

Governance Report St John Bosco College 2024-25

The highlight of the last academic year was our CSI inspection in May 2025 where we received an Outstanding judgement. The school is indebted to the leadership of Fr Andrew Ebrahim and Rosemary Addai and their respective RE and Chaplaincy Teams who have worked tirelessly to ensure that the Religious Education and Catholic life remain great strengths of school. The full report is available on our website. Professor Lydon's summary below highlights all the strengths. From September 2025 our RE and Chaplaincy teams will be strengthened by the return of Fr Gregory Echeowo who has now qualified as a teacher.

The Governors continue to support the staff and recognise the hard work and dedication of staff to provide a first-class education.

We have had a lower staff turnover this year than last year and recent recruitment into the Finance and HR team means that our HR support for the staff has been enhanced. We have a significant staff benefits package which aims to recruit and retain the very best staff for our students.

SJBC continues to grow its student numbers which indicates a more stable and thriving school. Our year 7 intake is projected to remain over 140 for the second year running. The student population of London is falling so we are proud that our numbers have remained steady.

Exam results for the Year 13 students were impressive and this year our first T level students were very successful with 4 students being placed on degree apprenticeship schemes for Amazon. The continued improvement of Sixth Form progress and attainment is a key focus for 2025-26.

For the Year 11 students the results show an improvement on last year. Over 70% of students passed Both English and Maths saw over 70% of students achieving a grade 4 and above with 59% passing both of these subjects with a grade 4 or above. Provisional results show an improvement in attainment 8 score and a positive progress 8 score. The majority of our Year 11 students are continuing their education in our Sixth Form, and we wish them well.

Governors have continued to closely monitor the Budget. We have set a deficit budget for 2025/6 due in the main to pay progression, pay awards and inflationary pressures. Political change has meant increased employment costs. Because of our significant reserves from previous years, we are on a good position. Thanks to the efforts of our Director of Business Operations we have successfully switched to a new and more flexible General Ledger system which will allow greater control of the budget.

Each year Governors produce a Schools Value Financial Statement which is available online where we scrutinise our processes against the guidelines. The school had an External Audit conducted in April 2024 and the results of this audit were encouraging. We continue to assist the SLT in the review of external contractors and on 1 August we changed our IT support supplier to further develop and enhance our IT systems. Cybersecurity remains a key risk and during the next 12 months we will have specific cybersecurity insurance in place. This coming year the Governors have asked for the school website to be revamped and modernised.

Our facilities staff continue to maintain and enhance our school building and early in this academic year a new communication and announcement system will be installed which will enhance the information and organisation of the building.

Behaviour has been a big focus in the last year and the SLT have implemented family style dining and the use of mobile phone pouches during the school day. The Governors were delighted to see that behaviour continues to be good and improving year on year.

There continues to be pressure on Pastoral Support services throughout the school community and many of our students thrive despite their family backgrounds provide many challenges. We have robust safeguarding structures in place, but the Governors are aware that the volume of work in this area will continue to dominate.

Our Governing Body has been enhanced by the arrival of a new Diocesan Governor, Mrs Isabel Lamb, who as a local parent and parishioner will bring a new set of skills to the GB.

During the next academic year, the Governors will have to make some decisions regarding academisation and whether the school would benefit from joining another Catholic MAT. Work has begun to review the options for the school.

Governance is a balance between supporting strategic aims and asking challenging questions to enable the SLT to achieve the best for the school and its students.

I would again like to thank all the Governors for their time and effort supporting SJBC. We are all volunteers and hope that our time as Governors is effective and supportive.

Jane Hargrave JP
Chair of Governors, September 2025

Please see below the summaries from our four Governor sub committees:

Resources – chaired by Allan Gardiner

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A good year this last year. The effort we have put into being more strategic as a committee is starting to pay off and there were less last-minute dramas as a result. The estate plan that we now have in place means that we really understand, way ahead of time, what significant expenses we have coming up in terms of maintaining the school and all the bits of kit that contribute to this. (Honestly, if you have never been involved in education you should become a school governor for a few years. The expenses that are associated with running a school, that have nothing to do with actual teaching, will blow your mind).

