



SHIMNA

INTEGRATED COLLEGE

**Annual Report of
The Board of Governors 2024-25**

Shimna is a Grant Maintained Integrated College



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1 Foreword

I am delighted to present the Annual Report for Shimna Integrated College for the academic year 2024–2025.

I would like to express my sincere thanks to all members of our Board of Governors for their hard work, commitment, and dedication throughout the year. It is a privilege to work alongside such a wonderful group of individuals who give their time so freely, guided by a deep commitment to our integrated ethos and to the best interests of our students and staff.

The governors have fulfilled their responsibilities diligently, both through full Board meetings and in the work of our committees: Finance and Staffing, Education, Audit and Risk, and Estates.

This has been another successful year for the College, with excellent results across GCSE, BTEC, and A Level examinations. We are immensely proud of our students' achievements and extend our very best wishes to them as they progress to our Sixth Form, Further or Higher Education, apprenticeships, or employment.

A key highlight of the year was our move into the brand-new state of the art school building, marking a significant milestone in Shimna's ongoing growth and development. Construction of the new sports hall remains underway, and we look forward to its completion in April 2026.

Thank you once again for your continued support and commitment to Shimna Integrated College.

Denise Medea

Chairperson



2 Agreed statements of Shimna Integrated College

The Statements below were agreed by the Workshop of Founder Parents of the Newcastle Integrated College Project on 2nd October 1993 and shall be the Guiding Principles for the College.

- ❖ *We are committed to having a minimum of 40 percent of each of the two main traditions in the College.*
- ❖ *The College cannot be truly integrated unless children of all abilities are encouraged to attend.*
- ❖ *Care must be taken to avoid discrimination not only on the grounds of religion but also sex, class and culture, physical or mental ability.*
- ❖ *The College will be most effective in terms of academic learning, behaviour and attendance if it works closely with parents and welcomes parental involvement.*
- ❖ *All cultures / religious groups within the College shall be valued equally.*
- ❖ *Children shall be placed in mixed ability classes for the first year. After the first year, the children shall remain in the same form class but will be taught for some subjects in similar ability groups.*
- ❖ *The aim of the College is to enable each and every child to realise his or her maximum potential; be it academic, creative, or vocational; and to flourish in personal development and self-esteem.*
- ❖ *We are committed to the establishment of a Sixth Form which will be in place for the 1994 intake of students. This Sixth Form will continue to cater for all abilities.*
- ❖ *The Children shall learn together all that we can reasonably expect them to learn together.*
- ❖ *Children will be introduced to the ideas, beliefs and practices of the major world religions and humanist philosophies, in addition to studying an agreed core Christian religion syllabus.*
- ❖ *Local religious leaders will be invited to the College on certain occasions to share in the life of Shimna.*
- ❖ *Children of parents who do not wish them to follow the religion syllabus shall be given proper alternative provision.*
- ❖ *Special care will be taken at assemblies in the selection of texts and music. Children shall be encouraged to continue with their normal practice, such as The Lord's Prayer and making the sign of the cross.*



3 Board of Governors

Trust Foundation Governors - 2 x 4 Years

Mary McNulty (25 June 2022- 25 June 2026) Term 1
Deborah Skillen (18 Oct 2020 -18 Oct 2024) Term 2
Ellen McVea (16 Oct 2022 - 19 Dec 2025) Term 2
Rose Murray (21 April 2021- 21 April 2025) Term 1

Parent Foundation Governors - 2 x 4 Years

Denise Medea (16 Oct 2022 – 16 Oct 2026) Term 2
Ciara O’Neil (16 Oct 2021 – 16 Oct 2025) Term 1

Parent Governors - 1 x 4 Year

Michele Hamilton (12 Dec 2020 – 12 Dec 2024)
Dawn Stocking (30 Nov 2020 – 30 Nov 2024)
Rachel Corrigan (15 Sept 2022 – 15 Sept 2026)
David Waddell (19 Sept 2023- 19 Sep 2027)

DE Governors - 2 x 4 Years

David O’Flaherty (9 June 2019 – 9 June 2023) To remain until replaced by DE
Kathy Graham (26 Oct 2022 – 26 Oct 2026) Term 1
Anne Fitzpatrick (26 Oct 2022 – 26 Oct 2026) Term 1
Michael Kennedy (26 Oct 2022 – 26 Oct 2026) Term 1

Teacher Governors - 1 x 4 year

Orla Fitzpatrick (18 Oct 2021 – 18 Oct 2025)
Samara Kelly (14 Oct 2022 – 14 Oct 2026)

Support Staff Governor - 1 x 4 year

Marion Fleming (30 Nov 2020 – 30 Nov 2024)

Principal

Steve Pagan

Secretary

Danella Goodman



4 Functions of the Board of Governors

The functions of the Board of Governors are clearly shown in the Scheme of Management for Grant Maintained Integrated Schools, a copy of which may be inspected in the College office. Below is a summary of the main functions of the Board of Governors.

