


## Introduction

A year into our five-year school improvement plan, we have made significant progress in *eliminating educational disadvantage caused by mobility*. There is still much to do, particularly in improving Post 16 outcomes, however in many aspects of school life we can be confident that we are providing an educational advantage. This is certainly true of our Post 14 GCSE outcomes.



INTEGRITY • COMMITMENT • RESPECT  
**ST JOHN'S**  
SCHOOL

**SAFEGUARDING PROVISION**

Safeguarding provision is '**exemplary**' and supports other MOD Schools in improving their provision.

**EDUCATIONAL OFFER**

The educational offer is consistently '**Good**' ensuring St John's School ranks in the **Top 5%** of schools nationally for student progress.

**Eliminating educational disadvantage caused by mobility**

**ATTENDANCE**

Student attendance is **above 96%**, exceeding the national average.

**INCLUSION**

The learning needs of our varied and diverse student community are effectively met through well planned lessons that provide **support and challenge**, underpinned by a caring pastoral ethos.

**STUDENT MOBILITY**

St John's School is a centre of best practice; eliminating educational disadvantage caused by mobility.  
**Student progress exceeds 0.38**

**STAFF WELLBEING**

Staff at St John's School feel valued and motivated by a shared moral purpose. There is a collective sense of achievement.  
**Employee turnover is less than 5%**

**STUDENT SATISFACTION**

Students are **highly satisfied** at St John's School, possessing an attitude towards their learning that exceeds that of all other students nationally.

**COMMUNITY PRIDE**

The community is **proud** of St John's School, celebrating the strengths and successes of a school which exceeds their child's previous school experience.

The school improvement priorities largely remain unchanged, except for raising the expectation around school attendance and specifically citing the priority around inclusion.

The success enjoyed by the school over the past academic year has been secured by the hard work of everyone associated with the school. Specific mention must be given to our students, staff, parents, governors and the two WSBA Stations.

In preparation for our upcoming full School Governors meeting on Wednesday 11<sup>th</sup> October 2023 at 1000 hrs, governors are encouraged to familiarise themselves with this report and prepare any questions they may have in order to formulate future lines of enquiry and agreed actions to inform continued whole school improvement.

## Safeguarding Provision

Safeguarding provision is '**exemplary**' and supports other MOD Schools in improving their provision.

The safeguarding team remains unchanged and is outlined below:



## Safeguarding Team



If you have any concerns regarding your safety or anyone else's safety please report it to:



**Kate Parkinson**  
Safeguarding Lead  
Designated Safeguarding Lead



**Steve Dixon**  
Deputy Headteacher  
Deputy Designated Safeguarding Lead



**Colin Guyton**  
Headteacher



**Katie Gardiner**  
Head of Key Stage 3  
Deputy Designated Safeguarding Lead



**Hayley Stonier**  
Head of Key Stage 4  
Deputy Designated Safeguarding Lead



**Kelly Bonar**  
Head of Key Stage 5  
Deputy Designated Safeguarding Lead



**Andrew Holden**  
SEND  
Deputy Designated Safeguarding Lead



INTEGRITY • COMMITMENT • RESPECT  
**ST JOHN'S**  
SCHOOL

In addition or instead of raising a concern in person Scan the QR Code to report a concern



If you have a concern that affects your wellbeing and/or the wellbeing of others report it with confidence.  
Anonymous reports can be made.

All of the Pastoral Leaders continue to undertake their roles in Temporary Management Positions. At present we have not been granted permission to recruit into these roles on a permanent basis. This also includes the DSL/Pastoral Manager Role which is on a temporary basis until we are in a position to recruit permanently for a non-teaching Pastoral Manager. It is hoped that this may be undertaken within this academic year.

The school recently participated in a health check of its use of My Concern and we were awarded a score of 100% in terms of our effective use of the system. The evaluators cited our use as being exemplary and a school demonstrating continued best practice in our recording and reporting of safeguarding concerns. DCS have expressed a commitment to undertake a follow up safeguarding review as requested by governors. This review will also be complemented by the upcoming external school review by an educational consultant who will draw upon her experience as a practicing HMI Ofsted Inspector.

