



### **Message from the Chair of the Board of Governor's**

*St Joseph's has a very long history of serving the local community in St Eugene's Parish. The school offers a culture that reflects the richness of a professional learning community that promotes a sense of collective responsibility for the worth and the dignity of all members of our community. The school is a child and pupil centred community with a strong catholic ethos.*

*The Governors and staff promote school programmes policies and procedures that are embedded with the fundamental concepts of human dignity, social justice and environmental stewardship. We aim together to establish a systematic and comprehensive programme of education provision and pastoral links that supports our young people, the school, the parish and family life.*

*Governors and staff are committed to ensuring the academic, pastoral and spiritual needs of all our pupils are met ensuring 'Achievement for All'*

## CONTEXT

St Joseph's Boys' School is a non-selective Catholic Maintained school in the Parish of St Eugene's in the Diocese of Derry. The school is an 11-18 all ability post-primary school. The school was established in September 1963 and has a recognised reputation of providing post-primary education for boys predominantly from the parishes of St Eugene's, St Mary's Creggan, St Columba's Long Tower, The Three Patrons formally St Patrick's Pennyburn and Holy Family, Ballymagroarty. The school also has pupils attending from other parishes across the city.

St Joseph's Boys is situated in the Creggan area of Derry, which is part of the Moor DEA, and Triax Neighbourhood Renewal Area with a population of around 17000. This Neighbourhood Renewal Area comprises some of the most deprived wards and enumeration districts in North as defined in the Multiple Deprivation Measures published by the Northern Ireland Statistics and Research Agency (NISRA), (NIMDM 2017) With this said the area has a dynamic and impressive community spirit and infrastructure, which engages with St Joseph's on a daily basis. Locally here are a number of well utilised community buildings and facilities such as Creggan Country Park, Old Library Trust, Creggan Sports Centre, Gasyard Centre, Brandywell Stadium and a range of parks and outdoor green spaces including the impressive Brooke Park. St Joseph's has built real and meaningful partnerships with local sports clubs and community organisations, which assist in the personal, social and academic development of our pupils, these include local Youth Clubs Pilots Row, St Marys and Long Tower. We work very closely with Bogside and Brandywell Health Forum and Old Library Trust Healthy Living Centres.

The original school building was replaced by a new purpose built modern facility which was officially opened in March 2003. The school building is extensive with fully equipped purpose built suites to meet the learning and teaching requirements for staff and pupils.

<b>Rooms</b>	<b>Number</b>	<b>Rooms</b>	<b>Number</b>
General Classrooms	23	Business Information	2
Science Laboratories	8	Geography Rooms	3
Technology & Design Systems	2	History Rooms	2
Technology & Design Planning	3	Physical Education Halls	2
Technology & Design Manufacturing	3	Fitness Suite	1
Home Economics	2	Changing Areas	4
Art & Design	3	ICT Suites	3
Music Rooms	2	Library (Teaching Room Attached)	1
Career Suite	1	Learning Support Suite	1
Learning Support Meeting Room	1	Learning Support Office	1
Lecture / Drama	1	Newly Built Sixth Form	1

The new sixth form suite has allowed for the redevelopment of the previous suite into a new school oratory. In addition to the indoor facilities the school has excellent outdoor facilities

which comprise of grass and all weather football pitches, basketball and tennis courts and extensive play areas.

St Joseph's has an enrolment capacity of 850 and 713 pupils on the roll at present ranging from 11- 19 years of age. The school caters for boys only from Year 8 to Year 12 but also facilitates and welcomes applications from female students wishing to join our sixth form. The school population has decreased recently as a result of demographic decline and the intake number of 140 has not been reached in each of the last 3 years. At present there are 287 pupils in KS3, 287 pupils in KS4 and 139 pupils in Sixth Form. In St Joseph's 67% of our pupils are on the Free School Meals register. In 2017 the school added a newly constructed Sixth Form Centre that is an integral part of the main building and has added excellent facilities for our vibrant and growing sixth form cohort.

## **STAFFING**

<b>Role</b>	<b>Number</b>
Principal	1
Vice Principals	2
Teaching Staff	49
Non-Teaching Staff	33
Classroom Assistants	20
Administrative staff	4
Technicians	4
Sixth Form Supervisor	1
Librarian	1
Housekeeper	1
Building Supervisors	2

The Senior Management Team comprises of the principal, the two vice-principals and four senior teachers. While the principal has overall responsibility the two vice-principals have a remit for curriculum and pastoral provision respectively. The role of the SMT includes 4 senior teachers who have individual responsibility for School Promotion, Assessment/Raising Standards, School Organisation and Leading Learning/Staff Development. The wider leadership team also comprises of the heads of senior and junior school and the special educational needs coordinator.