4.1 General

The Board of Governors shall manage and control the College for which it is appointed in accordance with the Scheme of Management.

The Board of Governors shall use its best endeavours to ensure that the management, control and ethos are such as are likely to attract to the College reasonable numbers of both Protestant and Roman Catholic pupils.

The Board of Governors shall reasonably support the Principal in such matters as is reasonably necessary to enable him to control the internal organisation, management and discipline of the College.

They shall provide the Principal with such opportunities as may be necessary to enable him to express his opinions and to make his recommendations to the Board of Governors on all matters connected with the College including the appointment and removal of non-teaching staff.

4.2 Financial Management

The Board of Governors shall ensure that the grants available to the College are managed in accordance with the Financial Memorandum and any other conditions determined by the Department and any guidance issued by the Department and NICIE.

4.3 Staff Management

The Board of Governors shall be responsible for the determination of the College's staffing complement and for the selection, appointment, remuneration, discipline, suspension and dismissal of all staff employed by the Board of Governors for the purposes of the College.

The Board of Governors in consultation with the Principal shall determine the procedures to be used for the selection and appointment of staff.

4.4 Admission of Pupils to College

The Board of Governors shall exercise its functions in relation to making arrangements for the admission of pupils to the College.

4.5 Determination of Curriculum Policy and of the Curriculum

The Board of Governors shall determine, and keep under review, its policy in relation to the curriculum of the College. It shall make and keep up to date a written statement of that policy.



The Board of Governors shall consult the Principal of the College before making or varying any statement in the written policy.

The Board of Governors shall allocate to the Principal such functions as will, subject to the resources available, enable him to determine and organise the curriculum in accordance with the Curriculum Policy for the College.

4.6 Communication

The Board of Governors shall encourage the Principal to promote regular communication between teachers and parents of students.

The Board of Governors shall encourage the Principal to maintain regular communication and consultation with the assistant teachers on the management of the College, curricular matters and on matters relating to the education, health and welfare and discipline of the students.

The Board of Governors shall from time to time request a report from the Principal on these matters.

4.7 Annual Report of the Board of Governors

The Board of Governors shall once in every College year prepare a report in respect of the previous College year.

4.8 College Inspections

Before each general inspection of the College takes place, the Board of Governors shall convene a meeting for the purpose of enabling the Board of Governors and the parents of registered students at the College, to make their views about the College known to the Inspection Team.

After each general inspection of the College, the Board of Governors shall provide the parents of all registered students at the College with a summary of the findings in the general inspection report and a copy of the Board of Governors' response to the inspection report.

4.9 Other Reports and Returns

The Board of Governors shall provide for the Education Authority, the Department of Education or NICIE any information, reports and returns as may reasonably be requested.

4.10 College Premises

The College premises shall be under the control of the Board of Governors at all times.

The Board of Governors shall from time to time and not less than once each year inspect the premises and equipment of the College and shall record its findings.



5 The Board of Governors and its Committees

Board meetings were held in accordance with the requirements of the Department of Education and the College’s Scheme of Management. As is common in any school year, the Board dealt with correspondence; heard the Principal’s reports and approved his recommendations; handled issues pertaining to the Board; responded to requests from the DE and NICIE for information; and approved the College’s audited accounts.

6 College Development Plan

Work that started with the three-year Development Day in 2022 continued over the course of the academic year 2024/25, guided by the Principal and supported by the Senior Leadership Team. Significant progress has been made across numerous strategic areas in areas such as: teaching and learning; curriculum; assessment; and pastoral care. The emphasis on staff collaboration has been supported by in-house collaboration, especially through the Twilight Professional Development programme. A full evaluation was completed in June 2025 and presented to the Board.

