



SHIMNA

INTEGRATED COLLEGE

**Annual Report of
The Board of Governors 2023-24**

Shimna is a Grant Maintained Integrated College



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1 Foreword

I am pleased to present the Annual Report for Shimna Integrated College for the academic year 2023-2024.

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, always motivated 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; Audit and Risk and Estates. We were delighted to welcome one new parent governor to our ranks: David Waddell.

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.

This year we celebrated our thirtieth anniversary which begun with the film, *The Shimna Story*, which was inspired by our founding parents, Angela Morgan, John McCombe, Roisin Behan, John Keane, Andy Carden and Kevin Quinn, as well as our first principal, Kevin Lambe. The celebrations continued throughout the year with special musical and drama performances.

Work on the construction of our new school continues with the hope of us moving in during the second half of the school year. We continue to document the progress of the project with the release of *Our New Build Story* which captures the stories of some of the people involved in this exciting chapter in Shimna.

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 (2020-24)

Dawn Stocking (2020-24)

Rachel Corrigan (2022-26)

David Waddell (2023-27)

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.

6 College Development Plan

Work that started with the three-year Development Day on 4 January 2022 continued over the course of the academic year 2023/24, guided by the Principal and supported by the Senior Leadership Team. Significant progress has been made across numerous strategic areas in areas such as curriculum, assessment and pastoral care, with staff input along the way. The emphasis on staff collaboration has been supported by in-house collaboration, especially through the Twilight Professional Development programme.

7 GCSE, BTEC 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. It is pleasing to see that this year's list of destinations is as wide ranging as ever.

Performance Indicator	2021/22		2022/23		2023/2024	
	School	N.I. Average	School	N.I. Average	School	N.I. Average
% Achieving 5+ GCSEs at Grades A* - C (or equivalent)	80%	79.7%	74.0%	79.7%	61.3%	89.2%
% Achieving 5+ GCSEs at Grades A* - C (or equivalent) incl English and Mathematics	72%	54.8%	64.6%	54.8%	53.8%	73.3%
% Achieving 2+ A Levels at Grades A* – E (or equivalent)	98.4%	96.4%	93.8%	96.4%	86.0%	98.7%
% Achieving 3+ A Levels at Grades A* – C (or equivalent)	67%	58.8%	47.9%	58.8%	31.6%	71.4%

Attendance Rate – 2023/24 – 89.5%



7.1 Leaver Destinations 2024 - Year 12 Students

Returning to Sixth Form at Shimna	56
Another School (Non-Grammar)	1
Another School (Grammar)	0
Another School (unknown)	0
Further Education	33
Emigrated	0
Employment	3
Jobskills/Training/Apprenticeship	5
Jobskills at Further Education College	2
Long Term Sick	0
Unemployed/Seeking Employment	0
Unknown	4
Total	104

7.2 Leaver Destinations 2024 - Year 14 Students

Degree Course (N.I.)	17
Degree Course (G.B.)	17
Deferred entry to degree course 2024	3
Degree Course (Non-U.K.)	1
Employment	1
Foundation Degree Course	2
Further Education	6
Higher Level Apprenticeship	0
Jobskills/Training/Apprentice	2
Unemployed/Seeking Employment	2
Teacher Training	2
Illness	0
Unknown	0
Total	53



8 Committee Reports

8.1 Education Committee Report - Ciara O'Neill

During the 2023/2024 school year, the Education Committee meet three times.

At a one item meeting, the Committee received an update from the Principal and Vice-Principal on current disciplinary situations and suspensions, and following discussion, agreed pathways forward.

The Committee also met to review and agree Admissions Criteria for the 24/25 school year, with recommendations for the Board to adopt and apply existing criteria but keep under review.

The Committee's final meeting of the school year was to review a number of revised policies. Committee members discussed, agreed and applied various edits to the policies and agreed to recommend their adoption to the full Board.

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 only minor maintenance issues identified and reported. Any faults reported have been dealt with by our Premises Manager, Robbie Mulholland.

Shimna's 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 has continued to keep all statutory maintenance procedures in place in the current buildings, 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 and having increased security measures, this is something we continue to monitor. 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 and carers 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 the continued building works for the Shimna's new school still ongoing, the building contractors continue to try and keep any disruptions and site traffic to a minimum during school start and finish times. Shimna's Project Manager, Paul Ferguson, has worked closely with the Principal and contractors to aid with these processes.