## **THE SCHOOL VISION**

The Vision for St Joseph's Boys' School is one of a high achieving school that is an integral part of the wider community. Our primary aim is to provide a first class education for all our pupils while supporting their pastoral needs and encouraging lifelong learning opportunities. This vision is manifested in our mission statement '**Achievement for All.**' We strive to ensure that each pupil will contribute as a young person in a meaningful way to their community and wider society and that each pupil will be prepared and ready to undertake a fulfilling and relevant role in life.

The school's two most recent ETI Inspections have confirmed the school as a 'Very Good School' with an 'Outstanding Capacity for self-evaluation and improvement'.

### **Key Principles**

- As a Catholic School we believe that we have a duty to ensure faith development in our pupils in partnership with their home and wider parish community.
- We aim to support and help our pupils to live the faith in a practical way by loving God and loving their neighbour.
- We believe that every school is capable of improvement and that we are best placed to identify particular areas for improvement here in St Joseph's;
- We believe that improvement comes first and foremost through high quality teaching from committed and professional teachers whose skills and competence are recognised and respected and whose professional development is encouraged and supported;
- We believe in equity of access and equity of provision for all our pupils to ensure 'Achievement for All'. This is underpinned by high quality, pupil centred pastoral care;
- We believe that the interests of pupils rather than institutions must be at the centre of efforts to improve educational achievement and tackle under-achievement.
- We believe that the focus of classroom development must ensure pupil achievement is across the wide curriculum, with a focus on communication, literacy and numeracy.

### **THE SCHOOL ETHOS**

Within the distinctive Catholic ethos that permeates the school we seek to create a community in which understanding and tolerance flourish, where each individual is seen as unique and where mutual respect is shown for a diversity of opinions and viewpoints.

St Joseph's expects that all pupils will use and develop their talents and support each other in their learning. We particularly encourage our senior pupils to accept responsibility, and expect them to act as role models for the younger boys. We expect a high level of commitment from pupils with regard to their studies and their participation in all aspects of school life. We desire that all pupils take pride in being at this school and in their accomplishments and those of their peers. We expect our pupils to leave with the necessary skills and attributes to become strong and valued members of their community. Our pastoral system reflects the catholic caring ethos of the school, we aim to ensure that our pupils are safe and that they each feel valued and are able to have the opportunity to achieve their full potential emotionally, physically, intellectually and spiritually.

We aim to maintain and acknowledge good behaviour and encourage and maintain effective discipline procedures to recognise rewards and sanctions.

St Joseph's expects that all our staff aim to develop pupils to their full potential. All our staff strive to develop in each pupil, the necessary skills of communication, numeracy, literacy, problem solving, team work, decision making and thinking skills that equip them for lifelong learning as outlined in the Northern Ireland curriculum. As a team we work to develop pupils who can explore and evaluate their community in order to improve the quality of life for themselves and others. The staff at St Joseph's work with parents, the parish and the community to help pupils develop a value based system which they can live by through their relationship with God, themselves and others.

## **CURRICULUM, LEARNING AND TEACHING**

St. Joseph's Boys' School provides a varied, balanced and needs based curriculum for all pupils in the school. At key stage 3 the school has implemented the revised curriculum with all classes essential studying the same curriculum across a range of mixed abilities with extra support as required. At key stage 4 the curriculum has developed to meet the needs of all the pupils. Three inclusive educational pathways are available for the pupils to select from.

Pathways 1 and 2 are entirely school based and offer study for 9 or 8 GCSEs or equivalents while Pathway 3 incorporates collaboration with the North West Regional College and EA Youth Service that allows the pupils to experience a more vocational suite of courses as well as including GSCE choices.

At Post-16 the school offers a range of academic and vocational subjects that are reviewed and revised as part of the annual curriculum review and audit, to ensure they meet the needs of the pupils and enhance career development opportunities. Through collaboration with other schools in the Foyle Learning Community and through the development targets previously met, the school ensured the provision of the full entitlement framework and at present meets all statutory requirements with regard to this.