We ended the year having spent less than we had forecasted to spend, which is largely down to the way in which the Director of Business and Operations has approached our income and expenditure with fresh eyes. We did set a deficit budget for the year, which is not something we have had to do for a while, after being able to create a healthy surplus over the last few years. This has been because of factors outside of our control, in terms of increased National Insurance contributions and teachers and support staff pay rises that, as yet, have not been funded from central government. Therefore, for this last year and the coming year, we decided to fund these from our surplus rather than make cuts to what we offer to our students. This is something that all schools are currently grappling with. The school continues to devote a significant amount of time looking at ways to reduce costs to ensure we are spending our resources as effectively as possible and this will continue to be a focus in the coming year.

Good news is that our pupil numbers have held up so far despite the falling rolls generally across London and we have managed to fill pretty much all of our teaching posts for the autumn term. In addition, all the time, effort and expenditure put in to sorting the heating and ventilation system for the school is now paying off and our energy usage is now well down on where it was, and more in line with other schools of a similar size. Also, the problems we have had with heating and cooling the classrooms is now much improved. I am also very pleased that we have secured a new IT provider for the next few years,

and we are looking forward to working with them on our IT strategy going forward.

This coming year we are looking to have a more conscious focus on really understanding how we can best use our limited resources to focus on the quality of education and ensuring that we are getting the best possible outcomes for every student, starting with looking at the impact of the money we spend from the pupil premium and also what we can do more of to also support our more able students in realising their potential

The other big things on our minds for the coming year are: thinking ahead in case we too are impacted by falling pupil numbers, (something all schools in London are having to do); further exploring the benefits / risks of academisation as it would be irresponsible not to do so; and exploring funding options in light of the increased costs that schools are facing.

So, in summary, a good year last year, but as ever lots to think about for the coming year.

Allan Gardner

Quality of Education - Chaired by Mr Nick Crean

The Quality of Education Committee are tasked with ensuring that the quality of academic education provided by SJBC is outstanding. The aim of the committee is to provide support and challenge for the school in terms of: Curriculum Intent, Implementation and Impact. The key areas to note for the academic year 2024-2025 are as follows:

Summer 2024 External Examination Results

GCSE: The KS4 progress score was positive, however, the results were not what the school wanted but KS2 data shows the group was weak academically. Maths and Science remain areas of concern. A central course work calendar is

being coordinated which will be shared with the relevant Heads of department to support all students. **Year 13/KS5 Results:** Pupils did well in more vocational based BTEC courses but A2 grades were disappointing and below predictions. Sixth Form teaching and aspirations will be a major focus this year.

Performance Management

In the absence of KS2 data for both the current and next academic year the school will use in-house targets based on a range of available data sets. The targets will differ between subjects and will be realistic but stretching. A one-year trial of learning walks and coaching which includes giving/receiving feedback has replaced formal lesson observations. An emphasis on the importance of in-depth subject knowledge as a means of inspiring students particularly those who are teaching in the sixth form.

Literacy Strategy

A Literacy Lead member of staff was appointed for September. The Literacy strategy aims to close the gap for students who struggle with basic literacy; to promote good literacy practice (with access to quality texts, explicit teaching of vocabulary, support for extended writing); and to develop an environment where reading and writing are celebrated and encouraged. The committee noted that the challenge of a significant number of Year 7 pupils joining with a reading age of 9. In Year 7 only a third are reading at the correct reading age which has a severe impact on lessons. The Little Wandle literacy support programme is now in place and all Year 7 pupils have been screened. The Literacy Strategy has been simplified with the introduction of a whole school marking policy.

Homework

The school had moved to logging all homework on Arbor which has been reviewed and adapted during the year. From a student's perspective Arbor is user friendly as it enables them to see homework that has been set, the dates for completion and when homework is overdue.

Sixth Form

The school is focusing on improving the outcomes in the Sixth Form; a sixth form specialist Lois Reed undertook a review during the academic year. Training has taken place with Heads of Department in addition to subject deep dives which will start with subjects of concern including Maths, Economics and the Sciences. The school is working with the Xavier Trust and St Michael's Bermondsey on moderation and internal marking is at the right level. Coaching

is focussing on improving teaching and learning and ensuring lessons/questioning are challenging so they can push more able students.