7 GCSE, BTEC and A Level results

Overall, outcomes for the respective cohorts were in line with expectations. The Board wishes to commend staff for their sustained commitment in supporting students across GCSE, BTEC and A Level programmes. It is also pleasing to note that this year’s progression destinations remain as varied and wide-ranging as in previous years.

Performance Indicator	2022/23		2023/2024		2024/2025	
	School	N.I. Average	School	N.I. Average	School	N.I. Average
% Achieving 5+ GCSEs at Grades A* - C (or equivalent)	74.0%	79.7%	61.3%	89.2%	74%	90.2%
% Achieving 5+ GCSEs at Grades A* - C (or equivalent) incl English and Mathematics	64.6%	54.8%	53.8%	73.3%	59%	74.5%
% Achieving 2+ A Levels at Grades A* – E (or equivalent)	93.8%	96.4%	86.0%	98.7%	92.9%	98.7%
% Achieving 3+ A Levels at Grades A* – C (or equivalent)	47.9%	58.8%	31.6%	71.4%	55.4%	71.9%



7.1 Leaver Destinations 2025 - Year 12 Students

Total number of students	104
Returning to Sixth Form at Shimna	64
Another School (Non-Grammar)	1
Another School (Grammar)	4
Another School (unknown)	0
Further Education	30
Emigrated	0
Employment	0
Jobskills/Training/Apprenticeship	1
Jobskills at Further Education College	0
Long Term Sick	0
Unemployed/Seeking Employment	0
Unknown	4

7.2 Leaver Destinations 2025 - Year 14 Students

Total number of students	57
Higher Education – University NI	25
Higher Education – University RoI	1
Higher Education – University UK	10
Higher Education - FE College level 3	2
Unplaced HE	1
Deferred to 2026 entry	5
Apprenticeship	3
FE Level 2	1
Employment	0
Travel / gap year	4
Finishing A2 course in Shimna	4
Unknown	1



8 Committee Reports

8.1 Education Committee Report - Ciara O'Neill

During the 2024/2025 school year, the Education Committee met to fulfill its requirements to monitor admissions, oversee the curriculum and review performance data.

The Committee also met specifically to monitor and process decision making on a series of disciplinary issues relating to students at the school.

Admissions Criteria was also amended in line with guidelines and agreed for the relevant school year.

8.2 Estates Committee Report - David O'Flaherty

8.2.1 Inspections and Audit

We carried out two routine building inspections this year. Only small maintenance issues were found, and these were quickly dealt with by our Premises Manager, Robbie Mulholland. Any snag defects have been reported to the building contractor for warranty works.

With the new Sports Hall nearing completion, the existing Sports Hall continues to be well used by many local community groups. It remains a valuable resource for the College.

All required maintenance checks and safety procedures are up to date across the site, helping us keep a safe environment for students, staff, and visitors. Risk assessments are completed and reviewed regularly by trained staff.

Cleaning standards across the College continue to be very high.

8.2.2 Accessibility

All parts of the school building were designed with disabled access in mind. Governors continue to review any proposals that might further improve accessibility.

We follow an evacuation plan advised by the local fire station. Safe, clearly marked refuge points are provided so that wheelchair users can be evacuated safely in an emergency.

8.2.3 Security

We continue to monitor security across the campus. CCTV operates 24/7, and the electromagnetic gate lock and access control system at the Donard Park entrance continue to provide good security.

During the school day, all external doors use a controlled Door Access system.

The King Street main gate stays open during the day, while the back gate provides a safer route to school for students coming through Donard Park. This also helps reduce traffic on the College grounds.



8.2.4 Building Works

Construction work for Shimna's new Sports Hall is nearing completion. Contractors continue to minimise disruption, especially at the start and end of the school day. Our Project Manager, Paul Ferguson, works closely with them to help manage this effectively.

8.2.5 Conclusion

Our Premises Manager, Robbie Mulholland, has managed all inspection and maintenance issues extremely well throughout the year, ensuring the College remains safe and comfortable. He also oversees and organises all planned maintenance checks carried out by our external contractors.

Many thanks to Paul Ferguson, Robbie Mulholland, and all members of the cleaning team for their hard work over the year. As always, the College aims to provide a welcoming and supportive environment for every student and member of staff.

8.3 Audit and Risk Committee Report - Kathy Graham

During the 2024–25 academic year, significant progress has been made in developing and embedding a robust approach to risk management across the College. Following the establishment of the Audit and Risk Assurance Committee (ARAC) last year, the Committee has now met regularly and established itself as an integral part of the College's governance and assurance framework.