Within each Department in St Joseph's departmental handbooks require that the team for each subject area (teaching and non-teaching) are aware of the need to challenge pupils in a variety of styles in order that they might best succeed. Departmental teams are expected to display evidence of differentiated approaches, careful planning and insightful questioning techniques. All staff are equipped with the skills and knowledge and are aware of the need to use adaptable, flexible teaching strategies informed by relevant data to improve and deliver teaching practice to a high standard and to strive to achieve successful educational outcomes for all our pupils.

Regular completion and updating of Individual Education Plans (IEPs) also ensures that individual learning needs are catered for within whole class, group, paired and individual settings. As a result of planned staff development days, staff are fully aware of the Education and Training (ETI) "Together Towards Improvement" Document and the Improvement in individual subject areas, Every School a Good School and Count; Read; Succeed policies, and recognise these as the main drivers of improvement and development in schools. These documents are frequently revisited at staff training and development days so that teachers and departments will ensure the best possible learning and teaching and are the basis for further development of learning and teaching in the school development plan. Best practice is identified, highlighted and shared using peer review and reflective practice within and across departments as well as using specific school development days delivered by staff for staff.

Each department in the school must, in their handbook, show the strategies in place to assist learning. Also extensive work has been done across whole school and departmental level to ensure that the required learning experiences of the Northern Ireland KS3 Curriculum are identified and embedded into all schemes of work. The dictates of the Northern Ireland curriculum are that learning should be skills based as opposed to content based and this is being addressed by assiduous planning and development by the school in the first instance and in concert with training agencies and partner schools. The schemes are evaluated annually by each department in an attempt to refine and improve them in order to best serve the needs of all pupils.

The school's assessment policy stresses that assessment will be a continual process covering different formats and will not be a purely summative exercise but rather one which shows pupils, teachers and departments how future learning should be advanced and shows pupils the value of their efforts. Assessment supports independent learning by showing pupils how improvement should be made. Our school data tracking system allows us to closely monitor pupil progress in this regard.

The previous work done on both the assessment policy and the inception of the revised curriculum has been used to develop our Learning and Teaching policy and Assessment Policy agreed by all staff. These are kept under review and updated as required.

### **Learning Support**

The Learning Support Department in St Joseph's is integral to the work of the whole school and is committed to supporting all pupils of all abilities to reach their full potential. There is an excellent and comprehensive programme of identification and support for pupils with additional needs that is long established and is led by our Special Educational Needs Coordinator assisted by two full time learning support specialists and a team of 20 dedicated Classroom assistants.

The Learning Support suite has been recently refurbished to a high standard and is a bright welcoming pupil centred environment. The aim of the learning support team is to promote the inclusion of pupils and withdrawal is based on pupil need. Emphasis is placed on using a variety of methods and interventions to engage and support the pupils including Phonics; Comprehension; Paired reading; Developing organisational skills; Exam technique; Study skills; Life skills; Compensatory Strategies and ICT software – Lexia Foundation and Basic.

At present we have 327 pupils on the Special Needs Code of Practice and 65 pupils with a statement of Special Educational Needs.

### **PROGRESS OF PUPILS:**



The school carefully records, analyses and reflects upon pupil performance in internal and external examinations. Detailed examination performance reports are generated and made available to staff and parents. The school has an embedded process of target setting and tracking across all year groups. This is updated at regular intervals throughout the year and managed by the data coordinator. There is an expected significant increase in GCSE results this year as a result of our latest curriculum development work.

## **GCSE**

	<b>2017</b>	<b>2016</b>	<b>2015</b>	<b>2014</b>	<b>2013</b>
<b>NUMBER</b>	<b>144</b>	<b>162</b>	<b>145</b>	<b>165</b>	<b>139</b>
<b>ACHIEVING 5+ GCSEs A*-G</b>	<b>91.2%</b>	<b>93.0%</b>	<b>91.1%</b>	<b>86.1%</b>	<b>93.5%</b>
<b>ACHIEVING 5+ GCSEs A*-C</b>	<b>49.6%</b>	<b>52.5%</b>	<b>50.3%</b>	<b>52.1%</b>	<b>58.3%</b>
<b>LEAVING WITH NO GCSEs</b>	<b>3.2%</b>	<b>2.5%</b>	<b>4.1%</b>	<b>4.2%</b>	<b>5.8%</b>
<b>ACHIEVING 5+ GCSEs A*-C INC ENGLISH AND MATHS</b>	<b>36.0%</b>	<b>35.4%</b>	<b>28.3%</b>	<b>35.8%</b>	<b>23.7%</b>