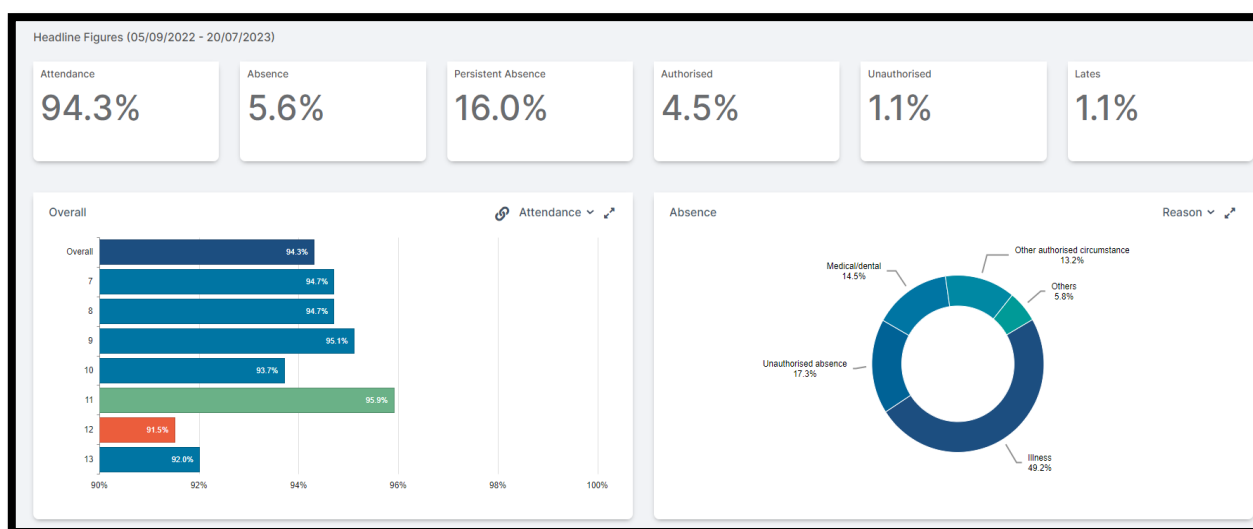
## Attendance

Student attendance is **above 96%**, exceeding the national average.

Overall percentage attendance for the last academic year was 94.3%, 7% higher than the previous academic year and almost 5% higher than the national attendance for secondary schools in England ([Gov.UK](https://www.gov.uk)).

Improved school attendance ensures that students at St John's School are at a significant advantage in comparison to the UK peers.

