

Shimna Integrated College



**Annual Report of
The Board of Governors 2022-23**

Shimna is a Grant Maintained Integrated College



Table of Contents

1	Foreword.....	4
2	Agreed statements of Shimna Integrated College	5
3	Board of Governors	6
4	Functions of the Board of Governors	7
4.1	General	7
4.2	Financial Management	7
4.3	Staff Management	7
4.4	Admission of Pupils to College.....	7
4.5	Determination of Curriculum Policy and of the Curriculum	7
4.6	Communication	8
4.7	Annual Report of the Board of Governors	8
4.8	College Inspections	8
4.9	Other Reports and Returns	8
4.10	College Premises	8
5	The Board of Governors and its Committees	9
6	College Development Plan	9
7	GCSE and A Level results.....	9
7.1	Leaver Destinations June 2023 - Year 12 Students.....	10
7.2	Leaver Destinations - Year 14 Students.....	10
8	Committee Reports	11
8.1	Education Committee Report - Ciara O’Neill.....	11
8.2	Estates Committee Report - David O’Flaherty	11
8.2.1	Inspections and Audit	11
8.2.2	Accessibility.....	11
8.2.3	Security	12
8.2.4	Building Works	12
8.2.5	Conclusion.....	12
8.3	Finance & Staffing Committee - Rachel Corrigan.....	12
8.3.1	Finances	13
8.3.2	Staffing.....	13



8.3.3	Leavers - Non-Teachers.....	13
8.3.4	New Starts - Teaching Staff.....	13
8.3.5	New Starts - Non-Teaching Staff.....	14
9	SHIMNA COLLEGE INCOME AND EXPENDITURE ACCOUNT.....	15



1 Foreword

I am pleased to present the Annual Report for Shimna Integrated College for the academic year 2022-2023.

I wish to convey a very sincere thank you to all members of our Board of Governors for their hard work, commitment, and dedication during this year. It is a privilege to work with such a wonderful group of people who have volunteered their time freely, motivated at all times by an abiding commitment to our integrated ethos and the best interests of our students and staff.

The governors have carried out their duties diligently, both in full Board meetings and through the work of its committees: Finance and Staffing; Education; and Estates. We were delighted to welcome three new governors to our ranks: Kathy Graham, Michael Kennedy and Mary McNulty.

At the end of the summer term, we said farewell to our longest serving member of staff, Derek Bailey, who joined Shimna when it was founded 1994. Derek served the College with distinction, including many years as Head of Science. We wish Derek a long and happy retirement.

Despite the fact that grading returned to pre-pandemic levels, it was another good year, with pleasing results at GCSE, BTEC and A Level. We are very proud of our students' achievements and wish them well in the future, whether it be in our Sixth Form, Further or Higher Education, apprenticeships or employment.

Work on the construction of our new school commenced this year. The beginning of the project was marked by a sod-cutting ceremony on 27 February 2023. Our guest of honour was Dr Mark Brown, Permanent Secretary of the Department of Education. We are immensely grateful to the Department for its unwavering commitment to the College.

It was a wonderful day, not least because we welcomed back our founding parents, Angela Morgan, John McCombe, Roisin Behan, John Keane and Kevin Quinn, as well as our first principal, Kevin Lambe. This impromptu reunion was an opportunity to celebrate our past, present and future. The stories they told on the day inspired the production of a film, 'The Shimna Story', which can be viewed on our website. It is a tribute to their pioneering work and a fitting way to start our thirtieth anniversary celebrations.

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 (2022-26)

Deborah Skillen (2020-24)

Ellen McVea (2022-26)

Rose Murray (2021-25)

Parent Foundation Governors - 2 x 4 Years

Denise Medea (2022-26)

Ciara O'Neil (2021-25)

Parent Governors - 1 x 4 Year

Michele Hamilton (2020-2024)

Dawn Stocking (2020-24)

Rachel Corrigan (2022-26)

Shane Neary (2022-26) *Resigned 2023*

DE Governors - 2 x 4 Years

David O'Flaherty (2019-23)

Kathy Graham (2022-26)

Anne Fitzpatrick (2022-26)

Michael Kennedy (2022-26)

Teacher Governors - 1 x 4 year

Orla Fitzpatrick (2021-25)

Samara Kelly (2022-26)

Support Staff Governor - 1 x 4 year

Marion Fleming (2020-24)

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.

The primary focus this year has been to establish leadership capacity. This has been achieved through the expansion of the Senior Leadership team to support the Principal and Vice-Principal. This has resulted in a more effective structure that meets the needs of our students, as well as providing professional development opportunities for staff.

