



GROVE ACADEMY

Standards and Quality Report 2015

Section 1 Introduction, school aims and values

Grove Academy has a history of over 125 years and has had a clear set of aims for many of those years.





The shared Vision we have for our school encapsulates the type of school we are and would wish to become.




Our Vision




Together the Grove Learning Community is building an excellent school where we all:

-  VALUE learning and aim to be the best we can be
-  BUILD positive relationships so everyone feels included, valued and safe.
-  DEVELOP confidence, leadership, commitment and a strong sense of values
-  REACH out to the wider world and make a difference to others.

Our shared Values, which, together with the shared Vision, are the golden thread running through the school and the standard against which we measure our progress. These values have been agreed by pupils, staff and parents, and they are our Handful of Values:

Our 
HANDFUL OF VALUES



HONESTY
Be true to yourself and others.

RESPECT
Treat others the way you would like to be treated yourself.

RESPONSIBILITY
Understand and accept the positive and negative consequences of your actions.

FAIRNESS
Consider everyone as individual and give them a fair chance.

DETERMINATION
Aim to achieve the best you can, even when it is challenging.

The Vision and Values underpin our day-to-day interactions with each other, whether we are Grove pupils, members of staff or Ferry citizens.

In February 2013, the school was inspected and the following key strengths were identified by HMI:

- *Progress made by the Head Teacher and Senior Management Team in unlocking the school's potential for growth.*
- *The commitment of staff and partners to providing the range of opportunities for young people to learn and achieve.*
- *Attainment at S5/S6.*
- *Responsible, courteous and confident young people.*

Throughout this session we have striven to ensure we build on these positive aspects of our school to take Grove Academy forward to further success.

Section 2 Improvements in Performance

The HMI report in February 2013 stated:

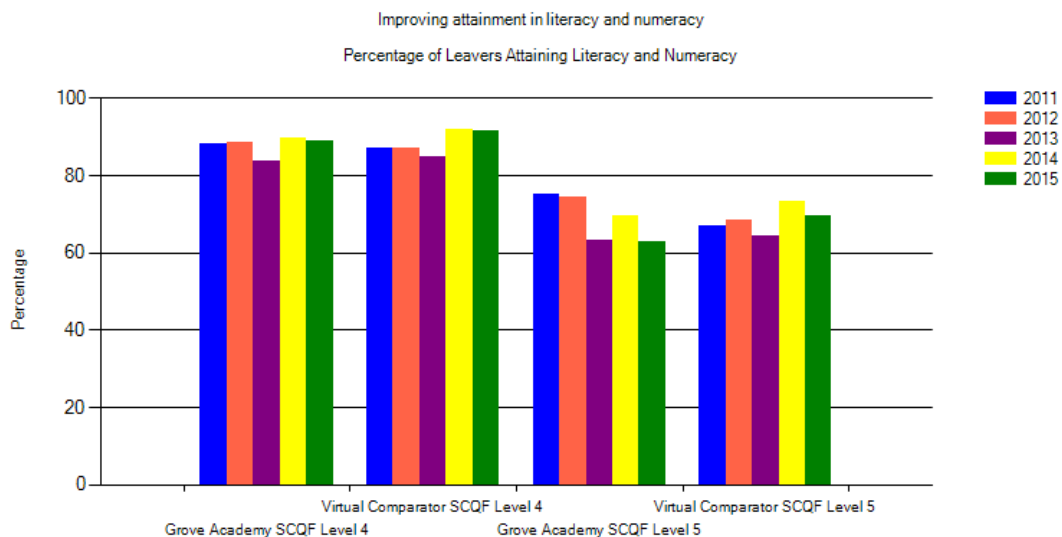
“Young people learn and achieve very well through a rich range of experiences.”

They also commented further:

“Overall, young people are making very positive progress in subject areas from S1 to S3. They are developing important skills and knowledge in health and wellbeing, literacy and numeracy. The school performs consistently to a very high standard in national examinations. At S5/S6, young people perform better or much better than schools serving young people with similar needs and backgrounds. Almost all go on to further study, employment or training on leaving school.”

The following information on School Attainment & Achievement (S4-S6 Leavers) is taken from the national Insight website and indicates the high attainment and achievement during 2014-15 of Grove pupils.

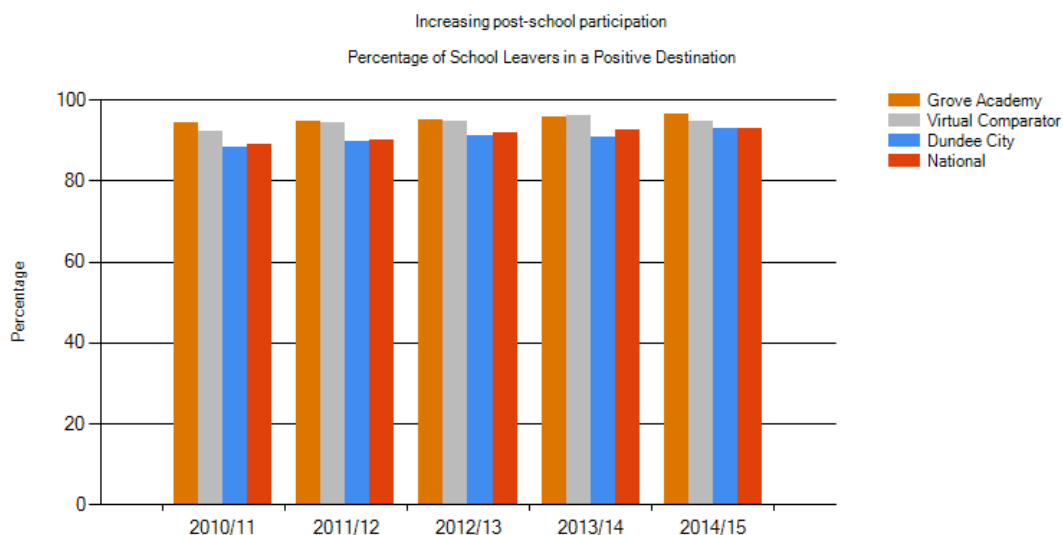
Improving attainment in literacy and numeracy



