organised a three-day trip to Barcelona at October half-term which combined sightseeing in Barcelona itself with a visit to Espai Crater and Volca Montsacopa.

The senior rugby players enjoyed a three-day warm weather training camp in Portugal prior to Christmas, as they stepped up preparations for Schools Cup season. Meanwhile, our senior girls' hockey teams enjoyed a very good tour to Glasgow this term, where the cold weather did not dampen spirits. The girls' rugby teams enjoyed a visit to the Women's Six Nations match between Ireland and Scotland at the Kingspan stadium.

The first school skip trip, post-covid, took place between 23-30 March with 94 Year 13s spending a busy week on the slopes of Folgaria, Italy. They also took part in planned après ski activities including a trip to Verona on their last day. Over two thirds of the group had not skied before, but by the end of the week all were taking part in slalom races within their groups.

Closer to home there have been successful Duke of Edinburgh Award practice expeditions in the Mourne.

In terms of more local curriculum enhancement, A Level geographers enjoyed fieldwork on the north coast as well as attending two Geographical Association lectures at Queen's University learning about urban challenges in Cairo and the Tundra ecosystem. Meanwhile our Year 14 Nutrition and Food Science pupils participated enthusiastically in an interactive workshop at the College of Agriculture, Food & Rural Enterprise.

A Level Religious Studies students benefited from a visit to the Islamic Cultural Centre in Dublin as part of their course. Meanwhile our Year 13 English Literature students enjoyed a visit to Heaney's Homeplace. Our local residents' association organised a cultural tour on a Belfast City Tours bus for Year 12 History pupils. This was a joint trip with Priory Integrated College.

Drama pupils enjoyed a series of local theatre visits during the year, including a magical evening watching Hansel and Gretel at the Lyric and a stunning performance of 'The Life of Pi' at the Grand Opera House.

Several special events were held during the year with a focus on pupil well-being. In February there was a week of activities which included "Time to talk" day and Made for More delivering workshops on social media misuse.

There was also a week of special events to mark Anti-Bullying week, the theme of which was 'Make a Noise' encouraging pupils to be 'upstanders' and not bystanders. World Mental Health Day was

supported with pupils wearing yellow accessories to school. Meanwhile as part of our World Book Day celebrations, pupils took part in the annual Read for Good Readathon.

The end of the winter sports season was celebrated in style with presentation awards nights for Boys' Rugby, Girls' Hockey / Netball and Boys' Hockey at the Clayton Hotel in Belfast.

Various seasonal activities took place with the traditional Twelve Days of Christmas led by Year 14, an Easter Egg hunt and a successful Colour Run to close the academic year.

(viii) Careers, Education, Information, Advice and Guidance

Sullivan Upper School runs an active Careers and Guidance programme from Key Stage 3 to Sixth Form and beyond. Currently five members of staff are responsible for co-ordinating and delivering the programme. Opportunities are sought for the involvement of outside organisations and individuals to participate in the provision of careers guidance. The Careers Department uses the expertise of the Northern Ireland Careers Service, local universities, local business, parents, and past pupils, to enrich the Careers Programme. Unifrog, the careers platform, is utilised to support all pupils as individuals with their educational and career choices. Pupils in Years 10-14 also attend a Sullivan Careers Fair. The provision includes:

Key Stage 3

- Input into the Employability element of the Learning for Life and Work programme.
- Input into the pastoral programme
- Guidance interviews for pupils and parents for GCSE choices.

Key Stage 4

- Input into the pastoral programme for Years 11 and 12
- The provision and delivery of a weekly period of Careers Education in Year 12.
- Parental support and advice regarding choices at 16+.
- Guidance interviews for pupils and parents for choices at 16+.
- Outside speakers informing pupils about career paths.
- Promotion of career-related opportunities.
- Consultations with the Northern Ireland Careers Service for all pupils.

Sixth Form

- A taught Careers programme in Year 13.
- A week of work shadowing in Year 13.
- A 3-day CEIAG enrichment programme for Year 13 pupils on UCAS Hub and Apply and a personal statement workshop.
- Organisation of Higher Education (HE) applications (UCAS).
- Consultations for pupils prior to their HE applications.
- Various outside speakers and opportunities to attend Open Days and conferences.
- Interview skills and practice for Year 14 pupils.
- Practice interviews and preparation for Oxbridge candidates.
- Promotion of career-related opportunities

After Care

- A reference writing service for former pupils.
- The facilitation of HE applications for former pupils.

(ix) Staffing

In terms of staffing, there have been significant changes.

It is that team that realise that vision. I would like to record here my thanks to them for all their efforts over the last academic year, both teaching and non-teaching. The last few years have not been an easy period in schools and the issues surrounding underfunding in the education system remain, but their commitment to our pupils has not wavered.

There have been some changes to that team during the year.

There are not many staff who can say they have been at Sullivan in the time of four Heads, but there are two who have retired this year. Gillian Pitt was first appointed at Sullivan in 1995, by John Young. She has taught the full range of classes at Sullivan skilfully. Of course, for musicians much of their impact on school life is outside of the classroom, and Gillian is no exception here. She has conducted school band in the past and more recently the junior choir. As an accompanist for ABRSM examinations her calm, assured presence has steadied many a nerve.

