



# **HILBRE HIGH SCHOOL HUMANITIES COLLEGE**

**HEADTEACHER'S REPORT TO THE GOVERNORS  
EXECUTIVE SUMMARY  
SUMMER 2019**

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## EXECUTIVE SUMMARY

### SUMMER 2019

The Summer Term has focussed on Key Stage 3, Key Stage 4 and Key Stage 5 examinations. The students and staff have worked incredibly hard and I'm sure Governors will join me in wishing them all the very best for results days in August.

June and July are always an exciting time of the year as plans begin to formulate around our key priorities for the forthcoming academic year. There has been an enormous amount of work completed and this work will form the basis of our new School Development Plan. The SDP for next year will focus on 4 broad themes: the Quality of Education, Personal Development, Behaviour & Attitudes and Leadership & Management.

Right across the school there has been a major focus on our curriculum. We have established a Hilbre Charter, outlining our curriculum intent at both whole school and department level. The Charter provides an outline of our school values. Progress Leaders have led their colleagues in the updating of Schemes of Work that reflect our values and expectations. We have tried to ensure that our curriculum remains broad and balanced, offers a wide range of subjects and is coherent and well sequenced. It is anticipated that our new curriculum will provide the essential knowledge that students need to be well educated citizens. A greater focus on curriculum quality assurance is also being developed. It really can't be understated the amount of work that this has entailed for colleagues and I'm sure Governors would wish to thank the staff for their efforts.

The central focus of the SDP next year will be to ensure that we successfully implement, embed and monitor the new Teaching and Learning Policy - 'Mark, Plan, Teach'. The teaching staff will be charged with the responsibility of developing particular themes in their lessons. The themes will be: Challenge, Explanation, Modelling, Questioning & Feedback. This work will be linked to teacher performance management. There will also be a whole school drive to develop reading across the curriculum and ensure appropriate interventions are put in place to support students. Colleagues will also be expected to pay closer attention to the development of Literacy in their lessons. Alongside our new curriculum and new Teaching & Learning policy will be a much more consistent and coherent assessment model at Key Stage 3. This work is critical to ensure that progress of students is effectively monitored as the students move through Key Stage 3.

A major change next year will surround our Pastoral team. The team has been reorganised to allow a greater focus by colleagues on academic progress of students. We will continue to have an Assistant Headteacher with overall responsibility for the pastoral team supported by a new Head of Key Stage 3 and a Head of Key Stage 4. These colleagues will be further supported by a team of Heads of Year. The Sixth form will also be led by an Assistant Headteacher throughout the next academic year. This represents an enhancement to current provision and should help secure improvements to students' outcomes. There are also plans to reorganise our SEND provision into smaller hubs across the school. This will be accompanied by a focus on Quality First teaching strategies. This should ensure more effective support for our ever growing population of students with SEND. The school will continue to focus support on Pupil Premium, Higher Ability and Female students to address gaps in their progress data. The school will also continue to challenge and support subjects across the school with a particular emphasis on those areas of the school that are underperforming.

The personal development of our students will form another key priority next year. The Governors will be pleased to learn that the School Student Council will be tasked with driving through an agenda promoting core British values of tolerance, respect, law and responsibility. We want to focus on character development and will introduce a new 'Student Development Programme', launched in September. We will also look to ensure our curriculum provides a broad scope for students to discover and develop their own interests. This will involve a review of our extra-curricular and enrichment activities and also look to celebrate student achievement for activities they undertake away from school. Hilbre has also been accepted as an early adopter of the new guidance on Relationships and Sex Education and this will be written into our existing schemes of work and curriculum plans. We will also continue to provide high quality Careers Education and take further steps in achieving all of the Gatsby Benchmarks.

Under the Behaviour and Attitudes section will be the embedding of the new Pastoral structure with its new Heads of Key Stage and Heads of Year. The passion and excitement that this initiative has generated already is quite remarkable. It will be vital that this energy is effectively harnessed and used to really drive home academic achievement. There will be a new drive to further reduce the number of fixed term exclusions, internal exclusions and detentions with the introduction of a new 5 stage 'Behaviour and Intervention Programme'. Established systems for improving attendance and punctuality will be further developed. We are currently looking at recruiting our very own Educational Welfare Officer to support this drive. We are hoping to offer a service level agreement to support other local schools. We want to do more to celebrate student achievement and engagement and on this basis new strategies will be introduced to drive this agenda forward. We also intend to look at student preparedness for success in all times of education transition.

The final area of development surrounds Leadership & Management. We have been very fortunate this year to have made some incredible appointments to fill vacancies throughout all levels of the organisation. As Governors know, there are plans to restructure the Governing Body in terms of its meeting schedule and committee structure. At an appropriate point next year we will carry out a Governance Review conducted by an external assessor. There will be a greater focus on leadership throughout the school to ensure development priorities remain on track and are communicated clearly to Governors. We will make staff workload, well-being and welfare a major priority next year and will introduce strategies and systems to tackle this problem. A new performance management policy has been written with more rigorous targets and there will be a greater emphasis on subject specific CPD and training focussed on Teaching & Learning. There will also be steps in place to increase student enrolment Post 16 whilst ensuring excellent retention figures.

