

GOVERNORS' ANNUAL REPORT 2015/2016



FOREWORD

The Governors are required to give parents an annual report on what has been happening in the school. I hope that you will find this report interesting and informative. If there are any issues arising from it that you wish to discuss please contact the school.

2015/2016 was another successful year in the life of the school. The results in public examinations were pleasing and many pupils experienced success in a wide range of extra-curricular activities.

Many people deserve credit for the achievements of the past year.

- the pupils who did the work and achieved success.
- the teachers who encouraged, guided and inspired them;
- the support staff who provided the administrative and learning support;
- the ancillary staff who provided a clean and secure environment.

The support of parents were the other factors which contributed to this success and development.

From a personal standpoint, I wish to thank my fellow governors for their support during the busy year.

The pupils and staff are to be congratulated on another successful year and I trust that this report does full justice to their achievements.

Mrs J Weir
(Chair, Board of Governors)

MEMBERSHIP OF THE BOARD OF GOVERNORS


CATEGORY	NAME
Transferor Representatives	Mrs J Weir (Chair) Mrs C Scott Mr M Davison
EA - Belfast Representatives	Mrs V Ingram Ms L Robinson (Vice Chair) Rev C Morrison Mrs M McCausland
Parent Representatives	Mr D Adams Mrs G McCalmont Mr S Todd
Teacher Representatives	Mrs L Dalzell Mrs J Clarke
Co-opted	Mr B Hunter Mrs P Hilman
Secretary	Mr E J Wright
Minute Secretary	Ms E Lowry

SECTION

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**TERM OF OFFICE
ENDS**

March 2018
(for everyone)

			
VALUES	Learning & pupil centred • Meet the needs of individual students High expectations • Ambitious • Hard working • High achieving Tolerant • Inclusive Honest • Trustworthy Commitment to extra-curricular activity Community orientated		
MORAL PURPOSE	To support the ambition and improve the life chances of young people in our school.		
VISION	Seen as one of Northern Ireland's best schools, recognised as an inclusive school and renowned for the quality of teaching and pastoral care that develop students to strive to be the best they can be, regardless of their starting point.		
MISSION STATEMENT	A c h i e v e m e n t f o r A l l		
SCHOOL AIMS	TEACHING & LEARNING	ATTENDANCE, BEHAVIOUR & SAFETY	SKILLS FOR LIFE & EMPLOYABILITY
	To provide a relevant, stimulating learning experience that develops the enquiring mind of all students; To employ strategies to ensure that each student, regardless of start point, attains the highest possible standards to secure their future economic and personal well-being; To utilise initiatives which enhance learning and teaching in order to develop the potential of students and our wider community.	To provide a safe, caring and stable environment where each student is encouraged to make a positive contribution to the school and wider community; To ensure that all students and their family place great value on excellent attendance and punctuality; To ensure the highest standards of personal presentation and behaviour; To achieve the highest possible levels of parental engagement and support.	To equip all students with transferable skills required in a changing job market; To encourage and develop independence, self-confidence, self-esteem and self-discipline; To develop students' awareness and understanding of, and respect for; themselves, others within the school and people in our local, national and international community; Students make a positive contribution to the community.

Our school development plan and associated statutory arrangements can be found on our website at <http://belfastgms.org/site/about/school-development-plan/>

DUTIES OF THE BOARD OF GOVERNORS

The Governors are required to give an account of how they have discharged their functions under the 1989 Education Order.

The following is a brief summary of the duties of the Board of Governors:-

- 1 Governors are responsible for the use of the funds allocated to the school by the EA.
- 2 The complement of staff in the school, both teaching and non-teaching, is controlled by the Governors and arrangements for dealing with issues involving industrial relations within the school also fall within their remit.
- 3 Governors are required to ensure that appropriate arrangements are put in place for the admission of pupils to school and for drawing up criteria which will be used to select pupils should it happen that the number of pupils seeking to be enrolled exceeds the number of places available.
- 4 They are responsible for ensuring that the teachers in the school have the facilities necessary to provide a curriculum.