Gillian has also enjoyed accompanying school musical productions and outside of these duties she has also been Head of House and involved with Scripture Union. It is no exaggeration to say that she has inspired generations of musicians here and we sincerely hope that she looks back with enormous pride and affection for what she has achieved.

Robert McKillen too has worked with four Heads at Sullivan and was first appointed to teach at the school by John Young in 1996.

Robert's joy in the pupils' work never dimmed and he could see the great strengths in artwork from pupils across the age range and at varying levels of ability. Even after years of teaching the same projects he was always so enthusiastic about the artwork they produced.

His room was not just an Art classroom but a place where he shared the depth and breadth of his cultural knowledge, in particular a love for languages, including Russian, German, Polish and Irish. His last Head is grateful for Robert coaching him how to pronounce the school's Irish motto.

One of Robert's greatest strengths as teacher was his dedicated pastoral care. He could make pupils feel like the Art department was a safe space for expression and he took an interest in them as individuals and that is what we are trying to achieve at Sullivan. Robert has been replaced in the department by Annabelle Currans.

Nicola Mitchell taught Technology at Sullivan since 2010 with dedication and an attention to detail. She also played a significant part in the wider life the school during her time here. She has been teacher in charge of Fencing and run the successful House Photography competition as well as the Technology Club.

Nicola demonstrated that she was ready for a challenge and was not only involved in a Saphara trip to India, but to raise funds for this took part in an abseil fundraising event down the front of the Europa Hotel. There are no recorded complaints from guests at the time! One of Nicola's greatest achievements at Sullivan has been to help run the House Music competition in her role as Head of House.

We all wish her every success as she moves to New-Bridge Integrated College. We have been pleased to welcome Niall Uprichard to replace her.

Naomi Boreland started teaching at Sullivan in August 2020 during Covid-19. She proved her versatility during her time at Sullivan, as in a short period of time she taught: Business Studies, Digital Technology, ICT and History. She has also been a Careers and Young Enterprise Coordinator. She has also been involved with various other extra-curricular activities such as Saphara, and girls' rugby.

Naomi been an empathetic listening ear for our pupils, and I know that they already miss her. We are very pleased for her that she has secured a permanent position at her old school, BRA. We have now been joined by Jessica McKenna.

We have also been joined this year by Emilia Johnson in Biology and Sarah Wright in Geography to cover temporary absence. During last year we were grateful to Conor O'Neill, Andre Cave, Cathy McIver, Shauna Monteith, Rachael Douglas, Rachel O'Neill and Aaron Migan who all covered periods of temporary absence for us.

I have said before that the success of schools like Sullivan are dependent upon excellent non-teaching staff and this year we said farewell to two long-standing colleagues.

Deborah Burnside has been at Sullivan since 2002, having previously worked as cabin crew for British Airways for 15 years before joining the SEN team in Sullivan. I am sure that the experience of that high-pressured environment and dealing with both excited and anxious customers in need of reassurance and a friendly manner stood her in very good stead for working in a school environment! Deborah is very much a part of the Sullivan Community with significant family connections to the school. She has carried out her duties with great commitment, sensitivity and care for the pupils. In many ways her cheerful unflappable demeanour has typified our school motto, and we wish her too a long and happy retirement.

Gillian McGee joined the Silver Robin team as a Catering Assistant in 2015 and later as a Unit Catering Supervisor. She made the upper floor space her own, making home-made posters and decorations for theme days and events. She also loved a Lego display!

She was an integral part of the work that went into the Silver Robin achieving a score of 5 in the recent Environmental Health inspection. We wish her every success for the future.

We are grateful that here at Sullivan our community extends beyond our pupils and our paid staff.

New staff were welcomed to the school in the following non-teaching posts during the 2023/24 academic year: Secondary Department: Miss Erin Anderson (Classroom Assistant), Miss Natasha Black (Catering Assistant), Mr Matthew Diamond (Classroom Assistant), Mr Nicholas Finnegan (Maintenance), Mr Jim Griffin (Classroom Assistant), Mr Alexander Proudfoot (Technician: Physics and Technology & Design), Mr Conor Rankin (Classroom Assistant) Mr Colin Smyth (Lunchtime Supervisor) and Mrs Elaine Yeates (Office Administrator); Preparatory Department: Mr Philip Eager (Classroom Assistant), Mrs Gwyneth Huey (Classroom Assistant), Miss Jessica McSorley (Classroom Assistant).

In 2023/24 on the non-teaching side we said farewell to the following staff: Secondary Department: Mrs Deborah Burnside (Classroom Assistant), Mr Richard Lyons (Maintenance Tradesperson), Mr Dean McCaffrey (Technician: Physics and Technology & Design), Ms Catherine Smyth (Receptionist), Mrs Gillian McGee (Unit Catering Supervisor), Mrs Karen Read (Catering Assistant), Mrs Razia West (Receptionist); Preparatory Department: Mrs Ruth Johnston (Classroom Assistant) and Miss Megan Kelly (Classroom Assistant)

(x) School Security and Safety

The Health and Safety Committee is chaired by a member of the Board of Governors and with representatives from many parts of the school's activities, continued to oversee this important aspect of school life. The programme of refresher training continued during the year including AED training for the qualified first aiders and the Board gratefully acknowledges the valuable commitment of this team. The school invested in additional software, Medical Tracker, to improve efficiency and communication with parents in connection with health management and this is proving to be highly effective.