Conclusion

As ever, Premises Manager Robbie Mulholland has dealt extremely proficiently with any matters arising from inspections throughout the year, 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 the cleaning staff for their hard work over the past year. In tune with all previous years, the College continues to aim to provide a suitable and uplifting environment for all students and staff.

8.3 Audit and Risk Committee Report 2023-24 - Kathy Graham

During the academic year of 2023 to 2024 it was identified that there was no oversight Committee responsible to support the Principal in the identification and appropriate management of risk.

The Board agreed to establish an Audit and Risk Assurance Committee (ARAC). A Terms of Reference was drafted and approved by the Board establishing which set out the ARAC's purpose:

“to support it in its responsibilities for issues of risk control and governance across the College. It does so by reviewing the comprehensiveness of assurances in meeting the Board's and Principal's assurance needs and reviewing the reliability and integrity of these assurances. It has no executive powers.”

The ARAC has agreed a programme of work to develop a Risk Management Policy and Corporate Risk Register. This work will be progressed and implemented during 2024-25. The Corporate



Risk Register in particular will help support the smooth transition to the new build as well as be a useful resource and management tool for staff.

8.4 Finance & Staffing Committee - Rachel Corrigan

The Finance & Staffing Committee met on six occasions over the course of the academic year 2023-2024 to oversee finances and staffing within the College. Committee panels met as required to carry out recruitment when required.

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. There are also extraordinary costs arising from work linked to the new build, which approaches completion. Appreciation and congratulations are due to our finance staff, who work tirelessly for the good of the College.

Staffing

Seven staffing policies were reviewed and updated by this Committee, and subsequently approved by the Board.

We said farewell to the following staff:

Leavers - Teaching Staff

Derek Bailey (Teacher of Science)

Leavers - Support Staff

Maria Curran (Classroom/Learning Support Assistant, Maternity Cover)

Rachel Foster (Food Service Assistant & Classroom/Learning Support Assistant, Maternity Cover)

Massimo Manganaro (Cook/Manager)

Iryna Ovsianikova (Classroom/Learning Support Assistant)

Cora Peters (Classroom/Learning Support Assistant)

Matthew Peters (Classroom/Learning Support Assistant)

Monika Rupeikyte (Classroom/Learning Support Assistant, Maternity Cover)

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

Anthony Bennett (Teacher of ICT/Digital Technology)

Kirstie Curran (Teacher of English)

Letitia Kerr (Teacher of History)

Ruairi Leckey (Teacher of Science)

Stephen McCormick (Head of Science)

Luke McWatters (Teacher of History and Politics)

Catriona O'Neill (Teacher of Business)

Laura Rafferty (Teacher of Art, Maternity Cover)

New Starts - Support Staff

Julie Cousins (Classroom/Learning Support Assistant)

Jools Croy (P/T Lunch-Time Supervisor)

Maria Curran (Classroom/Learning Support Assistant, Maternity Cover)

Shannon Gibson (Classroom/Learning Support Assistant)

Rachel Foster (Classroom/Learning Support Assistant, Maternity Cover)

Pauline Leavy (Administrative Assistant, Examinations & Data Management)

Shelagh McCann (Classroom/Learning Support Assistant)

Mary McGill (P/T Dining Assistant)

Rebecca McMullan (P/T Dining Assistant)

Caelan O'Hare (Classroom/Learning Support Assistant)

Cora Peters (Classroom/Learning Support Assistant)

Monika Rupeikyte (Classroom/Learning Support Assistant, Maternity Cover)

Anne Sharkey (P/T Administrative Assistant)

Zuzana Small (Classroom/Learning Support Assistant)

Noelle Tracey (Classroom/Learning Support Assistant)

We look forward to working with our new colleagues as they join our vibrant College community, and as we all move into our new accommodation. Finally, the Board would like to thank all of the hardworking staff in Shimna Integrated College. They continue to maintain a high standard of



work, invariably going above and beyond what is expected of them on, and always putting our students first.