6 College Development Plan

Work that started with the Staff Development Day on 4 January 2022 continued over the course of the academic year 2022/23, fully guided by the expanded Senior Leadership Team. Although action short of strike somewhat inhibits direct input from staff, progress has been made across a number of strategic areas. This has been supported by the creation of a number of standing committees, including curriculum, assessment and pastoral care.

The emphasis on staff collaboration has been deepened further by in-house training, including the Twilight Professional Development programme.

7 GCSE and A Level results

Overall, outcomes were in line with expectations, particularly given the re-setting of grade boundaries to pre-pandemic levels. The Board wishes to commend staff for the work invested in support of students taking GCSE, BTEC and A Level courses, especially given the long-term impact of lost learning caused by the pandemic. It is particularly pleasing to see that this year's list of destinations is as wide ranging as ever.

Performance Indicator	2019/20		2021/22		2022/23		Attendance Rate 2022/23 90%
	School	N.I. Average	School	N.I. Average	School	N.I. Average	
% Achieving 5+ GCSEs at Grades A* - C (or equivalent)	78.8%	79.7%	80%	79.7%	74.0%	79.7%	
% Achieving 5+ GCSEs at Grades A* - C (or equivalent) incl English and Mathematics	63%	54.8%	72%	54.8%	64.6%	54.8%	
% Achieving 2+ A Levels at Grades A* – E (or equivalent)	100%	96.4%	98.4%	96.4%	93.8%	96.4%	
% Achieving 3+ A Levels at Grades A* – C (or equivalent)	76.4%	58.8%	67%	58.8%	47.9%	58.8%	

NB – There have been no changes made to the NI averages since the pandemic.



7.1 Leaver Destinations June 2023 - Year 12 Students

Returning to Sixth Form at Shimna	60
Another School (Non-Grammar)	1
Another School (Grammar)	0
Another School (unknown)	0
Further Education	43
Emigrated	0
Employment	0
Jobskills/Training/Apprenticeship	0
Jobskills at Further Education College	0
Long Term Sick	0
Unemployed/Seeking Employment	0
Unknown	0
Total	104

7.2 Leaver Destinations - Year 14 Students

Degree Course (N.I.)	11
Degree Course (G.B.)	11
Deferred entry to degree course 2024	7
Degree Course (Non U.K.)	0
Employment	8
Foundation Degree Course	3
Further Education	4
Higher Level Apprenticeship	3
Jobskills/Training/Apprentice	0
Unemployed/Seeking Employment	0
Teacher Training	1
Illness	1
Unknown	1
Total	50



8 Committee Reports

8.1 Education Committee Report - Ciara O'Neill

The Education Committee met once during the 2022-2023 school year followed by a single item follow up meeting to review and agree the Admissions Criteria which was then approved by the full Board in November 2022.

The adjustments were made in line with EA guidance and designed to incentivise families who are fully committed to integration without disadvantaging those who may not have had the opportunity to educate their children at an integrated primary school. It also replaced the manual lottery process regarding any remaining places with a randomised system.

The current 40/40/20 religious criteria remains under review.

The Committee was also provided with a full update on student behaviour and discipline with additional updates direct to Chairs during the school year where relevant.

8.2 Estates Committee Report - David O'Flaherty

8.2.1 Inspections and Audit

Two routine inspections were carried out during the past year with several minor maintenance issues identified and reported, these were swiftly dealt with via our Premises Manager, Robbie Mulholland.

One cost effective repair carried out was to the Solar PV system, with the current high energy costs this system takes some pressure off the annual energy consumption budget.

Our Sports Hall continues to be used by a wide variety of local community groups and is used during examination periods, proving to be a great asset to the College.

The College continues to keep all statutory maintenance procedures in place, providing a safe setting for all students, staff, and visitors to the premises. Risk assessments are undertaken and reviewed by competent persons throughout the year.

The cleaning of the College continues to be kept to a high standard.

8.2.2 Accessibility

Each phase of our building has been designed with disabled access in mind, and governors continue to consider any proposals which would improve our access arrangements. We continue to operate an evacuation procedure on the advice of the local fire station and have set aside and labelled refuge points in low-risk areas, to ensure the safe evacuation of wheelchair users in the event of an emergency evacuation.



8.2.3 Security

Following risk assessments over the past number of years Shimna College have increased security measures and this is something we continue to monitor. Additional CCTV is in use within the premises and the electromagnetic lock and access control system installed on the entrance gate from Donard Park continues to work well, giving the College added security and peace of mind. The College building also uses a Door Access system on the external entrance/exit doors during the school day. All CCTV systems continue to be in use 24/7.