3.1 DUTIES IN RELATION TO FINANCIAL MANAGEMENT

Budget and Expenditure Report for the Financial Year 2015 – 2016

Resources Available		Expenditure	
Balance b/f 2015/16	£ 50,164.00	Teaching Staff Costs	£ 3,403,769.00
Initial Budget allocation	£ 3,962,690.00	Non-Teaching Staff Costs	£ 497,732.00
Extended Schools	£ 34,909.00	Non Staffing Costs	£ 654,739.00
Full Service Schools	£ 192,500.00		
Entitlement Framework	£ 8,177.00		
EVH	£ 125,979.00		
Incremental Cleaning	£ 36,062.00		
PPP/Unitary Charge	£ 19,342.00		
Miscellaneous	£ 149,004.00	Income	-£ 3,115.00
		Total Expenditure	£ 4,553,125.00
		Balance c/f to 2016/17	£ 25,702.00
Total Budget	£ 4,578,827.00		£ 4,578,827.00

Board of Governors
Financial Report
1st September 2015 – 31st August 2016

School Cash Accounts

	CREDIT (Income)	DEBIT (Outgoing)
	£	£
Pupil Fund	15,259.46	10,498.14
School Enterprise	30,422.77	14,331.21
School Trips	34,782.29	28,926.52
Formal	13,939.42	13,945.06
Charities	3,624.66	3,005.53
Rock Challenge	2026.57	4,652.35
Additional Pupil Costs	39,034.76	25,948.01
Newtownabbey Bus	2,000.00	13,767.70
Additional Funding	1,987.92	184.86
 <i>CLOSING CREDIT BALANCE TO CARRY FORWARD :</i>		 27,818.47
	143,077.85	143,077.86

THE SCHOOL CURRICULUM

Entitlement Framework

The Entitlement Framework ensures that schools provide students with access to a broad, balanced and relevant curriculum. It provides students with access to a range of courses which are linked to relevant learning and career pathways and as such guarantees all students access to a minimum number of courses at key stage 4 and post-16.

The Department of Education specifies the number of courses and is responsible for designating courses as general or applied. At least one third must be general and one third applied. In 2015/16 at KS4 the number is 24 and at KS5 it is 27

Key Stage	Year Group	Total Courses offered and delivered	Proportion of Applied Courses	Proportion of General Courses
4	11	24	15	9
4	12	22	11	11
5	13	33	18	15
5	14	27	19	8

Post 16

Our consortium arrangements continued to operate with the Belfast Boys' Model but this year also included full co-operation with Mercy College which enabled us to offer an even further extended curriculum at this level. The NBALC also offered a shared block across the post-primary schools in North Belfast.

In Year 13 we have students from Belfast Boys' Model School, Mercy College and St Malachy's. Subjects taken include Business, Performing Arts, English Literature, and Travel and Tourism. Students from GMS attend classes in Belfast Boys' Model School, Mercy College and Belfast Royal Academy. Subjects taken include Public Services, Government and Politics, Technology, Sports Studies Art, Health and Social Care and French

In Year 14 we have students from Belfast Boys Model School taking classes in Business, History, RE Sociology and Sports Studies.

Options 2016/17

Key Stage 4

There have been changes this year to the Key Stage 4 Options process:

- The Key Stage 4 Options Booklet was redesigned using a new house style to ensure consistency of information across all subject areas. The booklet is also accessible on the school website.
- We have streamlined and individualised our Key Stage 4 Pathways into one of three, using the school colours red, yellow and blue. While each Pathway is different, each offers a broad and balanced curriculum which is suited to each

individual student's abilities and interests. There is one booklet for all students – this offers a much more inclusive approach to the options process.