Building on the foundations laid in 2023–24, the ARAC has overseen the design and implementation of a comprehensive Risk Management Policy and the introduction of a Corporate Risk Register. A consistent risk matrix methodology has been adopted to enable clear assessment of risk likelihood and impact, and to ensure that mitigations and ownership are transparent and well-defined. The Committee Chair and Vice-Chair have worked closely with the Senior Leadership Team (SLT) throughout this process, supporting them in identifying, evaluating, and prioritising key strategic and operational risks.

This collaborative approach has helped to ensure that the College's risk register is meaningful, dynamic, and aligned with the organisation's priorities, particularly in relation to the management and completion of the new build project and wider strategic development plans. The involvement of SLT has strengthened the quality and consistency of risk information, which will provide the Committee and the Board with a clear line of sight on emerging issues and assurance on how these are being managed.

Looking ahead, the ARAC is now turning its focus to the implementation of a structured programme of work for 2025, designed to embed the new framework into routine governance practice. This will include periodic reviews of the corporate risk register, thematic deep dives into specific risk areas, and continuous improvement of reporting and assurance arrangements. The Committee looks forward to consolidating the progress made to date and further strengthening the College's risk culture as part of its commitment to good governance and accountability.



8.4 Finance & Staffing Committee - Rachel Corrigan

8.4.1 The Finance & Staffing Committee met on 4 occasions over the course of the academic year 2024-2025 to oversee finances and staffing within the College. Committee panels met as needed to carry out recruitment when required.

8.4.2 Finances

Regular financial reports have been presented to the Board by the Principal and Bursar throughout this year. Internal and external audits have been carried out and have been successfully validated. The College, along with every other school in Northern Ireland, continues to face financial pressures. The fact the College continues to have full enrolment numbers is very positive. The new build, which approaches completion, has had a major influence on financial resources over the last few years. Appreciation and congratulations are due to our finance staff, who work tirelessly for the good of the College.

8.4.3 Staffing

We said farewell to the following staff:

Leavers - Teaching Staff:

Daniel Allen (Teacher of Science)

Roseanna Gilmore (Head of Religious Studies)

Erin Hardy (Teacher of Spanish)

Ruairi Leckey (Teacher of Science, Maternity Cover)

Robert Lennon (Head of German, Teacher of French)

Luke McWatters (Teacher of History and Politics)

Emma Morgan (Teacher of English, Maternity Cover)

Laura Rafferty (Teacher of Art, Maternity Cover)

Leavers - Support Staff:

Shirley Annett (Learning Support Assistant)

Joanna Cantillon (Technician of Technology & Art)

Hanna Fitzpatrick (Learning Support Assistant)

Michael McCreanor (Learning Support Assistant)

Alicia Rooney (6th Form Study Supervisor)

Monika Rupeikyte (Learning Support Assistant, Maternity Cover)

Orla Tinnelly (Learning Support Assistant)



We thank all outgoing members of staff for their hard work and wish them well in the future.
We welcomed the following staff:

New Starts - Teaching Staff:

Rachael Higgins (Teacher of History)

Lauren McGreevy (Head of French)

Emma Morgan (Teacher of English, Maternity Cover)

Kerry Murray (Teacher of Physics)

New Starts - Support Staff:

Maria Curran (Learning Support Assistant)

Mary Donnelly (Learning Support Assistant)

Michelle Fitzpatrick (Cleaner)

Katarzyna Frydrych (Assistant Cook)

Bronagh Hanna (Cleaner)

We look forward to working with our new colleagues as they join our vibrant College community, in our wonderful new accommodation. Finally, this Committee would like to thank all of the hardworking staff in Shimna Integrated College. They continue to maintain a very high standard of work, invariably going above and beyond what is expected of them, and always putting our students first.