### Headline Figures 05/09/2022 – 20/07/2023

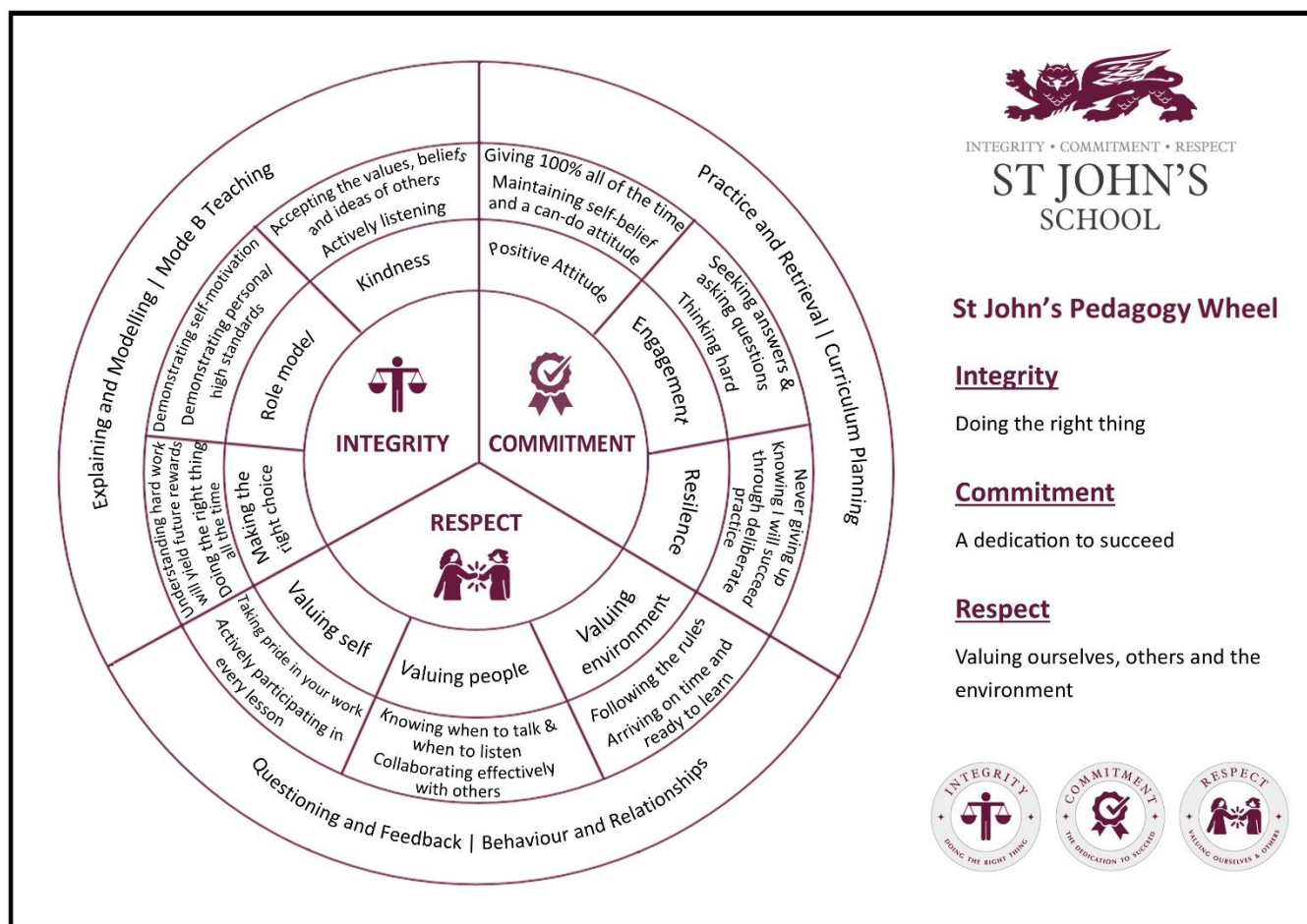


Encouraged by the improvement in whole school attendance, we have further raised our expectations around school attendance, setting a target of 96% school attendance to match the national government expectation for schools.

## Educational Offer

The educational offer is consistently '**Good**' ensuring St John's School ranks in the **Top 5%** of schools nationally for student progress.

Last year we set about embedding a series of non-negotiables that are to be employed and adhered to in all lessons. The use of these non-negotiables is now routine. Assessment for Learning was also utilised as a vehicle in improving our educational offer. Simultaneously, curriculum leaders worked hard with their respective teams to revise their curricula, developing a clear curriculum intent and ensuring its effective implementation. Underpinning the launch of our new whole school values of *Integrity, Commitment and Respect*, we have undertaken the collaborative development of our approach to teaching and learning, broadening our pedagogical approach. In doing so staff and students contributed to the development of our **Pedagogy Wheel**, which details the *principles* associated with each school value, the *student learning behaviours* and the *pedagogy* needed to facilitate these behaviours and embed our new values into the culture of our school.



Not only will our Pedagogy Wheel guide our educational offer, it will also inform our Student Charter to be developed by our Student Leadership Team and our Staff Charter that will be developed through a staff working party

### Student Mobility

St John's School is a centre of best practice; eliminating educational disadvantage caused by mobility.  
**Student progress exceeds 0.38**

### GCSE Year 11

Attainment 8					Progress 8				
2023	2022	2021	2020	National	2023	2022	2021	2020	National
55.1	48.1	59	55.04	48.6	0.22	+0.14	+1.32	+0.65	0

Grade >4 Maths and English					Grade >5 Maths and English				
2023	2022	2021	2020	National	2023	2022	2021	2020	National
92%	69%	96%	85%	64%	53%	47%	66%	64%	43%

This summer's results exceeded the national average in every measure, including the EBacc measure of which 40% of our students achieved a Grade 4 or above in English, Maths, Science, a Humanities and a language. We continue to enjoy success when it has come to exam paper remarks and we expect our performance measures to further rise. The progress score has been calculated from the 2022 national cohort, it is expected that our progress score will significantly improve from +0.22. Although unlikely we will achieve our target of 0.38 I am hopeful we will place in the top 10% of schools nationally, ensuring that we have been successful in eliminating educational disadvantage caused by mobility.