Governors' Visit Day

In the Spring term, the governors once again attended a whole school Governors' Visit Day which has now become an important part of the governors' information gathering process. As always the governors particularly welcomed the opportunity to speak at length with students and staff about their experiences and views on school life. The governors are extremely grateful to the Headteacher and the SLT (Senior Leadership Team) for the warm welcome and unrestricted access that is afforded to them on these visit days.

UPS Projects

Previous feedback from staff highlighted the need for a more consistent approach to ensure the benefits of the UPS projects are comparable. Heads of Department are required to review the UPS project selected to ensure it will have an impact on individual departments. As in previous years, Governors attended the school on 25th June to hear the work of 20 members of staff discussing their UPS projects with enthusiasm and commitment.

SEND

In all meetings, the committee seeks to ensure that SEND students maximise their potential at all stages in their school career and reviews the progress of these students throughout the year; it was particularly pleasing this year to note that a small number of Y11 students with EHCPs were progressing to the sixth form and also in Y13 a small number had conditional offers for a place at university.

Oxbridge and Raising Aspirations Update

Supported interventions for higher ability GCSE students, workshops for UCAS applications and practice interviews for medical students are examples of raising aspirations. A member of staff is undertaking a TLR project regarding accessing university which has resulted in more university visits and online talks. The Bosco discovery talks have included presentations from Professors on Medicine and Law to year 12 students.

Public Examinations 2025

Student attendance for public examinations has been very positive this summer. The current Year 11 is regarded as a weaker cohort overall and

neither this cohort nor the current Year 10s have Key Stage 2 data (COVID) so formal progress data will not be available. A Level predicted grades were higher than last year reflecting the considerable emphasis and support into sixth form teaching during the last academic year.

The Chair would like to thank the SLT staff who attended the Curriculum Committee meetings for their leadership, preparation and ongoing commitment.

Nicholas Crean, July 2025

Personal Development- Chaired by Mrs Moira Bennett

The Personal Development Committee has responsibility for ensuring that the Personal Development and the Behaviour & Attitudes of students at SJBC is outstanding. The aim of the committee is to provide support and challenge for the school in terms of how leaders and staff create a safe, calm, orderly and positive environment in the school and the impact this has on the behaviour and attitudes of pupils; how leaders and staff provide a curriculum that provides for learners' broader development, enabling them to develop and discover their interests and talents; prepares learners for future success in their next steps and for life in modern Britain. The key areas to note for the academic year 2024-2025 are as follows:

Admissions

Across London secondary school admission numbers are falling, however the number of applications for SJBC is similar to the previous year which is pleasing. The governors note that the school is still not achieving its full potential of 5 forms of entry and with the changing demographic picture of incoming Y7 students in London a formal 4 form entry limit may be implemented in the future.

Sixth form applications for Y12 in September 2025 are strong. Circa 120 current Y11 students have applied in addition to external candidates.

Attendance

Recognising the undeniable evidence that poor attendance equates to poor attainment levels for students the school continues to focus on this area. However, attendance figures dipped by 1% in 2024/2025 against an improving national picture of a 1.9% increase. The governors have monitored the situation and have discussed strategies for an improvement in 2025/2026. On a positive note the attendance for students with an EHCP is 8% higher than the national average.

Punctuality is an associated attendance issue (causing disruption to the whole class) and this year the school implemented a zero tolerance approach to lateness. Any student arriving after registration may not join their class until change over. Initially over 200 students were regularly late for school, this number has settled down to on average 20 each day.

Behaviour

Overall governors have noted that behaviour in school continues to improve. A combination of factors has contributed to this including clear expectations of acceptable (and unacceptable) behaviour being communicated to students; a consistent approach to discipline by all staff; daily meetings of relevant staff to ensure follow up on any issues from the previous day and continued refinement of corridor management procedures between lessons. The committee continue to review the behaviour logs on a termly basis.

Personal Development Curriculum

The PD curriculum continues to be informed by the RUAH ethos of the school ensuring that students grow academically, spiritually, socially, and morally. The development of character, introduced last year, has been nurtured through a wide-ranging programme of activities including weekly assemblies, themed around the Character Virtue, providing students with regular opportunities to reflect, pray, and build their personal identities. Key themes have included resilience, hope, compassion, forgiveness, and leadership which are all crucial attributes for young people navigating today's world.