The school is committed to providing a secure and safe environment for our pupils – a door access system is fully operational across both the preparatory and secondary school sites; this has been a welcome improvement to security within the school site with controlled access to all school buildings. The school operates a VPASS visitor management system across both preparatory and secondary sites; visitors, contractors and school staff are required to sign in electronically upon arrival and to sign out when leaving; they are also required to wear their official ID badge when on the school site.

The Board of Governors undertook expenditure of £38k during 2023/24, funded by the school, on additional works identified through the school's fire risk assessment.

(xi) Buildings and Facilities

The school continued to invest in its facilities despite the increasing pressure on revenue with capital expenditure of £203k in 2023/24 and associated grants of £80k from the Department of Education. This expenditure related to: fire risk assessment works; boiler replacement in the Silver Robin; recommended works identified in the school's tree survey and the fees relating to the continued

progression of future capital projects such as the School Enhancement Programme (Second Call) – see below. The school continued to invest in ICT resources with expenditure in 2023/24 of £31k.

In January 2017, the Minister for Education announced a second call under the School Enhancement Programme (SEP) aimed at meeting immediate and pressing capital investment needs in schools. The School Enhancement Programme makes available funding of between £500,000 and £4,000,000 for projects which refurbish or extend the existing school provision. The school had submitted an application for capital works to be carried out under this scheme and is delighted that the school's application continues to move forward in the planning stages.

4 FINANCIAL STATEMENT

Financial Report for the Year ended 31 March 2024

The Board of Governors is pleased to present its report for Sullivan Upper School for the above year.

The deficit in the Revenue Account for the year ended 31 March 2023 was £226,174 (2022: surplus £170,978).

The position may be summarised as follows (further details are available at Appendices 16 and 17):

	2024	2023
	£	£
Secondary Department	(156,826)	(196,408)
Preparatory Department	(19,002)	131
Silver Robin Restaurant	(40,468)	(29,897)
	<u>(216,296)</u>	<u>(226,174)</u>

Financial Reporting

The Governors confirm that they comply with the requirements of the Charities Act (Northern Ireland) 2008 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

Sullivan Upper School Charity No: XN45715

Sullivan Upper School is a registered charity established for the purpose of the advancement of education achieved through the school's extensive programme of curricular and extracurricular activities. The school received voluntary contributions from parents of £205k (2023: £201k) and Gift Aid of £50k (2023: £45k) was received in relation to these contributions. Parents are invited to support their child/children's education through these voluntary donations to the School Fund. These funds are used to maintain and enhance the quality and breadth of educational provision in the school and to support classroom resources. They support for example: classroom resources; additional staffing; ICT equipment; specialist sports coaching; specialist music tuition; provision of transport; and hire of external facilities.

Public Benefit and Operational Performance of the School/Achievements

The school provides the following demonstrable benefits all of which flow from the school's charitable purpose of advancing education:

1. The school provides a high quality education to all of its pupils.
2. The high quality of the academic education provided in the secondary department is demonstrated by the excellent results achieved in the public examinations, both at GCSE, AS and Advanced Level and by the number of leavers who progressed to further education as follows:

Academic Achievements

In 2023 131 (90%) (2022 120 (84%)) of our leavers immediately progressed to Higher or Further Education with 10 pupils (7%) (2022 19 (13%)) electing to undertake a gap year.

Advanced Level Examinations (A Level)

In the 2023 examination year 144 (2022 142) pupils were entered for the A Level examinations. 89% of pupils achieved a minimum of 3 C's (92% in 2022). These excellent results enable our pupils to progress to tertiary level education at the university of their choice.

General Certificate of Secondary Education Examinations (GCSE)

158 (2022 157) pupils were entered for the GCSE examinations in 2023. Of those entered, 99% (2022 100%) achieved A* to C in 7 or more subjects including English and Mathematics.

Extracurricular Activities

It is the school's practice to provide a wide range of extracurricular activities through which pupils can develop independence, confidence and a range of skills. These include a wide range of clubs and societies as well as many sporting activities with the aim for every pupil to derive enjoyment and satisfaction from achieving their best, at whatever level. The school is very grateful to the school staff team who continue to provide such opportunities for the pupils, especially during a period of industrial action.

School Trips

School trips and educational visits are seen as an integral part of the education offered by the school. This year's trips included theatre visits; hockey tours; rugby training camp; Duke of Edinburgh expeditions; Modern Language and Geography trip to Barcelona; and a ski trip to Italy.

Music and Drama

2023/24 was a very busy year for the Music and Drama Departments, with pupils performing at prize day, the carol service, Open Day, Autumn Charity Concert, the joint Music and Drama Production of "Sister Act", school functions and the annual spring concert in the Ulster Hall. The school was well represented in the Ulster Youth Choir, Orchestra and Jazz Orchestra.