### Post 16

A-Level Progress Score					A-Level Average Grade					BTEC Progress Score				
2023	2022	2021	2020	Nat.	2023	2022	2021	2020	Nat.	2023	2022	2021	2020	Nat.
-	-	0.64	0.27	0	D	C	B	C+	C	0.79	0.58	1.25	1.36	0
1.07	0.39													

A* - A / D* D A Level				Nat 22	A* - C / D* - M A Level				Nat 22	A* - E / D* - P A level				Nat 22
2023	2022	2021	2020		2023	2022	2021	2020		2023	2022	2021	2020	
27%	30%	48%	24%	36.4%	72%	79.6%	92%	71%	81%	90%	98.3%	100%	100%	98%

### Progress and Attainment at A-Level is still not good.

Students performed well in BTEC subjects, but not so in A-Levels. This is in part owing to inappropriate course guidance, which has been addressed with the current Year 12 cohort. We continue to work to deliver the agreed improvements that were identified in the Team around the 6<sup>th</sup> Form in early 2023.

Despite the disappointing outcomes there were no surprises unlike the previous academic year. Teacher predictions were accurate and parents were well informed. Consequently, all students were successful in securing their first choice Post 18 destination. Over 80% of students enrolled at a University, 10% joined the military, whilst the final 10% embarked upon an apprenticeship or employment.



### Student Satisfaction

Students are **highly satisfied** at St John's School, possessing an attitude towards their learning that exceeds that of all other students nationally.

Students have made an excellent start to the new school year. They have played an active role in the launch of the new school values of *Integrity, Commitment and Respect*. Students have also contributed proactively in the development of the new Pedagogy Wheel. The new Student School Leadership Team has made an encouraging start, with significant interest in the various leadership positions.

### Student Statistics

Year	Total
7	61
8	47
9	57
10	38
11	48
12	16
13	25
	292

\*Fee Paying Students: 14

### Staff Wellbeing

Staff at St John's School feel valued and motivated by a shared moral purpose. There is a collective sense of purpose and achievement. Employee turnover is less than 5%.

The feeling amongst staff is excellent. Staff have commented upon the new academic year being one of the best they have had since joining St John's School. We had two excellent Inset Days that brought the team together and allowed us to collaboratively contribute to whole school improvement priorities. The school is much more settled with a largely full complement of teaching staff, an established moral purpose and a shared strategic vision. The new whole school values have been well received and quickly adopted.

Staff are concerned over the financial restrictions and budget cuts.

At the time of writing we have two teachers who have been signed off long term.

### Current Recruitment Initiatives

Vacancy	Status	Anticipated Start Date
<b>Pastoral Manager</b>	Approved, being Graded	01 <sup>st</sup> September 2024
<b>Teacher of English</b>	Internally Advertised	01 <sup>st</sup> January 2023

## Community Pride

The community is **proud** of St John's School, celebrating the strengths and successes of a school which exceeds their child's previous school experience.

A community feeling of positivity continues to surround St John's School, aided by some outstanding GCSE exam results. On Tuesday 19<sup>th</sup> September St John's School hosted an Open Morning for members of the WSBA and BFC Command. The feedback has been universally positive and it has helped to share the successes the school has enjoyed following the initial year of its school improvement journey.

## Finance

The school received its annual budget for the current financial year on the 10<sup>th</sup> August 2023. There have been significant financial cuts. The school is already operating in a financial deficit for this financial year and we have had to make some difficult, or have been instructed to make some difficult, decisions in an effort to reduce the deficit.