I am sure Governors will join me in thanking all the staff for their commitment, determination and efforts in their work to bring about better outcomes for students. At the end of this school year we say goodbye to the following staff: Tamar Smith (Head of Geography & Geology), Sarah Ballam (Science Teacher), Heather Rooney (Maths Teacher), Paula Manning (PSC Manager), Dan Taylor (VPA Technician), Estefania Campos (Science Technician), Steve Ashley (Reprographics Technician), Pat Malpeli (Mid-day Supervisor) and after over half a century at Hilbre the lovely Brenda Davies. We would all like to wish them well as they embark on their new adventures.

It is fair to say that this has been a very challenging year. As this school year draws to a close can I ask the whole school community to pause, reflect and remember our former student Beth Devlin and our colleague and friend Julie McGrory. Our thoughts go out to their families. Can I wish all in our community good health, happiness and a very well earned Summer Holiday.

**Mark Bellamy**  
Headteacher

**Establishment  
as at 28<sup>th</sup> June 2019**

	<b>BOYS</b>	<b>GIRLS</b>	<b>TOTAL</b>
<b>YEAR 7</b>	<b>118</b>	<b>84</b>	<b>202</b>
<b>YEAR 8</b>	<b>114</b>	<b>90</b>	<b>204</b>
<b>YEAR 9</b>	<b>115</b>	<b>69</b>	<b>184</b>
<b>YEAR 10</b>	<b>123</b>	<b>64</b>	<b>187</b>
<b>YEAR 11</b>	<b>110</b>	<b>68</b>	<b>178</b>
<b>YEARS 12 - 14</b>	<b>109</b>	<b>37</b>	<b>146</b>
<b>TOTAL</b>			<b>1,101</b>

## EXTERNAL EXCLUSIONS

*Students are identified by letter throughout 1 academic year. If a student has more than 1 exclusion he/she retains the original identifying letter, with the number of exclusions being added to it, (eg. A, A<sup>1</sup>, A<sup>2</sup>).*

Gender	Year	Date from and to		Gov ref.	Reason
F	7	15/03/2019	15/03/2019	DDD	Inappropriate use of a mobile phone
M	9	20/03/2019	20/03/2019	EEE	Refusal to follow instruction
M	11	22/03/2019	22/03/2019	U2	Offensive language used towards a member of staff
M	10	25/03/2019	25/03/2019	I1	Offensive language used towards a member of staff
F	9	25/03/2019	25/03/2019	J2	Aggressive and defiant behaviour used towards staff and students
M	7	27/03/2019	27/03/2019	FFF	Smoking on school site
M	7	27/03/2019	27/03/2019	GGG	Smoking on school site
F	9	28/03/2019	29/03/2019	HHH	Offensive language used towards the Headteacher and defiant behaviour
M	8	29/03/2019	29/03/2019	BBB1	Physical aggression used towards a fellow student
M	11	29/03/2019	19/04/2019	Q1	Dangerous behaviour on the school site
M	11	29/03/2019	19/04/2019	G1	Dangerous behaviour on the school site
M	9	26/04/2019	30/04/2019	QQ2	Aggressive behaviour used towards a member of staff
F	11	02/05/2019	02/05/2019	T1	Offensive language used towards a member of staff
M	11	02/05/2019	02/05/2019	III1	Repeated failure to follow instruction
M	11	10/05/2019	14/05/2019	Q2	Inappropriate physical contact used towards a fellow student
F	9	15/05/2019	16/05/2019	J3	Physical aggression used towards a fellow student
M	8	16/05/2019	16/05/2019	JJJ	Physical aggression used towards a fellow student
M	8	15/05/2019	15/05/2019	KKK	Offensive language used towards a member of staff
M	10	22/05/2019	04/05/2019	LLL	Physical aggression used towards a member of staff
F	8	03/06/2019	03/06/2019	MMM	Bringing prescription medication into school and distributing them to other students
F	9	04/06/2019	05/06/2019	HHH1	Defiant behaviour used towards a senior member of staff

M	9	11/06/2019	11/06/2019	NNN	Offensive language used towards a member of staff
M	9	12/06/2019	12/06/2019	OOO	Offensive language used towards a member of staff
M	9	13/06/2019	14/06/2019	PPP	Aggressive action used towards a member of staff
M	9	13/06/2019	13/06/2019	EEE1	Disrespectful behaviour shown towards a member of staff
M	8	17/06/2019	17/06/2019	KKK1	Physical aggression used towards a fellow student
F	7	18/06/2019	18/06/2019	QQQ	Physical aggression used towards a fellow student
M	8	25/06/2019	25/06/2019	W3	Physical aggression used towards a member of staff
M	9	25/06/2019	26/06/2019	RRR	Physical aggression used towards a fellow student whilst off school site
M	9	25/06/2019	26/06/2019	WW1	Physical aggression used towards a fellow student whilst off school site
M	10	26/06/2019	27/06/2019	SSS	Offensive language used towards a member of staff
M	7	28/06/2019	28/06/2019	FFF1	Smoking a vape on school site

#### **Breakdown of permanent exclusions for the period 15.03.2019 - 28.06.2019**

None

#### **Breakdown of external exclusions for the period 15.03.2019 - 28.06.2019**

32 fixed term external exclusions involving 26 students; 6 of these students re-offended twice within the same course of the academic term.

#### **Breakdown of internal exclusions for the period 15.03.2019 - 28.06.2019**

39 fixed term internal exclusions involving 35 students; 4 students re-offended twice within the same course of the academic term.

#### **RACIAL INCIDENT LOG**

1 incident recorded involving the use of racist language.