The main entrance gate from King Street remains open during the day, and arrangements are in place for access to and from the College at the back gate which balances the safety needs of our students, with parents dropping off/collecting students in Donard Park, this also reduces traffic on the College grounds. Access to the College from the back gate allows a safe route to school away from main roads and crossings.

8.2.4 Building Works

With continued building works taking place, the building contractors have been able to keep disruptions and site traffic to a minimum with any major works for the laying of services etc. being completed during school holiday and other closure periods. Shimna's Project Manager, Paul Ferguson, has worked closely with the contractors to support these processes.

8.2.5 Conclusion

Premises Manager Robbie Mulholland has continued to deal with any matters arising from inspections throughout the year with commendable proficiency, ensuring a safe, comfortable environment for all concerned. Robbie also oversees and ensures all Planned Preventive Maintenance checks are carried out by our supply chain during the year.

Many thanks to Paul Ferguson, Robbie Mulholland and all the cleaning staff for their hard work over the past year. The College continues to aim to provide a suitable and uplifting environment for all students and staff.

8.3 Finance & Staffing Committee - Rachel Corrigan

The Board amalgamated the Finance and Staffing Committees as the work of both is often informed by and overlaps with the other.

The Finance & Staffing Committee met on five occasions over the course of the academic year 2022-2023 to oversee finances and staffing within the College. Committee panels met on other occasions to carry out recruitment.



8.3.1 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.

Shimna has not been immune to the significant funding constraints affecting the education sector in Northern Ireland. This, coupled with the sharp rises in costs, has inevitably put pressure on the College's finances. The fact the College has full enrolment numbers is a positive development.

This year, additional outgoings included the need to replace over a hundred obsolete computers, which are essential for the delivery of the curriculum. There are also extraordinary costs arising from work linked to the new build.

Appreciation and congratulations are due to our finance staff, who work tirelessly for the good of the College.

8.3.2 Staffing

A number of staffing policies were reviewed and updated by this Committee, and subsequently approved by the Board.

We said farewell to the following staff:

8.3.3 Leavers - Non-Teachers

Avril Annett	Classroom Assistant	Part-Time
Paul Rooney	Technology Technician	Full-Time
Ciara Laverty	Classroom Assistant	Part-Time
Roisin McAlinden	Cleaner	Part-Time
Linda Rogan	College Registrar	Full-Time

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

We welcomed the following staff:

8.3.4 New Starts - Teaching Staff

Darryl Nesbitt	Business Studies	Full-Time
Robert Lennon	French	Full-Time



Grainne O’Rawe	History	Full-Time (Temporary 1 year)
Abbie Forsythe	General	Part-Time (Temporary 1 year)
Alexandra Philpot	Religious Studies	Full-Time

8.3.5 New Starts - Non-Teaching Staff

Lusine Tsarukyn	Classroom Assistant	Full-Time
Natalie Forsythe	Classroom Assistant	Full-Time
Chloe Vaughan	Classroom Assistant	Full-Time
Iryna Ovsiannikova	Classroom Assistant	Full-Time
Hannah Fitzpatrick	Classroom Assistant	Full-Time
Gareth Keown	Classroom Assistant	Full-Time
Ruth Mulholland	Classroom Assistant	Full-Time
Orla Tinnelly	Classroom Assistant	Part-Time
Sambie-Lee Stewart	Classroom Assistant	Part-Time
Michael Quinn	Classroom Assistant	Full-Time
Stephen Hanna	Classroom Assistant	Part-Time
Rachel Foster	Food Service Assistant	Part-Time
Laura Fitzpatrick	HE Technician	Part-Time (Temporary)
Holly Douthwaite	Administrative Assistant	Part-Time
Siobhan Strong	Examinations Officer	Full-Time
Joanne Cantillon	Technology/Art Technician	Part-Time
Charlene Rooney	Technology/Art Technician	Part-Time
Matthew Peters	Classroom Assistant	Part-Time (Temporary)

We look forward to working with our new colleagues as they join our vibrant school community.

Finally, the Board would like to thank all of the hardworking staff in Shimna. They continue to maintain a high standard of work, going above and beyond what is expected of them on a regular basis, and always putting our students first.