New initiatives this year include :

- the Bosco Newsflash, launched in the spring term, a weekly news bulletin created and delivered from a student perspective and highlighting what is happening in and around the school, including achievements, upcoming events, faith celebrations, sports highlights and

student led initiatives. Feedback has been very positive and students have been keen to be involved in the production process.

- the introduction into the PD curriculum map of a day dedicated to Y13 UCAS/Apprenticeship prep and Y12 Work Skills to allow students to improve their soft skills.
- the introduction of Bosco Discovery Talks, designed to inspire students to believe and achieve. The initiative invites high profile external speakers into SJBC to share their experiences and journeys with students. The talks are designed to awaken curiosity, develop aspirations, challenge thinking and foster resilience and ambition in our students.

Mental Health & Well Being

The MH&WB Link Governor met with Ms. Motiwala to update the Governors' MH&WB Audit.

SJBC continues to be the lead school for the NHS Trailblazer Cluster in Battersea with a team of Emotional Wellbeing Practitioners based in the school and supporting students at SJBC and local partner schools.

Mental health issues with young people continue to rise across the country and SJBC is no exception however increased clinical time at SJBC has enabled the doubling of the number of students being supported.

Careers

Governors continue to be aware of the need for pupils to have quality careers advice and work experience opportunities during their final years at school. In addition to the dedicated time for apprenticeship prep and work skills development mentioned above, this year there have been a wide variety of external company led workshops and guest speaker seminars aimed at preparing the students for the world of work, further education, and adult life.

This year's Careers Fair saw excellent engagement across a broad range of sectors, providing students with meaningful encounters with employers and higher education representatives. Notable participants included JD Sports (Retail), Investment 20/20 (Banking & Investment), Amazing Apprenticeships, Fulham Football Club Foundation (Sports), and Transport for London (Travel), many of whom offered competitive apprenticeship opportunities. Feedback from the companies present was extremely positive in terms of the quality of

questioning, knowledge and general preparation for the event that the students displayed.

Prepared by Chair of Personal Development committee – Moira Bennett -
August 2025

St John Bosco College
RUAH COMMITTEE

Governance report for 2024-25

The Governors' RUAH Committee has responsibility for: ensuring that St John Bosco College (SJBC) is an outstanding Roman Catholic, Salesian school. The aim of the committee is to provide support and challenge for the school in terms of:

- Catholic Life and Mission of the school
- Religious Education in the school
- Collective Worship in the school
- Scrutinizing and agreeing the school's admissions policy each year.

Catholic Life, Mission and Chaplaincy

In my report for the College year 2023-24 I stated that The Religious Education (RE) Department and the Chaplaincy Team continue to build on the Outstanding judgement achieved in the Section 48 inspection in May 2019 and to prepare for a Catholic School Inspection while will be carried out under the National Catholic School Inspection (CSI) Framework introduced in September 2022. St John Bosco College, having been judged Outstanding in 2019, is scheduled to be inspected in 2024-25.

I can confirm that the College was indeed inspected under the National Catholic School Inspection (CSI) Framework on 8th-9th May 2025 and I am especially pleased to report that St John Bosco College again achieved the judgement 'Outstanding'. The following paragraph encapsulates the central tenets of the judgement:

RUAH, a Hebrew word meaning the 'breath of God,' serves as a powerful acronym encapsulating the ethos of St John Bosco College: Respect, Understanding, Affection, and Humour. This ethos permeates all interactions within the school community and beyond. Students take pride in their school and readily share the positive impact it has on their lives. One student remarked to inspectors, "At St John Bosco College, we always put God first and find ways to apply that to our lives." The students genuinely embrace the principles of RUAH

and inclusivity, reflecting their Salesian charism through active participation, which significantly enhances the Catholic life and mission of the school. Examples of this commitment include the recent Lenten Walk, weekly Newsflash publications, appearances on Radio Maria, and fundraising efforts to support overseas Salesian communities. Students clearly understand that the school community is dedicated to following St John Bosco's teaching that children need to "know that they are loved."

The fact that the Inspection Team emphasise the significance of the term 'RUAH' reflects the significance of its impact on the daily life of the School.