**SHIMNA INTEGRATED COLLEGE
INCOME AND EXPENDITURE ACCOUNT
For period ending 31 March 2025**

INCOME	2025	2024
	£	£
Department of Education Grants	6,979,807	5,304,553
Receipts from other sources	<u>16,127</u>	<u>2,144</u>
	<u>6,995,934</u>	<u>5,306,697</u>
EXPENDITURE		
Teaching staff costs	3,611,311	3,063,106
Non-Teaching staff costs	1,734,076	1,571,836
Other operating costs	<u>1,678,307</u>	<u>694,403</u>
	<u>7,023,694</u>	<u>5,329,345</u>
Deficit for the financial year	(27,760)	(22,648)



BALANCE SHEET

as at 31 MARCH 2025

	2025 £	2024 £
Fixed Assets		
Tangible fixed assets	<u>18,388,351</u>	<u>10,760,401</u>
Current Assets		
Debtors	177,076	256,207
Cash at bank and in hand	<u>280,399</u>	<u>389,204</u>
	457,475	645,411
Creditors: amounts falling due within one year	(274,969)	(435,145)
Net current liabilities	<u>182,506</u>	<u>210,266</u>
Total assets less current liabilities	18,570,857	10,970,667
Creditors: amounts falling due After more than one year	(18,388,351)	(10,760,401)
Net Liabilities	<u>182,506</u>	<u>210,266</u>
Reserves		
Revenue reserves	<u>182,506</u>	<u>210,266</u>



NOTES TO THE FINANCIAL STATEMENTS

Creditors	2025	2024
	£	£
Amounts falling due within one year		
Trade creditors	1,317	49,856
Other creditors	200,584	172,471
Accruals and deferred income	<u>73,068</u>	212,818
	<u>274,969</u>	435,145

	2025	2024
	£	£
Other Operating Payments		
Heat, light and power	73,029	83,507
Water charges	5,710	8,653
Laundry and cleaning	28,077	18,104
Rates	149,471	144,860
Maintenance of buildings and grounds	8,697	21,500
Maintenance of equipment	457	4,698
Purchase of equipment	15,500	736
Hire and contracted services	6,321	4,213
Classroom Resources	42,737	48,610
Sports and games	1,517	2,789
Examination fees	67,008	60,699
School prizes and distribution	955	651
Transport	14,634	17,860
Marketing & Advertising	16,637	17,661
Printing and stationery	31,171	32,159
Postage & telephone	6,736	8,539
Insurance	28,047	27,029
Audit fees	3,275	2,925
Bank charges	968	847
Subscriptions and publications	6,843	4,680
Legal expenses	26,323	28,472
Entertainment and hospitality	3,628	3,149
Staff development	4,150	113
Pupil course fees	4,973	3,000
Sundry expenses	2,777	964
Capital expenditure re Fixtures & Fittings	1,089,696	101,514
VAT	38,970	46,471
Depreciation	792,865	456,032
Amortisation	<u>(792,865)</u>	(456,032)
	<u>1,678,307</u>	694,403



NOTES TO THE FINANCIAL STATEMENTS

Education Authority Grants

	2025 £	2024 £
Recurrent grant	6,979,807	5,304,553
Other Department of Education grants	<u>16,127</u>	<u>2,144</u>
	<u>6,995,934</u>	<u>5,304,553</u>

Receipts from Other Sources

	2025 £	2024 £
Other income	<u>16,127</u>	<u>2,144</u>
	<u>16,127</u>	<u>2,144</u>

Teaching staff costs

	2025 £	2024 £
Permanent teachers		
Gross Pay	2,358,328	2,192,506
Employer's superannuation	739,291	501,142
Employer's national insurance	<u>286,663</u>	<u>210,226</u>
	<u>3,384,282</u>	<u>2,903,874</u>
Substitute teachers		
Gross Pay	147,448	100,828
Employer's superannuation	42,881	28,631
Employer's national insurance	14,323	9,647
	<u>204,652</u>	<u>139,106</u>
Foreign language assistants	22,377	20,126
Total teaching staff costs	<u>3,611,311</u>	<u>3,063,106</u>



NOTES TO THE FINANCIAL STATEMENTS

Non-teaching staff costs	2025	2024
	£	£
Administration staff	238,574	221,561
Caretaker	48,298	46,357
Cleaners	104,498	93,101
Lunch supervisors	6,281	6,141
Technicians	104,789	119,032
Statemented classroom assistants	1,130,652	1,020,825
Non-Statemented classroom assistants	<u>64,984</u>	<u>64,819</u>
	<u>1,734,076</u>	<u>1,571,836</u>

Debtors	2025	2024
	£	£
Trade debtors	78,191	55,535
Prepayments and accrued income	<u>98,885</u>	<u>200,672</u>
	<u>177,076</u>	<u>256,207</u>