Community Involvement

Sullivan Upper School plays an important role in the local community. The school continues to be actively involved in the training of teachers, providing student-teacher placements and mentoring support. The annual charity fund-raising activities also continued this year within the school and the school raised significant sums of money for distribution to a range of local, regional, national and international charitable causes.

Financial Results

Pupil enrolment has remained constant in both the Secondary and Preparatory Departments. In 2023/24 our total LMS funding increased by £177k or 3% compared with the previous year. Additional grant funding increased in total by £461k or 61% in 2023/24 – this has included provision of £440k in relation to funding of the pay settlement recently confirmed for teachers dating back to 1st September 2021. Additional funding of £117k (PY £97k) was also received from DE to cover the costs of the payscale arrears for non-teaching staff in 2023/24 and the contractual pay progression for teaching staff. Overall, grant funding and other income increased by £703k or 10%.

Total teaching costs increased by £501k or 10% and include a provision of £716k for teaching payscale arrears from September 2021 following the recent confirmation of a pay settlement. Non-teaching staff costs (secondary and preparatory) increased by £133k or 12% compared to the prior year. New pay scales effective from 1st April 2023 were implemented during the year for non-teaching staff following completion of the pay remit approval process with increases of 3.88% to 9.5% dependent on payscale position. Staffing costs in total therefore have increased by £634k (11%) during the year in the secondary and preparatory departments. Curriculum and property costs both increased by £14k or 4% and £64k or 10% respectively.

Total expenditure in the secondary and preparatory revenue accounts for the year increased by £683k or 9%.

The Silver Robin canteen has been significantly challenged by the significant increases in costs with food over the past couple of years; nationally agreed payscale increases for canteen staff have also seen significant increases in labour costs with annual increases of between 7% and 9%. There has been no increase however in grant funding for school canteens or for the provision of free school meals. An overall increase in income of £1.5k or 0.4% was offset by an increase in expenditure of £12k or 3.3%. The Silver Robin has reported a deficit of £40k and has once again been unable to set aside funds of £nil (PY £nil) for reinvestment in the Silver Robin facilities. The Board notes with concern the challenges for the Silver Robin with operational costs remaining high in the absence of additional funding from the Department of Education.

Funding (Secondary Department)

The secondary department reports a deficit this year of £157k (2023: deficit £196k). The income and expenditure account (page 11) includes revenue and costs associated with curricular and extracurricular activities and reflects the complete educational programme offered by Sullivan Upper School.

Facilities

The school continues to invest in its facilities despite the increasing pressure on revenue with capital expenditure of £203k in 2023/24 and associated grants of £80k from the Department of Education. Capital projects financed by the school included those relating to pupil safety (£21k) and health and safety (£38k). The school continued to progress capital projects which had been approved for funding by the Department of Education; the bulk of these are still at planning stage and regrettably the Department's budget for capital expenditure was severely impacted by financial pressures in 2023/24. The school continued to invest in ICT resources with expenditure in 2023 of £31k.

It is a concern that this year the school been unable to set aside fees in the preparatory department to provide funding for future capital development – this reflects the provision for significant costs of the recent pay settlement which would only attract funding of 20% in the preparatory department.

Plans for Future Periods

In January 2017, the Minister for Education announced a second call under the School Enhancement Programme (SEP) aimed at meeting immediate and pressing capital investment needs in schools. The School Enhancement Programme makes available funding of between £500,000 and £4,000,000 for projects which refurbish or extend the existing school provision. The school has submitted an application for capital works to be carried out under this scheme and is delighted that it has received confirmation that the school's application has been selected in the third tranche of schools to move forward in planning.

Whilst funding has been made available from the Department of Education's capital budget for the building works previously mentioned, the Governors highlight their concerns at the uncertainty in recurrent (revenue) funding in the face of inescapable cost pressures (e.g. nationally agreed payscales, national insurance and pension costs) and particularly at this time when costs continue to increase, albeit at a slower rate. Revenue funding is a separate source of funding which is allocated to schools by the Department of Education based on pupil numbers and school size and is used to finance the daily operation of the schools. Schools are not permitted to use capital funding for expenditure other than on approved building projects.

Governors also are concerned that the continued pressured on funding in education would leave to a consecutive year of moratorium on capital works by the Department of Education. It is essential that the Department continues to invest in the schools estate to ensure that buildings are fit for purpose and meet the educational demands of this generation of pupils.

Despite these funding pressures, Sullivan Upper School will continue to deliver a varied programme of both curricular and extracurricular activities for all its pupils. The Board remains committed to preserving the high standard of educational provision to all its pupils both inside the classroom and through its extensive programme of extracurricular activities.

