

Standards and Quality Report

Hamilton College

Session 2021/2022



Priority 1 - Learning & Teaching

	What we did and the impact	What next
Analysis of pupil data to ensure the needs of the pupils are being met.	<p>A full additional support needs review was completed to analyse whether the needs of the learners were being met with the resources employed. The review highlighted the need for additional resources and a full-time Learning Support Assistant and an increase of 0.2 of a learning support teacher were employed along with a redistribution of staff to ensure pupils were being supported.</p> <p>All departments regularly reviewed pupil data and progress of learners through their journey and interventions were employed and supported to ensure progress. Communication by Heads of Department to home strengthened relationships between learners, parents and the school to support the learners on their journey.</p> <p>There was a review data used within the Junior School to monitor and track the progress of learners and to support the learners' progress and additional assessment tools were piloted across the Junior School.</p> <p>Impact:</p> <ul style="list-style-type: none">• Improved targeted support of learners to meet their needs allowing them to flourish in their learning.• The learners were better supported, and their engagement and attainment improved.• The improvement in attainment of the learners at stages on their journey was recorded and the expectations of parents was managed.	<p>The needs of the learners will continue to be reviewed and strategies will be employed to support the learners within the resources available to us. Additional Support Plans will assist us with this.</p> <p>The school will adopt a more rigorous approach to the use of standardised data in measuring the impact of learning and teaching on the attainment of learners.</p> <p>A more rigorous approach to supporting the development of our learners has been adopted focusing on tracking and monitoring to raise attainment. New assessment tools have been adopted will be used throughout the session.</p> <p>A focus on learner engagement post pandemic to ensure all learners are fully engaged in class and able to reach their full potential.</p>

	<ul style="list-style-type: none"> • Interventions were put in place immediately, allowing staff, learners and parents to work together to support the learner in their achievement. • Improvement in attainment in the majority of learners in National Qualifications. 97% of S5 and S6 learners progressing in their National Qualification, • Improvement in SQA exam rankings compared to our competitor schools for overall pass rate at Higher. 	
<p>Analysis of the journey through literacy and numeracy.</p>	<p>Each department completed a review of their BGE courses to ensure the transition of learners from the Junior School through Transitus into the Senior School to ensure progression in their learning. This included meetings between the Junior School and Senior School staff, updating courses and assessments to meet the needs of the learners across the year groups. This involved an assessment of skills required in interdisciplinary learning across subjects.</p> <p>A continuation of the review of the Junior School resources and learning schemes was completed. A robust emphasis on a maths and reading scheme was adopted to support the improvement in learners' engagement and attainment.</p> <p>Impact:</p> <ul style="list-style-type: none"> • The learners experienced a stronger transition in their learning. • Expansion of literacy and numeracy resources throughout Junior School to allow a pathway for progression that is clear for learners, staff and parents to navigate. 	<p>The implementation of further training and quality assurance of staff in delivering the Junior School curricular schemes.</p> <p>Embedding new assessment tools for literacy and numeracy across the J1 to Transitus.</p>
<p>Embedding outdoor education into the curriculum.</p>	<p>As COVID restrictions lifted, departments explored ways in which they could improve the education of our learners in the outdoors. Departments used the grounds of the school to explore their subjects and many teachers used the outdoor classroom which was constructed in 2021.</p>	<p>The school will continue to monitor and review the engagement of learning in the outdoors as part of interdisciplinary learning.</p>

	<p>Impact:</p> <ul style="list-style-type: none">• Impact of this was the recommencement of day visits and trips across term 3 to make learning more relevant• The learners engaged with the opportunities afforded to them in the outdoors allowing a greater understanding of their subjects.• Outdoor spaces are used to allow creative learning spaces to improve learner engagement.	
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Priority 2 - Leadership and Management of Staff

	What we did and the impact	What next?
Establishing the correct structure of school leadership to deliver a modern independent school in Scotland.	<p>A review of the leadership structure was completed and the position of Headteacher reinstated as the principal leader of the school.</p> <p>The position of Business Manager was created along with three deputy Heads - the Director of Education, the Deputy Head of Pastoral and the Head of Junior School. This structure has allowed for clarity to the learners and staff with regards to the pastoral, academic and business leadership of the school and will allow focus in each of these areas to improve the provision for the learners.</p> <p>Following a review of the Junior School staffing, additional resources has been assigned to the Junior School to support learning and teaching, and the progression and attainment of the Junior School learners</p> <p>Impact:</p> <ul style="list-style-type: none"> The enhancement of this structure has allowed the learners to have more targeted support and to quality assure the delivery of the curriculum. 	<ul style="list-style-type: none"> The leadership structure will continue to be embedded as part of the school development in the next academic session to deliver the three priorities of: <ol style="list-style-type: none"> Safeguarding and Wellbeing Learning and Teaching School Development
GTCS revalidation and identification of strengths amongst all staff linked to CPD.	<p>The school's policy and procedures were updated and validated by GTCS, without recommendations. As part of this compliance the professional review and development process included opportunities for learning conversation, sharing of good practice and enhancement of staff knowledge, and engaging with professional standards .</p> <p>Impact:</p>	<ul style="list-style-type: none"> We will continue to commit to challenge and coach our staff to improve their engagement and inspire the learners in lessons. Annual PRD cycle for all staff within Hamilton College continues.