9 SHIMNA COLLEGE INCOME AND EXPENDITURE ACCOUNT

For period ending 31 March 2023

INCOME	2023	2022
	£	£
Department of Education grants	4,724,012	4,447,324
Receipts from other sources	<u>22,918</u>	<u>12,140</u>
	<u>4,746,930</u>	<u>4,459,464</u>
 EXPENDITURE		
Teaching staff costs	2,780,403	2,609,502
Non-Teaching staff costs	1,423,990	1,177,211
Other operating costs	<u>740,419</u>	<u>537,254</u>
	<u>4,944,812</u>	<u>4,323,967</u>
 Deficit for the financial year	 (197,883)	 135,497



BALANCE SHEET
as at 31 MARCH 2023

	2023	2022
	£	£
Fixed Assets		
Tangible fixed assets	<u>2,448,492</u>	<u>1,819,960</u>
Current Assets		
Debtors	216,314	159,633
Cash at bank and in hand	<u>303,460</u>	<u>443,467</u>
	519,774	603,100
Creditors: amounts falling due within one year	(286,860)	(172,304)
Net current liabilities	232,914	430,796
Total assets less current liabilities	2,681,406	2,250,756
	(2,448,492)	(1,819,960)
Creditors: amounts falling due After more than one year	<u>232,914</u>	<u>430,796</u>
Net Liabilities		
Reserves		
Revenue reserves	<u>232,914</u>	430,796



NOTES TO THE FINANCIAL STATEMENTS

Creditors	2023	2022
	£	£
Amounts falling due within one year		
Trade creditors	18,473	9,787
Other creditors	229,797	143,936
Accruals and deferred income	<u>38,590</u>	<u>18581</u>
	<u>286,860</u>	<u>172,304</u>
	2023	2022
	£	£
Other Operating Payments		
Heat, light and power	121,481	60,357
Water charges	10,132	5,106
Laundry and cleaning	18,130	22,678
Rates	167,824	166,330
Maintenance of buildings and grounds	44,818	26,068
Maintenance of equipment	-	3,273
Purchase of equipment	27,196	11,704
Hire and contracted services	10,450	6,774
Classroom Resources	66,314	53,113
Sports and games	1,824	305
Examination fees	63,972	23,876
School prizes and distribution	587	165
Transport	15,805	8,123
Marketing & Advertising	18,610	12,821
Printing and stationery	38,974	33,385
Postage & telephone	8,521	7,829
Insurance	28,773	26,176
Audit fees	2,880	3,050
Bank charges	803	507
Subscriptions and publications	4,003	3,683
Legal expenses	19,007	-
Entertainment and hospitality	8,498	5,633
Staff development	1,781	4,117
Pupil course fees	2,455	7,099
Sundry expenses	4,394	13,177
VAT	53,187	31,905
Depreciation	911,738	850,127



Amortisation	<u>(911,738)</u>	<u>(850,127)</u>
	<u>740,419</u>	<u>537,254</u>

NOTES TO THE FINANCIAL STATEMENTS

Education Authority Grants

	2023	2022
	£	£
Recurrent grant	4,552,121	4,204,964
Other Department of Education grants	118,704	210,455
VAT grant	<u>53,187</u>	<u>31,905</u>
	<u>4,724,012</u>	<u>4,447,324</u>

Receipts from Other Sources

	2023	2022
	£	£
Other income	<u>22,918</u>	<u>12,140</u>
	<u>22,918</u>	<u>12,140</u>

Teaching staff costs

	2023	2022
	£	£
Permanent teachers		
Gross Pay	1,913,863	1,790,027
Employer's superannuation	484,947	461,133
Employer's national insurance	<u>215,669</u>	<u>197,387</u>
	<u>2,614,479</u>	<u>2,448,547</u>

Substitute teachers

Gross Pay	113,732	108,434
Employer's superannuation	26,731	27,114
Employer's national insurance	<u>9,683</u>	<u>9,370</u>



	<u>150,146</u>	<u>144,918</u>
Foreign language assistants	15,778	16,037
Total teaching staff costs	<u>2,780,403</u>	<u>2,609,502</u>

NOTES TO THE FINANCIAL STATEMENTS

Non-Teaching staff costs	2023	2022
	£	£
Administration staff	232,220	202,066
Caretaker	44,759	41,779
Cleaners	93,162	87,276
Lunch supervisors	3,221	3,514
Technicians	115,226	104,628
Statemented classroom assistants	839,068	643,363
Non-Statemented classroom assistants	<u>96,334</u>	<u>94,585</u>
	<u>1,423,990</u>	<u>1,177,211</u>

Debtors	2023	2022
	£	£
Trade debtors	161,746	79,263
Other debtors	<u>54,568</u>	<u>80,370</u>
	<u>216,314</u>	159,633