Fundraising – Sullivan Connect

The Board of Governors of Sullivan Upper School launched a major fundraising campaign in 2016 to connect together all of the members of the Sullivan family. The purpose of the "Sustaining Sullivan's Future" Campaign was to reach out to all the many "Friends of Sullivan" who are alumni, students, teachers, staff, parents, governors past and present and also to those in the local community who wish to join to assist the ongoing development of the school. The Board recognises that major capital investment is needed to keep the school's estate up to modern educational standards and the Board is determined that the school's facilities are maintained at the highest possible quality. This campaign has evolved over the past number of years and the Governors are pleased to report on the development of "Sullivan Connect". The aims and objectives of Sullivan Connect are to connect, network and support i.e. to connect the Sullivan Community, provide social

and networking opportunities and to support the school through various initiatives, including fundraising. As at 31 March 2024, Sullivan Connect recorded income of £16k against expenditure of £11k.

SUPA and SUPPA

The Board of Governors is grateful for the ongoing support of the parents' associations in both the secondary and preparatory departments (SUPA and SUPPA respectively). These associations raise funds to assist the school and these are typically used to contribute towards the purchase of equipment and learning resources. The Board of Governors are delighted that SUPA have allocated funds specifically to support the important area of pupil well-being and mental health. The Board also thanks SUPPA for its provision of an outdoor classroom in the preparatory department – this facility is proving very popular with the pupils.

Professor H R J Walters PhD CPhys MRIA FInstP

During 2023/24, the school was honoured to receive funding bequeathed by former pupil Professor James Walters to promote academic excellence at Sullivan Upper School. The school has worked with his executors and trustees to agree how these funds can be most appropriately utilised to fulfil his request; in the interim period these funds have been placed on long term deposit.

Professor James Walters attended Sullivan Upper School from 1951 to 1963, initially having started his education in the preparatory department. During his school career, his interests included the debating society, the French Circle and hockey. He subsequently won a scholarship to study at Trinity College, Cambridge where he completed his PhD. Professor Walters was appointed Professor of Theoretical Physics at Queen's University early in the 1990s and played a key role in the university for nearly 5 decades, contributing significantly to the building up of Queen's reputation as a centre of excellence for Theoretical and Computational Atomic Physics, and the training of generations of researchers active in this field.

The Professor James Walters Fund has been established by a legacy from Professor Walters. It was his wish to offer 3 bursaries from this fund for a student taking up a place at Cambridge and for students who would be taking up places to study Mathematics or a science related subject. The application process for the awarding of these bursaries commenced in 2023/24.

5 CONCLUSION

The Board of Governors is proud of the pupils and their achievements and will continue to build on the solid foundations of the school's history and ethos. The Governors acknowledge that a school's greatest resource is its staff and thank them all for their commitment to the pupils. They recognise the challenges posed by an ongoing period of industrial action but remain committed to meeting the challenges ahead in delivering the highest educational experience of our pupils, both inside and outside of the classroom. We are determined that our pupils be confident, resilient and enthusiastic learners.

APPENDICES

The information provided in these appendices is that which the Department of Education requires the Board of Governors to give parents in annual reports.

APPENDIX 1: Information about Pupil Numbers

In the 2023/2024 school year, at the time of the school census the total number of pupils enrolled in the school was 1255. Of these, 176 were in the Preparatory Department and 1079 in the Secondary Department with 152 in Year 12, 152 in Year 13 and 152 in Year 14. The number of pupils who were in receipt of a Statement of Special Educational Needs in the school was 24, of whom 19 were in the Secondary Department and 4 in the Preparatory Department.

APPENDIX 2: Attendance Rates

The annual attendance rate for 2023/2024, calculated in the manner set down by the Department of Education, was 94.3% (2022/23: 94.1%) in the Secondary Department and 96.4% (2022/23: 94.61%) in the Preparatory Department.

APPENDIX 3: (a) Admissions and Enrolment Numbers

The school admissions number for 2023/2024 was (as usual) 150. The school's total enrolment number was 1060 for the Secondary Department (excludes Statemented pupils who are supernumerary).

APPENDIX 3: (b) School Fees

For the 2023/24 school year the annual capital fee for parents was set at £140 per child per annum and the voluntary fee requested by the Board of Governors was £280 per annum. A full statement of the Governors' Charges and Remissions Policy is available on the school's website or upon request.

APPENDIX 4: Courses of Study Available

The following subjects were available for study at GCSE level.

Art & Design	Food & Nutrition	Music
Biology	French	Physical Education
Business Studies	Further Mathematics	Physics
Chemistry	Geography	Religious Studies (GCSE)
Computer Science	German	Religious Studies (Short Course)
Digital Technology	History	Spanish
Drama	Learning for Life & Work	Technology & Design
English Language	Mathematics	
English Literature	Moving Image Arts	

The following subjects were available for study at GCE Advanced and Advanced Subsidiary level

Art & Design	French	Moving Image Arts
Biology	Further Mathematics	Music
Business Studies	Geography	Nutrition & Food Science
Chemistry	German	Physical Education
Computer Science	Government & Politics	Physics
Design & Technology	History	Religious Studies
Drama & Theatre Studies	Mathematics	Spanish
English Literature		

APPENDIX 5: Information about Extracurricular Activities

The main activities available for pupils were:

Army Cadet Force	Cricket	Lego Club
Athletics	Debating/Public Speaking	Maths Club
Badminton	Drama	Musical Groups**
Book Club	Duke of Edinburgh's Award Scheme	Netball
Chemistry Club	Fencing	Politics Society
Christian Union	Golf (Boys and Girls)	Rugby (Boys and Girls)
Christians in Sport	Hockey (Boys and Girls)	Saphara
Cookery Club	Inter-school quizzes eg	Skiing
Community Service	Worldwise Quiz	Tennis
Creative Writing	Library Team	Young Enterprise
Cross Country		

** includes Sullivan Singers, Senior Girls Singers, Junior Singers, Junior Choir, Orchestra, Band, Jazz Group, Percussion Ensemble, Brass Group, Traditional Group, Rock Group, Funk Band, String Ensembles, Woodwind Ensembles.