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	<ul style="list-style-type: none"> This has allowed staff to maintain a professional focus motivating and encouraging them to self-reflect, leading to improved teaching and engagement with the learners. Learners are working with staff who engage in their own learning and professional development. 	
Development of strategy to increase pupil roll.	<p>The leadership considered three main strategies to improve pupil roll including ways to improve our Nursery provision, improvement partnerships and opportunities for the learners, and to improve the experience and opportunities of the learners in the classroom. As these are implemented in the next academic year the learners will have improved facilities and enrichment in their school life which will support their development.</p> <p>Strategic vision has been drafted to look at ways to increase pupil roll.</p> <p>Impact:</p> <ul style="list-style-type: none"> An improved offering to our School community. Improvement in facilities to enrich school life and support their development. 	<p>These developments will be implemented in the next academic session to improve the Hamilton College journey.</p> <p>Strategic targets for next session are;</p> <ul style="list-style-type: none"> Improving nursery provision Enhanced partnerships with South Lanarkshire Nurseries and MJ Swimming Academy Development of facilities through 40th Anniversary Fundraising

Priority 3 - Partnership Working and Learners Experience

What we did and the impact		What next?
Cocurricular review to improve learners' opportunity and identification of unique pathways.	<p>A full cocurricular review was completed by the parents, learners, and staff to establish the trends and demands of the learners out with the classroom. Given the size of the school, the range of activities was impressive to provide learners the opportunity to explore and discover their talents. Overall, the staff are committed to delivering an enriched cocurricular programme.</p> <p>The Music and Performing Arts programme is a major strength of the school, however excellence within sport is an area of development. The review concluded that the</p>	<p>There will be a commitment to delivery of the new cocurricular programme within the new academic session with support from staff and learners in more fixtures and cocurricular events.</p>

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	<p>school concentrate on a small number of sports with football and netball identified as the two desirable areas to focus on.</p> <p>Impact:</p> <ul style="list-style-type: none"> • The needs of the learners are being met in the areas of Music and Performing Arts • New sporting programme will allow learners to focus on two sports to achieve excellence. (Football and Netball) • New activities will be available as part of the wider curricular offering increasing opportunities for learning. 	
<p>Review of catering provision and offering to the Hamilton College community.</p>	<p>A full review was undertaken of our catering provision and the potential of instructing a third-party provider within Hamilton College. Following an analysis of this work a restructure of the catering leadership was completed.</p> <p>Impact:</p> <ul style="list-style-type: none"> • The learners and parents are provided with a catering service which is nutritious, affordable and meets the needs of the school. • Catering staff appointed to best match the needs of the school community. 	<ul style="list-style-type: none"> • The school will continue to review and monitor the catering provision with the learners, parents and staff to ensure a healthy, nutritious offering.
<p>Engaging with parents and releasing the Parent Portal.</p>	<p>As the school emerged from COVID restrictions several parents' events were staged in school including coffee with the Headteacher, music concerts, sports, and open events etc. This was in addition to the engagement with parents with regards to interventions for learners' progress and attainment.</p> <p>The Headteacher has formed a new Parent Forum where representatives of the parent body meet with him and members of the Board on three occasions in the school year. The first meeting was held in the summer term and is set for operation in the new academic session.</p>	<ul style="list-style-type: none"> • The school is committed to close engagement with the parental body allowing them to have a voice in the shaping of the school community to drive improvement. • The Parent Forum will allow for constructive dialogue and the portal will continue to grow to improve communication.

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	<p>Following parental survey results in the previous session a new School Portal was rolled out to meet the needs of our parent body.</p> <p>Impact:</p> <ul style="list-style-type: none"> • Bringing the parents closer to the daily operations of the school has formed a stronger bond between the school, the learner, and their home. This has provided information to the parents, allowed the parent voice to be heard and managed their expectations with regards to progress and attainment of the learners. • The new Parent Portal was released to allow parents to access their child’s learning records and reports and wider school information. 	<ul style="list-style-type: none"> • The Parent Portal will evolve based on parent feedback to ensure it meets their needs.

Priority 4 - Development of Non Fee Income

	What we did and the impact	What next?
<p>Development of strategies to increase non fee income.</p>	<p>As the school emerged from COVID the facilities have been opened for letting and wider use by the community. Further strategies have been explored to improve partnerships and community engagement to access non fee income.</p> <p>Expected impact: This will allow for a greater stream of finance to invest in the school, its facilities, and the provision of young people in their learning.</p>	<p>Strategic targets for next session are;</p> <ul style="list-style-type: none"> • Improving nursery provision • Enhanced partnerships with South Lanarkshire Nurseries and MJ Swimming Academy • Development of facilities through 40th Anniversary Fundraising
<p>Development of an alumni database in preparation for Hamilton College 2023 - 40 years.</p>	<p>The school has prepared its approach to developing its Alumni database and staff and departments have contributed to this preparation to allow for a successful campaign in the next academic year.</p> <p>Expected impact:</p>	<ul style="list-style-type: none"> • Alumni databased utilised to connect with former pupils • 40th Anniversary plans are shared with the school community

	This will allow for the development for a strong HC alumni and community, building for the future.	
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