- Each student was interviewed by a member of SLT to ensure their course choices were correct and would give them maximum success
- We have extended the offer of Occupational Studies this year with the inclusion of Craft and Textiles plus Computer Aided Design and Electronics
- All students will study ICT as a core subject.
- For the first time we offered a free choice to students – the blocks will be determined largely by student choice.

Key Stage 5

- A Year 12 “Taster Day” was held on Friday 4th December. The year 12 timetable was suspended for the day and students were able to sample 4 lessons in the subjects of their choice. Very positive responses were received from both students and staff. The information gathered from these evaluations was invaluable in planning Key Stage 5 Options this year.
- The final preparation for Key Stage 5 options is now complete.

GCSE

ENTRIES	112	112	28	12	26	15	66	117	6	17	16	30	28	68	17	32	1	12	13	7	4	26	33	0	0	0
A*	0	0	4	0	0	0	0	3	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
A	2	5	0	1	4	1	0	15	0	3	1	1	1	1	0	5	0	2	0	0	0	8	17	0	0	0
B	10	9	5	3	8	4	4	50	2	2	4	5	5	2	0	11	0	1	0	0	0	12	9	0	0	0
C	57	34	10	6	12	5	23	34	3	2	5	7	17	28	9	9	0	4	5	7	0	4	4	0	0	0
D	27	28	9	1	2	4	26	10	1	8	6	8	4	31	5	3	1	5	2	0	0	1	2	0	0	0
E	14	19	0	1	0	0	8	2	0	1	0	3	1	6	1	3	0	0	3	0	4	1	1	0	0	0
F	1	12	0	0	0	1	3	1	0	0	0	5	0	0	0	0	0	0	2	0	0	0	0	0	0	0
G	1	3	0	0	0	0	0	2	0	0	0	1	0	0	2	0	0	0	0	0	0	0	0	0	0	0
U	0	2	0	0	0	0	2	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0
%A*	0	0	14	0	0	0	0	3	0	6	0	0	0	0	0	0	0	0	0	0	0	0	0			
%A	2	4	0	8	15	7	0	13	0	18	6	3	4	1	0	16	0	17	0	0	0	31	52			
%B	9	8	18	25	31	27	6	43	33	12	25	17	18	3	0	34	0	8	0	0	0	46	27			
%C	51	30	36	50	46	33	35	29	50	12	31	23	61	41	53	28	0	33	38	100	0	15	12			%
%D	24	25	32	8	8	27	39	9	17	47	38	27	14	46	29	9	100	42	15	0	0	4	6	5 A* - C		46.61
%E	13	17	0	8	0	0	12	2	0	6	0	10	4	9	6	9	0	0	23	0	100	4	3	5 A* - E		90.68
%F	1	11	0	0	0	7	5	1	0	0	0	17	0	0	0	0	0	0	15	0	0	0	0	5 A* - G		94.1
%G	1	3	0	0	0	0	0	2	0	0	0	3	0	0	12	0	0	0	0	0	0	0	0	7 A* - C		17.80
%U	0	2	0	0	0	0	3	0	0	0	0	0	0	0	0	3	0	0	8	0	0	0	0	5 A* -C inc En&Ma		35.59
%A*-A	2	4	14	8	15	7	0	15	0	24	6	3	4	1	0	16	0	17	0	0	0	31	52	5 A* - G inc En&Ma		93.22
%A*-B	11	13	32	33	46	33	6	58	33	35	31	20	21	4	0	50	0	25	0	0	0	77	79			
%A*-C	62	43	68	83	92	67	41	87	83	47	63	43	82	46	53	78	0	58	38	100	0	92	91			
%A*-E	98	85	100	100	100	93	92	97	100	100	100	80	100	100	88	97	100	100	77	100	100	100	100			
%A*-G	100	98	100	100	100	100	97	100	100	100	100	100	100	100	100	97	100	100	92	100	100	100	100			