## **A LEVEL**

	<b>2017</b>	<b>2016</b>	<b>2015</b>	<b>2014</b>	<b>2013</b>
<b>NUMBER</b>	<b>60</b>	<b>61</b>	<b>55</b>	<b>49</b>	<b>63</b>
<b>2 A LEVELS A-E</b>	<b>93.0%</b>	<b>100%</b>	<b>98.2%</b>	<b>93.8%</b>	<b>100%</b>
<b>2 A LEVELS A-C</b>	<b>71.9%</b>	<b>86.9%</b>	<b>72.7%</b>	<b>73.5%</b>	<b>74.6%</b>
<b>3 A LEVELS A-C</b>	<b>33.3%</b>	<b>57.4%</b>	<b>32.7%</b>	<b>34.7%</b>	<b>47.6%</b>

## **EXTRA CURRICULAR PROVISION**

In addition to our timetabled curriculum St Joseph's offers an extensive range of extra-curricular activities. Students can avail of these at lunchtime and after school. These activities aim to develop the physical, social, moral and ethical and spiritual development of our students in partnership with the community and parents.

St Josephs is particularly proud that the school's sporting activities are a central part of the school as a sporting community and we have representative teams in a wide range of sports including soccer, Gaelic games athletics and basketball where we have previously been all Ireland champions at U18 level. The work that has been done over the last year by our GAA coaches in conjunction with the local Sean Dolan's and Doire Colmcille club coaches was also recognised with the school winning the Irish News School of the Year award for 2017.



We also offer a wide range of non-competitive extra-curricular activities including Minecraft, Film, Lunch Bunch, Library, ICT, Homework, Science and Music clubs. Drama and Art are also central to the extra-curricular life of St Joseph's and we are well known for the high quality our original school productions. Our

school choir were highly commended in this year's Derry International Choral Post Primary Schools' competition. Our pupils have won a number of leadership awards and this year this included two finalists in the All-Ireland Pramerica Spirit of the Community Awards.

St Joseph's school community is a valued part of Saint Eugene's Parish Community. Pupils actively participate in parish and diocesan liturgies, such as, the diocesan Catholic Schools Week Mass, the Parish Passion Play, and the 'Fan the Flame Mass' and 'Faith Friends' Programme, through which they support primary school pupils on their faith journey.



Through the Pope John Paul II Award, students are enabled to take an active part in the life of their Church – in the life of their community and society. Young people become more aware of the teaching and role of the Catholic Church in the world and to engage at a deep level with Christ. The Award is committed to helping



young people enhance their spiritual, physical, emotional and social development as well as the feeling of personal achievement that a participant will gain from taking part in the Award, participation helps demonstrate the young person's commitment to a task and goal.

## **RELATIONSHIPS IN THE COMMUNITY**

We regard the education of our students as a shared responsibility involving the student, Parents, the school and the wider community. We welcome the involvement of community Members/organisations, local industry and education in its sharing of knowledge, experience and resources with us. Good working relationships have been established to facilitate engagement and communication between the school, parents, parish and the wider community that we serve.

Members of local business and the local community have been very generous with their time in providing expertise and guidance to our pupils and staff including playing an active role in our career days. They have also been very generous in terms of their support for the school show and providing monies for Achievement Awards. We have established strong links and collaborative relationships and engagement with the following:-

Old Library Trust, Bogside and Brandywell Health Forum, Foyle Food Bank, HURT, Young Enterprise, Firmus Energy, Children In Crossfire, St Vincent De Paul, NSPCC, Public Health Agency, Western Health and social Care Trust, Holocaust Educational Trust, Reach Across, School Employer Connections, The Nerve Centre, Derry City Council, Citizens Advice Bureau, Barclays New Futures Programme, Derry Credit Union, The Consumer Council, Millennium Forum, The Playhouse, Everglades Hotel, Tower Hotel, Derry Visitor Convention Bureau, Ulster American Folk Park, Creggan Country Park, The Rosemount Resource Centre, Step Up Science Programme run in conjunction with the University Of Ulster, North West Regional College that offers the Vocational Education Pathway for year 11 and 12 pupils, Job skills, CITB, Aim Higher Roadshow, Protocol and Cocoon, The DOE, Emergency and Legal services, and the City Hotel.