9 SHIMNA COLLEGE INCOME AND EXPENDITURE ACCOUNT

For period ending 31 March 2024

INCOME	2024	2023
	£	£
Department of Education grants	5,304,553	4,724,012
Receipts from other sources	<u>2,144</u>	<u>22,918</u>
	<u>5,306,697</u>	<u>4,746,930</u>
 EXPENDITURE		
Teaching staff costs	3,063.106	2,780,403
Non-Teaching staff costs	1,571,836	1,423,990
Other operating costs	<u>694,403</u>	<u>740,319</u>
	<u>5,329,345</u>	<u>4,944,812</u>
 Deficit for the financial year	 (22,648)	 (197,883)



BALANCE SHEET

as at 31 MARCH 2024

	2024	2023
	£	£
Fixed Assets		
Tangible fixed assets	<u>10,760,401</u>	<u>2,448,492</u>
Current Assets		
Debtors	256,207	216,314
Cash at bank and in hand	<u>389,204</u>	<u>303,460</u>
	645,411	519,774
Creditors: amounts falling due within one year	435,145	286,860
Net current liabilities	210,266	232,914



Total assets less current liabilities	<u>210,266</u>	<u>232,914</u>
Creditors: amounts falling due After more than one year	10,760,401	2,448,492
Net Liabilities	<u>210,266</u>	232,914
Reserves		
Revenue reserves	<u>210,266</u>	<u>232,914</u>



NOTES TO THE FINANCIAL STATEMENTS

Creditors	2024	2023
	£	£
Amounts falling due within one year		
Trade creditors	49,856	18,473
Other creditors	172,471	229,797
Accruals and deferred income	<u>212,818</u>	<u>38,590</u>
	<u>435,145</u>	<u>286,860</u>

	2024	2023
	£	£
Other Operating Payments		
Heat, light and power	83,507	121,481
Water charges	8,653	10,132
Laundry and cleaning	18,104	18,130
Rates	144,860	167,824
Maintenance of buildings and grounds	21,500	44,818
Maintenance of equipment	4,698	-
Purchase of equipment	736	27,196
Hire and contracted services	4,213	10,450
Classroom Resources	48,610	66,314
Sports and games	2,789	1,824
Examination fees	60,699	63,972
School prizes and distribution	651	587
Transport	17,860	15,805
Marketing & Advertising	17,661	18,610
Printing and stationery	32,159	38,974
Postage & telephone	8,539	8,521
Insurance	27,029	28,773



Audit fees	2,925	2,880
Bank charges	847	803
Subscriptions and publications	4,680	4,003
Legal expenses	28,472	19,007
Entertainment and hospitality	3,149	8,498
Staff development	113	1,781
Pupil course fees	3,000	2,455
Sundry expenses	964	4,394
Capital expenditure re Fixtures & Fittings	101,514	0
VAT	46,471	53,187
Depreciation	456,032	911,738
Amortisation	<u>(456,032)</u>	<u>(911,738)</u>
	<u>694,403</u>	<u>740,419</u>



NOTES TO THE FINANCIAL STATEMENTS

Education Authority Grants

	2024	2023
	£	£
Recurrent grant	4,746,600	4,552,121
Other Department of Education grants	79,763	118,704
Emergency Grant	330,205	0
Furniture Grant	101,514	0
VAT grant	<u>46,471</u>	<u>53,187</u>
	<u>5,304,553</u>	<u>4,724,012</u>

Receipts from Other Sources

	2024	2023
	£	£
Other income	<u>2,144</u>	<u>22,918</u>
	<u>2,144</u>	<u>22,918</u>

Teaching staff costs

2024	2023
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	£	£
Permanent teachers		
Gross Pay	2,192,506	1,913,863
Employer's superannuation	501,142	484,947
Employer's national insurance	<u>210,226</u>	<u>215,669</u>
	<u>2,903,874</u>	<u>2,614,479</u>
Substitute teachers		
Gross Pay	100,828	113,732
Employer's superannuation	28,631	26,731
Employer's national insurance	<u>9,647</u>	<u>9,683</u>
	<u>139,106</u>	<u>150,146</u>
Foreign language assistants	20,126	15,778
Total teaching staff costs	<u>3,063,106</u>	<u>2,780,403</u>



NOTES TO THE FINANCIAL STATEMENTS

Non-teaching staff costs	2024	2023
	£	£
Administration staff	221,561	232,220
Caretaker	46,357	44,759
Cleaners	93,101	93,162
Lunch supervisors	6,141	3,221
Technicians	119,032	115,225
Statemented classroom assistants	1,020,825	839,016
Non-Statemented classroom assistants	<u>64,819</u>	<u>96,334</u>
	<u>1,571,836</u>	<u>1,423,990</u>
Debtors	2024	2023
	£	£
Trade debtors	55,535	161,746
Prepayments and accrued income	<u>200,672</u>	<u>54,568</u>
	<u>256,207</u>	216,314