APPENDIX 6: School Leavers

As the following table shows 162 pupils left the school by the end of the 2023//2024 school year. The vast majority of these were students who completed their A Levels and went on to study at degree courses at Higher Education institutions.

LEAVERS	Year 12		Year 13		Year 14	
	Number	Percentage Year Group	Number	Percentage Year Group	Number	Percentage Year Group
Transferring to another school	2	1.3	1	0.7	0	0
Apprenticeship Training Courses	0	0	0	0	2	1.3
Entering Further Education	6	3.9	1	0.7	3	2.0
Entering Higher Education	0	0	0	0	131	87.3
In Full-Time Employment	0	0	1	0.7	4	2.7
Other (Gap Year)	0	0	0	0	10	6.7
Seeking Employment	0	0	0	0	0	0
Other	0	0	1	0.7	0	0
Totals	8	5.3	4	2.6	150	100

APPENDIX 7: End of Key Stage 3 Levels of Progression

ENGLISH (Communication)		% ACHIEVING LEVEL 5 AND ABOVE		% ACHIEVING LEVEL 6 AND ABOVE		% ACHIEVING LEVEL 7 AND ABOVE	
		Sullivan	NI Schools	Sullivan	NI Schools	Sullivan	NI Schools
	Teacher Assessment						

USING MATHEMATICS		% ACHIEVING LEVEL 5 AND ABOVE		% ACHIEVING LEVEL 6 AND ABOVE		% ACHIEVING LEVEL 7 AND ABOVE	
		Sullivan	NI Schools	Sullivan	NI Schools	Sullivan	NI Schools
	Teacher Assessment						

Please note: There is no data for 2023/2024 due to industrial action.

APPENDIX 8: Examination Results: GCSE/Year 12

Number in Year 12	152
% entered for 7+ GCSE's	99.4%
% entered for 5+ GCSE's	99.4%
% achieving 7+ GCSE's Grades A* - C	99.4%
% achieving 5+ GCSE's Grades A* - C	99.4%
% entered for other examinations	0%
% achieving none of the qualifications listed	0%

APPENDIX 9: Examination Results: (i) A2 Level

Number in final year of A level (Year 14)	152
% achieving 3+ A level Grades A* - C	94.7
% achieving 2+ A level Grades A* - E	100

APPENDIX 9: Examination Results: (ii) AS Level

Number in Year 13	150
% achieving 3+ AS Grades A-C	84
% achieving 2+ AS Grades A-E	99.3

***Not including results for pupils taking linear subjects (Computer Science, Drama)**

APPENDIX 10: Examination Results: Trend Data

Performance Indicator	2019/2020		2020/2021		2021/2022		2022/2023		2023/2024	
	Sullivan	NI Grammar School Average	Sullivan	NI Grammar School Average	Sullivan	NI Grammar School Average	Sullivan	NI Grammar School Average	Sullivan	NI Grammar School Average
% Achieving 5+ GCSEs at Grades A* - C	99.0	96.1	100	N/A	100	N/A	99.4	N/A	99.4	N/A
% Achieving 7+ GCSEs at Grades A* - C	94.1	90.5	98	N/A	100	N/A	99.4	N/A	99.4	N/A
% Achieving 3+ A levels at Grades A* - C	79.2	79.2	91	NA	92.25	NA	88.9	N/A	94.7	NA
% Achieving 2+ A levels at Grades A* - E	99.3	99.6	100	N/A	100	N/A	100	N/A	100	NA

Please note no data is available for the periods 2020/2021 to 2023/2024 as the Minister of Education has agreed that the Summary of Annual Examination Results (SAER) process should be suspended, there was no SAER statistical bulletin released for the 2020/2021 to 2023/2024 academic years.