SCHOOL BUDGET PLAN 2023/24						
INCOME	PREVIOUS FY 22/23	CURRENT FY 23/24	FY 24/25	FY 25/26	FY 26/27	FY 27/28
PUPIL DERIVED SCHOOL BLOCK FUNDING		2,048,996	2,089,976	2,131,775	2,174,411	2,217,899
6th FORM FUNDING		359,712				
HIGH NEEDS FUNDING						
INCOME FROM SCHOOL FEES		117,255	119,600	121,992	124,432	126,921
INCOME FROM EDC/WAC			0	0	0	0
INCOME FROM SETTING						
<b>Sub-Total</b>	<b>0</b>	<b>2,525,963</b>	<b>2,209,576</b>	<b>2,253,768</b>	<b>2,298,843</b>	<b>2,344,820</b>
Top Up High Needs						
DCS Grant - Pay		328,792	260,115	231,708	205,890	161,091
DCS Grant - BSA		43,779	44,655	45,548	46,459	47,388
DCS Grant - LTS/SCV		32,090	32,732	33,386	34,054	34,735
DCS Grant - COLA/DPA		215,849	220,166	224,569	229,061	233,642
DCS Grant - Cyprus Utilities		5,040	5,141	5,244	5,348	5,455
DCS Grant - Locational						
<b>TOTAL</b>	<b>0</b>	<b>3,151,513</b>	<b>2,772,384</b>	<b>2,794,223</b>	<b>2,819,655</b>	<b>2,827,131</b>

EXPENDITURE	PREVIOUS FY 22/23	CURRENT FY 23/24	FY 24/25	FY 25/26	FY 26/27	FY 27/28
Civilian Personnel - UKBC (Core Fund)		2,111,801	1,714,797	1,717,529	1,723,471	1,711,068
Civilian Personnel - LEC		640,746	653,561	666,632	679,965	693,564
Agency Staff/Fee Earners			0	0	0	0
Staff Other Costs		215,849	220,166	224,569	229,061	233,642
External Education and Training		43,779	43,779	44,655	45,548	46,459
Fees for Professional Services			0	0	0	0
Legal Costs			0	0	0	0
Property Management Minor Works			0	0	0	0
Accommodation Charges		5,040	5,141	5,244	5,348	5,455
IT & Comms			0	0	0	0
Other Costs and Services Cash RDEL		0	0	0	0	0
Other Expenditure		102,208	102,208	102,208	102,208	102,208
Other Operating Transport Charges			0	0	0	0
P&M Operating Lease Charges			0	0	0	0
Fuel			0	0	0	0
Inventory Consumed			0	0	0	0
Transport & Movement		32,090	32,732	33,386	34,054	34,735
<b>Sub Total</b>	<b>0</b>	<b>3,151,513</b>	<b>2,772,384</b>	<b>2,794,223</b>	<b>2,819,655</b>	<b>2,827,131</b>
Receipts/Income		-117,255	-119,600	-121,992	-124,432	-126,921
Pension Provision						
<b>TOTAL</b>	<b>0</b>	<b>3,034,258</b>	<b>2,652,783</b>	<b>2,672,231</b>	<b>2,695,223</b>	<b>2,700,211</b>

## Diary Dates

11 <sup>th</sup> October 2023	SGC Meeting, Conference Room @ 1000 hrs
12 <sup>th</sup> October 2023	Parent Forum – St John's School 1500hrs
18 <sup>th</sup> October 2023	Helen Reeves, Educational Consultant
19 <sup>th</sup> October 2023	St John's School, External Review
27 <sup>th</sup> October 2023	Last day of the half term
6 <sup>th</sup> November 2023	Island wide school INSET hosted by St John's School
7 <sup>th</sup> November 2023	First day of the new half term
17 <sup>th</sup> November 2023	Sports Day, Akrotiri
24 <sup>th</sup> November 2023	Duke of Edinburgh
7 <sup>th</sup> December 2023	Parent Forum – Akrotiri Primary School 1500hrs
13 <sup>th</sup> December 2023	SGC Meeting, Conference Room @ 1000 hrs
20 <sup>th</sup> December 2023	Last day of the term