The last Governance Report referenced my conviction that Chaplaincy provision was outstanding. This was confirmed in the CSI Inspection Report which stated that "the chaplaincy provision and pastoral care bears witness to the school's commitment to the flourishing of every member of the school community." The report then cited a parent who suggested that "the school has helped my child spiritually and mentally, which has changed his life immensely."

Religious Education in the school

The positive comments on the Religious Education Department articulated in previous reports are summed up in the 2025 CSI Report:

The religious education department excels in nurturing students' knowledge, understanding, and skills as outlined by the *Religious Education Directory*. Students, including those who are disadvantaged and those with special educational needs and disabilities (SEND), consistently make considerable progress across all age groups. They are religiously literate and engaged, using their knowledge to reflect spiritually and think ethically.

Quality of Education in Religious Education (RE)

Once again, the Headteacher noted the outstanding results in the GCSE exams 2025, summarised below:

- 80% pass rate and six students passing with a grade 9
- RE had second highest progress in terms of the school (DT first)
- Progress half a grade above national average (near the top 20% of all schools)
- Both boys and girls doing significantly better than national average.
- .FSM PUPIL PREMIUM all doing significantly better
- **% Grade 4+ Progress** puts RE in top 9% of country

Fr Andrew Ebrahim SDB, the Head of Religious Education, confirmed the exemplary range of interventions/enrichment, which have contributed considerably to the outstanding results:

- 7 intervention sessions a week including two on Saturday and one on Friday after school.
- Thursday after school for Ukrainian and Spanish students
- Easter Holidays – three mornings GCSE/A Level
- Summary document produced for each student indicating progress
- Over 100 AI quizzes generated
- A wide range of Speakers/trips focused on enrichment
- All pupil premium students get free revision text books for the GCSE.

Leadership of the RE Department

This performance in GCSE examinations, together with the alacrity with which he his and the Department respond to suggestions following my annual Governance visit and my pre-CSI preparation visit, reflect the outstanding leadership of Fr Andrew Ebrahim SDB. This was summed up by the CSI inspector in the following terms:

The Catholic School Inspection Framework details the following Outstanding Descriptor in relation to the Head of Religious Education:

The subject leader [Head of RE] for religious education has an inspiring vision of outstanding teaching and learning and a high level of expertise in securing this vision. These are used effectively to improve teaching and learning in religious education, resulting in teaching that is likely to be outstanding and at least consistently good. The quality of subject leadership is recognised beyond the school and the subject leader willingly shares this expertise to the benefit of other diocesan schools.

GOVERNORS AND CSI

I have spoken in previous reports about the enhanced emphasis on the role of governance in the latest Catholic School Inspection documentation. illustrated by the following

Governors are referenced 15 times in the St John Bosco College CSI Inspection Report 2005. The following statements constitute a positive judgement on the governance of the College.

- Leaders and governors conduct thorough self-evaluation, leading to strategic actions and well-targeted planning that result in positive outcomes.
- School leaders, including governors, plan the calendar and timetable to ensure regular celebrations for the entire community, especially during key liturgical periods and significant school events.

The presence of members of the Governing Body during the CSI Inspection was appreciated by the Headteachers and his Leadership Team, members of the RE Department and Chaplaincy.

I believe it would be appropriate to end this report by quoting from an email sent to the Headteachers, Mr Dunne, by Ana Popovici, Director of Children's Services at the London Borough of Wandsworth. This represents significantly positive affirmation of the contribution of St John Bosco College to the holistic education of its students:

I just wanted to drop you a quick note to say a massive well done to you and the whole team at Saint John Bosco College. Your CSI report was such a joy to read - what an achievement to be rated outstanding across the board. That's no small feat and it really speaks volumes about the heart and soul that clearly goes into everything you do at SJBC. The positivity just leaps off the page. You can feel the warmth, the care, and the deep sense of purpose running through the school.

I love that your RUAH values are a living and breathing part of the school, and it's amazing to see a shout out for the amazing work happening in the Devereux and Savio bases - just incredible. It's clear your students are not only learning well but growing up in a place where they're truly seen and loved. That kind of environment will stay with them for life. Please do pass on my heartfelt thanks to your staff for are all collectively making SJBC a very special place indeed.

JJ Lydon

**Professor John Lydon KC*HS
Link RE & Chaplaincy Governor
St John Bosco College
Chair of the RUAH Committee**

September 2025