The school also maintains and provides significant leadership into the successful consortium arrangement with all the other post primary schools in the area as a member of the Foyle Learning Community to facilitate and enable a wider raft of options choices for year 13 and 14 students. This allows our sixth form students to study A level courses in other schools as well as St Joseph's and is facilitated through well-established collaborative links.

The school actively promotes and maintains strong links with parents and guardians via parents' nights, parents' day, year 8 induction evenings, annual Year 8 parents survey, Primary - Secondary links programme, summer scheme, year 10 and year 12 options nights and activities under the umbrella of the Extended Schools Programme.. The school makes whole school reports to parents twice per year and maintains an open door policy, encouraging parents to come in to discuss their child's progress.

## **School communication and promotion**

St Joseph's Boys School continuously develops its communication and promotion strategies within the school, local community and the city. It has embraced Twitter and Facebook with daily posts on student achievements, competitions, notices, announcements, fundraising and school activities.

A recent website update has made the site accessible across all mobile devices. The website audience continues to grow with regular news updates. Strong links with local newspapers, radio stations, journalists and photographers have been and continue to be developed to ensure the school profile is to the fore in the city and local area.

Twitter: @StJosephsDerry

Facebook: /stjosephsderry/

Website: [www.stjosephsderry.org.uk](http://www.stjosephsderry.org.uk)

## **Involvement of parents**

St Joseph's Parent Teachers' Association has been running for many years and in that time has raised many thousands of pounds. These resources are used to make a real difference to St Joseph's pupils' educational and fun experiences while at school. The PTA funds many pupils and departments within the school such as:

- The Maths and English departments to help promote Numeracy and Literacy
- We subsidise the PE Department to purchase trainers
- Homework Club
- Decking system for the Music Department
- ICT equipment
- We fund rewards to pupils who excel at St Joseph's
- We also fund transport costs to reward events

All of the above and more have been funded by annual events such as The Wheel of Fortune, The Duck Race, Football Tournaments and The Sheriffs Mountain Run. With the communities help and support at events such as these we are able to financially assist St Joseph's pupils and staff. These events do make a difference.

The recognition of pupil Achievement is core to the role of the PTA. The school reward system has benefited greatly from PTA support and many pupils on a regular basis gain benefit from their contribution.

## **The voice of our pupils**

The views of our pupils are important to us to seek to sustain and improve the ethos of the school and the education provision for our young people into the future and we have a very well and long established school council. The aims of the School Council in St Joseph's are

- To give all pupils a voice in the co-production of decisions that affect them in St Josephs.
- To help create a more positive school community.

The school council is made up of pupils from all year groups proposed by their peers and interviewed for the position by Senior School council members. The Council meets regularly, usually on a weekly basis and debate issues that they see as important to the day-to-day running of the school and how these issues affect individual pupils. Members of the school council have delivered presentations to junior and senior school assemblies and are always available to represent the school on important occasions.

Some of the issues for discussion on the weekly agenda include school policies, anti-bullying strategies, litter, being happy in school, healthy eating (cafeteria issues), Daybook, toilet opening times, lunchtime issues, school uniform and charitable works.

## **FINANCIAL POSITION**

St Joseph's Boys' School is a viable, sustainable post primary school. The resources at the disposal of the college are managed properly and effectively. The finance sub- committee of the Board of Governors draw up the annual and 3 year financial plans and monitor the school budget monthly. Governors understand their responsibilities and attend appropriate training and make necessary cost saving decisions when required. The Principal and Administrative Officer meet on a weekly basis to ensure close monitoring of finances and resources. Good relationships are in place between the school and the appropriate education agencies. We are pleased that our careful financial planning is on track to ensure a healthy end of year position in April 2018. We are also aware that year 3 and 4 of our financial plan will present us with significant challenges.

## **VISION FOR THE FUTURE**

St Josephs has a commitment to building a shared vision and setting the direction for the education of the young people in our parish and our city into the future. In achieving our mission "Achievement for all" we believe that the commitment to the equity of outcomes and closing the achievement gap is integral to how the school delivers a first class education and ensures that all of our pupils are encouraged and enabled to develop their Catholic faith and their talents and support each other in their learning. This we believe will help prepare and support them to undertake a fulfilling and relevant role in life.