APPENDIX 11: GCSE Results by Subject and Grade: Summer 2024

Subject	Number Entered	PERCENTAGE ACHIEVING EACH GRADE									
		A*	A	B	C*	C	D	E	F	G	U
Art & Design	23	13	30.4	30.4	13	4.4	4.4	4.4	0	0	0
Biology	137	32.1	44.5	13.9	5.8	2.2	1.5	0	0	0	0
Business Studies	56	12.5	46.4	14.3	16.1	3.6	7.1	0	0	0	0
Chemistry	91	53.8	30.8	9.9	4.4	1.1	0	0	0	0	0
LLW	0	0	0	0	0	0	0	0	0	0	0
Drama	0	0	0	0	0	0	0	0	0	0	0
English Language	152	30.3	47.4	17.8	3.8	0	0.7	0	0	0	0
English Literature	150	42.7	37.3	15.3	2.7	1.3	0.7	0	0	0	0
Food and Nutrition	28	32.1	46.4	14.3	3.6	3.6	0	0	0	0	0
French	101	18.8	51.5	9.9	7.9	9.9	1	1	0	0	0
Geography	90	47.8	41.1	5.6	3.3	1.1	1.1	0	0	0	0
German	0	0	0	0	0	0	0	0	0	0	0
History	83	37.4	38.6	10.8	4.8	6	2.4	0	0	0	0
Mathematics	148	45.3	38.5	14.2	0.6	1.4	0	0	0	0	0
Further Mathematics	70	61.4	30	5.7	2.9	0	0	0	0	0	0
Moving Image Arts	23	17.5	56.6	13	4.3	4.3	4.3	0	0	0	0
Music	14	57.1	35.7	7.2	0	0	0	0	0	0	0
Physics	90	45.6	36.7	7.8	5.6	4.3	0	0	0	0	0
Religious Studies (SC)	149	33.6	30.9	18.1	6.7	4.7	4	2	0	0	0
Religious Studies (FC)	0	0	0	0	0	0	0	0	0	0	0
Spanish	55	14.5	36.4	14.5	25.5	7.3	1.8	0	0	0	0
Technology & Design	16	37.4	12.5	25	6.3	6.3	12.5	0	0	0	0

Subject	Number Entered	English Examination Boards Grading System									
		9	8	7	6	5	4	3	2	1	U
Computer Studies	46	19.6	23.9	30.4	19.6	6.5	0	0	0	0	0
Sport Studies	35	0	28.6	17.1	51.4	0	2.9	0	0	0	0

APPENDIX 12: AS Level Results by Subject and Grade: Summer 2024

Subject	Number Entered	PERCENTAGE ACHIEVING EACH GRADE					
		A	B	C	D	E	U
Art & Design	7	57.1	14.3	14.3	0	14.3	0
Biology	81	40.7	29.6	17.3	7.4	3.7	1.3
Business Studies	40	25	37.5	17.5	15	5	0
Chemistry	56	51.8	37.5	5.4	3.6	0	1.7
Computing	0	0	0	0	0	0	0
Economics	0	0	0	0	0	0	0
English Literature	21	52.4	33.3	14.3	0	0	0
French	6	66.6	16.7	16.7	0	0	0
Geography	40	65	25	7.5	2.5	0	0
German	1	100	0	0	0	0	0
History	27	52.9	37	3.7	3.7	0	2.7
Mathematics	72	65.2	18.1	13.9	1.4	1.4	0
Moving Image Arts	13	69.2	23.1	7.7	0	0	0
Music	9	44.4	44.4	11.2	0	0	0
Nutrition & Food Science	16	43.8	25	18.8	12.4	0	0
Physical Education	30	80	13.3	6.7	0	0	0
Physics	38	42.1	23.7	15.8	5.3	2.6	10.5
Politics	13	23.1	38.5	15.4	15.4	0	7.6
Religious Studies	13	76.9	23.1	0	0	0	0
Spanish	9	33.3	33.3	22.2	11.2	0	0
Technology & Design	11	63.6	18.2	18.2	0	0	0

APPENDIX 13: A2 Level Results by Subject and Grade: Summer 2024

Subject	Number Entered	PERCENTAGE ACHIEVING EACH GRADE						
		A*	A	B	C	D	E	U
Art & Design	9	11.1	22.2	55.6	11.1	0	0	0
Biology	60	13.3	30	26.7	15	13.3	1.7	0
Business Studies	57	10.5	26.3	29.8	24.6	7	1.8	0
Chemistry	33	18.2	45.5	15.2	6	9.1	6	0
Computing	11	0	18.2	27.3	9.0	27.3	18.2	0
Drama	9	0	22.2	55.6	11.1	11.1	0	0
Economics	0	0	0	0	0	0	0	0
English Literature	30	13.3	30	36.7	20	0	0	0
French	5	0	40	40	20	0	0	0
Geography	34	5.9	47.1	23.5	20.6	2.9	0	0
History	43	2.4	30.3	41.7	25.6	0	0	0
Mathematics	49	22.4	38.8	20.4	12.2	6.2	0	0
Further Mathematics	6	50	50	0	0	0	0	0
Moving Image Arts	15	6.7	53.3	26.7	13.3	0	0	0
Music	6	33.3	50	16.7	0	0	0	0
Nutrition & Food Science	22	4.5	54.5	13.6	27.4	0	0	0
Physical Education	19	10.5	47.4	36.8	5.3	0	0	0
Physics	23	8.7	30.3	17.4	21.7	4.3	13.3	4.3
Politics	16	0	12.5	50	18.8	6.2	12.5	0
Religious Studies	6	16.7	16.7	50	0	0	16.6	0
Spanish	9	0	44.5	22.2	22.2	11.1	0	0
Technology & Design	3	0	33.3	33.3	33.3	0	0	0

APPENDIX 14: Other Examination Results

	Examination	Number Entered	Pass Rate
All Years	Associated Board of Royal Schools of Music	52	98%
All Years	Rock School Examinations	8	100%
All Years	London College of Music	88	100%
All Years	Trinity College of Music	19	100%