A-LEVEL			CACHE	CACHE	CACHE	Sport	Travel & Tourism BTEC	Business BTEC	Public Services BTEC	ICT BTEC	ICT Cambridge Technical	Spanish	Sociology	Science DA	Science DA	Religious Studies	Politics	Performing Arts	Media Studies	Mathematics	ICT	History	Geography	English Literature	Art & Design
		TOTAL	8	8	8	6	9	21	3	3	4	6	22	5	5	8	1	4	1	1	1	25	11	5	3
ENTRIES		166	8	8	8	6	9	21	3	3	4	6	22	5	5	8	1	4	1	1	1	25	11	5	3
A*		3	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	1
A		36	5	5	5	5	1	2	3	3	4	0	4	0	0	0	0	1	0	0	3	0	0	0	0
B		40	3	3	3	0	0	0	0	0	0	0	7	1	3	2	1	0	1	1	10	3	1	2	3
C		54	0	0	0	1	6	16	0	0	0	1	5	3	2	1	0	3	0	0	8	4	1	1	2
D		16	0	0	0	0	0	0	0	0	0	2	1	1	0	3	0	0	0	0	3	3	2	0	1
E		15	0	0	0	0	2	3	0	0	0	3	2	0	0	2	0	0	0	1	0	1	1	0	0
U		2	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0
%A*		2	0	0	0	0	0	0	0	0	0	0	5	0	0	0	0	0	0	0	4	0	0	0	14
%A		22	63	63	63	83	11	10	100	100	100	0	18	0	0	0	0	25	0	0	12	0	0	0	0
%B		24	38	38	38	0	0	0	0	0	0	0	32	20	60	25	100	0	100	0	40	27	20	67	43
%C		33	0	0	0	17	67	76	0	0	0	17	23	60	40	13	0	75	0	0	32	36	20	33	29
%D		10	0	0	0	0	0	0	0	0	0	33	5	20	0	38	0	0	0	0	12	27	40	14	14
%E		9	0	0	0	0	22	14	0	0	0	50	9	0	0	25	0	0	0	100	0	9	20	0	0
%U		1	0	0	0	0	0	0	0	0	0	0	9	0	0	0	0	0	0	0	0	0	0	0	0
%A*-A		23	63	63	63	83	11	10	100	100	100	0	23	0	0	0	0	25	0	0	16	0	0	0	14
%A*-B		46	100	100	100	83	11	10	100	100	100	0	55	20	60	25	100	25	100	0	56	27	20	67	57
%A*-C		78	100	100	100	100	78	86	100	100	100	17	77	80	100	38	100	100	100	0	88	64	40	100	86
%A*-E		97	100	100	100	100	100	100	100	100	100	100	91	100	100	100	100	100	100	100	100	100	100	100	100

	2016 (%)
3A*to C	47.69
2A*to C	76.92
1 A* to C	92.31
3A*to E	75.38
2A*to E	93.85
1A*to E	95.38
A*-B	47.59
A*-C	80.12
A*-E	98.8

The Board of Governors have set the bar high as we work towards our vision for the school, which is to be one of Northern Ireland's best schools recognised as an inclusive school that is renowned for the quality of its teaching and pastoral care that develop students that strive to be the best they can be regardless of their starting point.

We have set about an ambitious programme of change to re-align the school with this vision, changing the way we deliver aspects of what we do in line with both our mission statement of 'achievement for all' and a set of core school values. The ongoing evolution of how we work will be in keeping with achieving our vision, meeting our mission statement and staying true to our values.

We saw some retirements at the end of last year.

Mrs Karen Porter retired from our Art Department and Mrs Eleanor Reid retired from her role in pupil behaviour support. Wilma Catherwood and William Hamilton (both members of the senior leadership team who served the school for a number of years) also retired last summer.

We also said good bye to one of our most notable Girls Model Alumni, our Vice Principal Heather Mairs. We are pleased to announce a new trophy for the school's Annual Prize Giving; the Heather Mairs Cup for Student Leadership as a fitting legacy to a woman who studied at the school and committed her whole career to the advancement of this school and its pupils.