APPENDIX 15: Key Dates for 2023/24

KEY DATES FOR 2023-2024

Baker Days	Friday 18 August 2023 to Thursday 24 August 2023
Autumn Term	Friday 25 August 2023 – Wednesday 20 December 2023 (inclusive)
Pupil Induction Day [9.00 am-12.30 pm]	Friday 25 August 2023 [Year 14 only]
Bank Holiday	Monday 28 August 2023 (school closed)
Pupil Induction Days [9.00 am-12.30 pm]	Tuesday 29 August 2023 [Year 8 only] Wednesday 30 August 2023 [Year 13 only] Thursday 31 August 2023 [Years 8-12 only]
All Pupils in School	Friday 1 September 2023
<i>School Development Day 1</i>	<i>Thursday 28 September 2023 (pupils do not attend)</i>
Half Term	Monday 30 October 2023 – Friday 3 November 2023 (inclusive)
<i>School Development Day 2</i>	<i>Friday 24 November 2023 (pupils do not attend)</i>
Autumn Term Ends	Wednesday 20 December 2023 at 12.00 noon
Christmas Holiday	Thursday 21 December 2023 – Tuesday 2 January 2024 (inclusive)
Spring Term	Wednesday 3 January 2024 – Friday 22 March 2024 (inclusive)
<i>School Development Day 3</i>	<i>Wednesday 3 January 2024 (pupils do not attend)</i>
All Pupils in School	Thursday 4 January 2024
Half Term	Monday 12 February 2024 – Friday 16 February 2024 (inclusive)
<i>School Development Day 4</i>	<i>Monday 18 March 2024 (pupils do not attend)</i>
Spring Term Ends	Friday 22 March 2024 at 12.00 noon
Easter Holiday	Monday 25 March 2024 – Friday 5 April 2024 (inclusive)
Summer Term	Monday 8 April 2024 – Friday 28 June 2024 inclusive)
Summer Term Begins	Monday 8 April 2024
May Day Holiday	Monday 6 May 2024
<i>School Development Day 5</i>	<i>Monday 27 May 2024 (pupils do not attend)</i>
Summer Terms Ends	Friday 28 June 2024 at 12.00 noon

APPENDIX 16: Financial Statements: Revenue Account for the Year ended 31 March 2024

Financial Statements

Revenue Account for the Year ended 31 March 2024

	2023/24		2022/23	
	£	%	£	%
		Income		Income
INCOME				
Fees	788,454	10.19	736,878	10.47
LMS Delegated Budget	5,636,480	72.82	5,459,076	77.57
Additional Grant Funding	1,219,384	15.75	758,662	10.78
Other Income	96,113	1.24	82,800	1.18
TOTAL INCOME	<u>7,740,431</u>	<u>100.00</u>	<u>7,037,416</u>	<u>100.00</u>
EXPENDITURE				
Teaching Salary Costs	5,371,518	69.40	4,870,532	69.21
Non-Teaching Salary Costs	1,255,241	16.21	1,122,331	15.95
Total Salary Costs	<u>6,626,759</u>	<u>85.61</u>	<u>5,992,863</u>	<u>85.16</u>
Other Costs				
Curriculum	358,414	4.63	344,561	4.90
Property	699,997	9.04	636,169	9.04
Administration	231,089	2.99	260,100	3.69
TOTAL EXPENDITURE	<u>7,916,259</u>	<u>102.27</u>	<u>7,233,693</u>	<u>102.79</u>
(Deficit)/Surplus for the year	(175,828)	<u>(2.27)</u>	(196,277)	<u>(2.79)</u>
(Deficit)/Surplus for Silver Robin Restaurant	(40,468)		(29,897)	
Net (decrease)/increase in revenue reserves	<u>(216,296)</u>		<u>(226,174)</u>	

APPENDIX 17: Financial Statements: Balance Sheet as at 31 March 2024**Financial Statements****Balance Sheet as at 31 March 2024**

	As at 31 March 2024	As at 31 March 2023
Fixed Assets	13,083,612	12,930,702
Current Assets		
Stock	20,051	18,581
Debtors	679,546	133,260
Bank Current Account	549,800	475,549
Bank Treasury Deposit	715,923	693,508
Specified Bank Account	776,229	-
Cash on Hand	300	300
	<u>2,741,849</u>	<u>1,321,198</u>
Current Liabilities		
Creditors	(508,068)	(504,850)
	<u>(508,068)</u>	<u>(504,850)</u>
Net Current Assets	2,233,781	816,348
Total Assets Less Current Liabilities	15,317,393	13,747,050
Long Term Liabilities		
Finance Loans	(1,629)	(4,653)
Provisions for Liabilities	(715,505)	(116,078)
Net Assets	<u>14,600,259</u>	<u>13,626,319</u>
Represented By		
Unrestricted Reserves	13,612,750	13,476,248
Designated Funds	5,692	1,898
Restricted Reserves	87,968	38,158
Endowed Funds	893,849	110,015
Total Reserves	<u>14,600,259</u>	<u>13,626,319</u>