The retirements from senior roles meant that replacements were needed and Mrs Logan was selected by the Board of Governors after being successful at interview for the post of Vice Principal. Further interviews across the year saw 4 other appointments to the Senior Leadership team - Assistant Principals Mrs Boyd, Mrs Graham, Mrs Campbell and Mrs Houston join the senior leadership team of the school.

In preparation for the start of this school year we recruited new staff and welcome to our staff: Mr Christopher Patterson for ICT, Mrs Nicole Kelly to History, Mrs Laura Edwards to Mathematics and Miss Laura Hanna to English.

On our non-teaching staff Miss Amanda Baker joined our Classroom assistant staff, Mrs Linda McBride as Home Economics Technician and Ms Louise Finlay to the role of pupil auxiliary with responsibility for our Student Hub.

Our results days in 2016 gave us immense joy and pride to see the hard work of our staff, students and parents pay off.

We are delighted with the success of our Sixth Form. The proportion of students achieving 3 A*-C at A level increased by nearly 20% and almost every pupil achieved 2 A*-E. We almost doubled the number of grades awarded at the higher A*-B.

A* grades at A Level went to Jason Brown in Art, Rachel Foster in Sociology and Rebeka Hardy in ICT.

Students are reading a variety of subjects at university whilst others are training to teach or are undertaking courses in Education Studies. Some are involved in the medical field including Nursing, Diagnostic Radiotherapy, Speech and Language Therapy.

A large number of our Sixth Formers went on to University, most going to Queens, Stranmillis or the University of Ulster however some chose to go further afield with 6 students studying in Liverpool. We will welcome all of our girls back as graduates to make a strong contribution to our economy here in Northern Ireland.

A quarter of applicants went into degree courses related to Science, Technology, Engineering or Maths. We are committed to engaging our pupils with STEM education. Under the guidance of Mr Cathcart and Mr Hance, we had several visits from STEM ambassadors and four students from last year's Year 13 received the Gold Crest Award for STEM for their work with University of Ulster.

Mr Cathcart's work in this regard was acknowledged during the year when he received a CREST teacher recognition award from the British Science Association, one of only 300 awards given out to teachers from all over the United Kingdom.

Our Sixth Form doesn't just focus on A level and in keeping with our mission statement of achievement for all, we also run a number of vocational programmes. Several students qualified to become fully qualified Child Care Workers from our L2 and 3 Childcare courses,

the majority of whom have taken up employment with local providers and one, Emma Moore, who entered Stranmillis to study BA in Early Childhood Studies having come through our L3 Childcare programme.

GCSE results were equally successful. We are proud to report that two important measures of school performance have both improved on this time last year. The proportion of girls achieving both 5 A*-C GCSEs and 5 A*-C including English and Maths have risen. Indeed the proportion of students achieving 5 A*-C including English and Maths now stands at its highest point in the last five years.

Every student left the school with a range of academic and vocational qualifications that will stand in them in good stead for further study or the world of work. We were particularly pleased at the more holistic viewpoint on our GCSE grades where 93% of students achieved 5 or more passes (A*-G) at GCSE (including English & Maths), a figure that is up 14% on last year. There were so many highlights in our departmental GCSE results but the 92% pass rate achieved by our GCSE French team is exceptional. Results in our Sociology and ICT departments were also outstanding at both GCSE and A level.

Attendance is one of our most pressing priorities and our new pupil attendance strategy was rewarded by a further 1% increase in school attendance. 1 % does not sound an awful lot but it equates to around 1560 extra sessions of school attended by pupils in Years 8-12 – in those terms, that is a lot and is something that has impressed the Education and Training Inspectorate who now feature our work on attendance as part of a case study of best practice in Northern Ireland.

The charity work of the school sees staff and pupils raising money for a variety of causes. In June we held our annual Charity Presentation where we presented almost £3500 raised by staff and pupils to several charities;

- Macmillan Cancer Support
- Clic Sargent
- The Royal British Legion Poppy Appeal
- The Salvation Army
- The Northern Ireland Cancer Fund for Children

- Age NI

We would like to acknowledge the role of our Parents Achieving Lifelong Success (PALs) group and the work they do to contribute a parental voice in our decision making, as well as the fundraising they do. Growing in number across this year, the group have raised over £1000 over the last 12 months, money that has gone straight back into the school to support our pupils. We are very grateful to Mr Wright's PA, Ms Lorraine Finlay, who also leads the PALS group.

We had a special partnership with Age NI this year, through their 'Get Set for Community Action' project that involved students making visits to residential homes and culminated in a student led sports event for the residents of the homes – playing modern versions of traditional Belfast street games on our whole school sport's day, an event which was supported by the presence of long-time friend of the school, Dame Mary Peters.

Very locally our work in the North Belfast Area Learning Community was strengthened over the last 12 months, evolving from sharing A level courses with Belfast Boys' Model School, Mercy College and Belfast Royal Academy to a new venture - Sixth Form Student Symposium. Led by Assistant Principal Mrs Campbell we brought together over 200 Sixth Form Students from the 11 Post Primary Schools in North Belfast to work together to debate the topic 'Does Power Corrupt?!'

The North Belfast Peace Walk – organized principally by Fr Martin McGill and Steven Thompson of Joanmoant Methodist Church - saw 50 of our pupils taking part, together with six other local post primary schools. This cross-community event highlighted the collective voice of the young people in North Belfast who walked in support of a peaceful future in Northern Ireland.

Careers education has gone from strength to strength this year. The team supported Year 13 student Emily Andrews to attend the Attorney General's Living Law Programme. Our Magic of Jobs events go ahead throughout the year and several departments are working with local employers to enrich the school curriculum. Through the year we received in school support from many UK universities but particularly from Queens and Ulster universities. We are a Queens Academy School – a programme that takes a group of students from Year 9 through to Year 14 to support them on their journey through school and their aspiration to reach their goal of attending Queens University Belfast.

We place great value on extra-curricular activity and the extracurricular commitment of the school showed no signs of slowing down in 2015-16. The Board of Governors would like to acknowledge the work of a very dedicated PE team. Pupils from our school continue to represent the school and Northern Ireland or have Northern Ireland honours in a number of sports. Former Year 14 pupil Nikita Reid in trampolining, Nadia Long and Lucy Wallace are U19 and U14 Northern Ireland Tumbling Champions respectively. Rebekah Todd and Megan Paul were placed 3rd in Northern Ireland in the same discipline.

Swimmer Danielle Hill goes from strength to strength in the pool, travelling the world and bringing home multiple honours, breaking her own Irish Junior record in 200m Backstroke, whilst also achieving some of the best GCSE results in the school last year. Codie Baird and Abbie Robinson represented NI young women at football.

The development of Student Leadership is something that is very important to the school. There were several student led sports events for younger years or partner primary schools that engaged almost 300 young people. All events are student led and all are very successful.

Our partnership work within the North Belfast Area Learning Communities saw the involvement of many students in the North Belfast choir, Harmony North, who worked with musician Barry Douglas and orchestra 'Camerata Ireland'. This work saw our students travelling to London, The American Consulate House in Belfast and Washington DC to perform.

In English we introduced what is to become an annual Author Week with half a dozen or more local authors visiting the school to read to students, alongside staff who read their favorite book to pupils during the week. Governors are very grateful to Mrs McNeill for all that she does in the pursuit of excellence in reading across the school.

We are thankful to all staff who lead clubs, trips and visits. Some highlights from the year included MFL who provided a pupil trip to Barcelona and Geography trips saw Year 8, 9 and 10 students all involved in local field work and a group of students visiting Iceland. There were many trips organized to the theatre in relation to the A level Drama and Performing Arts curricula.

We are delighted with the progress we are making together, and hope for further progress in the future as the momentum builds to us achieving our vision of being seen as one of Northern Ireland's best schools.