Year	Establishment	% Level 4 Literacy and Numeracy	% Level 5 Literacy and Numeracy	Number in Cohort
2011	Grove Academy	88.20	75.16	161
	Virtual Comparator	86.96	67.02	1,610
	Dundee City	70.56	43.24	1,369
	National	74.89	49.31	53,209
2012	Grove Academy	88.64	74.43	176
	Virtual Comparator	87.16	68.30	1,760
	Dundee City	71.48	45.75	1,213
	National	76.69	52.23	49,744
2013	Grove Academy	83.51	63.30	188
	Virtual Comparator	84.73	64.15	1,880
	Dundee City	73.68	43.07	1,379
	National	77.92	52.47	51,632
2014	Grove Academy	89.25	69.89	186
	Virtual Comparator	91.88	72.53	1,860
	Dundee City	78.90	46.19	1,327
	National	81.28	55.68	50,035
2015	Grove Academy	88.79	62.78	223
	Virtual Comparator	91.52	69.60	2230
	Dundee City	83.77	51.00	1294
	National	85.76	58.62	52433

Whilst Performance in Literacy and Numeracy at SCQF Level 5 in 2011 and 2012 was greater than our Virtual Comparator, this has fallen behind in the last three years. We are now addressing that through better presentation and appropriate presentations at level 5. We are still well ahead of both the Dundee and National performance at both levels in 2015.

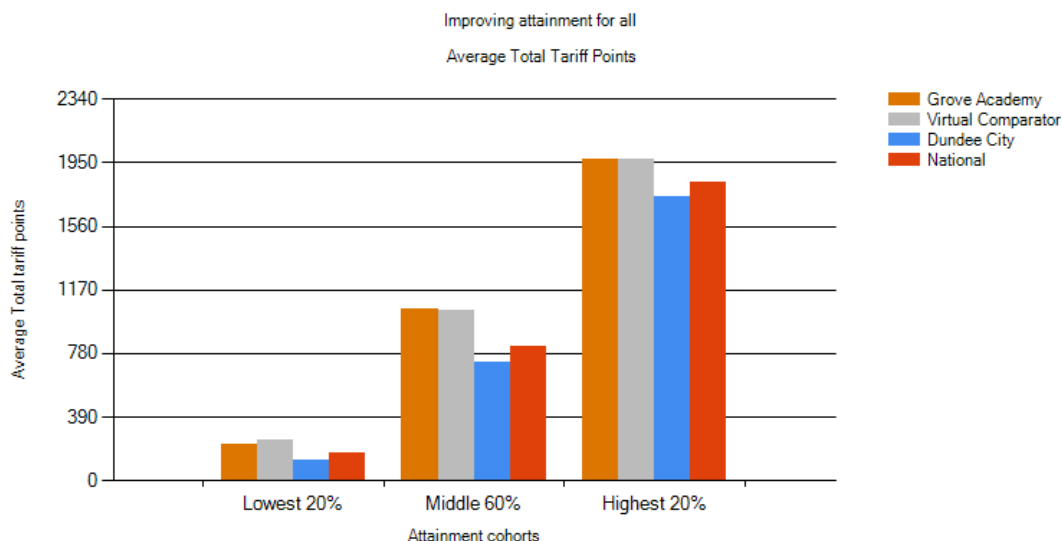
Improving post-school participation (% of school leavers in a positive destination)



Year	Establishment	% of Schools Leavers in a Positive Destination	Number in Cohort
2010/11	Grove Academy	94.41	161
	Virtual Comparator	92.36	1,610
	Dundee City	88.39	1,369
	National	89.12	53,209
2011/12	Grove Academy	94.89	176
	Virtual Comparator	94.32	1,760
	Dundee City	89.53	1,213
	National	90.12	49,744
2012/13	Grove Academy	95.21	188
	Virtual Comparator	94.73	1,880
	Dundee City	91.08	1,379
	National	91.70	51,632
2013/14	Grove Academy	95.79	190
	Virtual Comparator	96.32	1,900
	Dundee City	90.92	1,365
	National	92.52	51,335
2014/15	Grove Academy	96.41	223
	Virtual Comparator	94.84	2,230
	Dundee City	93.04	1,294
	National	93.02	52,433

In 2014/15 Grove attained the highest percentage ever of school leavers achieving a positive destination reaching 96.41%, well above both Dundee and National levels and our virtual comparator. This continues a five year positive trend. We still strive to achieve 100% positive destinations for our leavers. Better careers guidance has been a priority during 2014/15 and we are positive that will lead to a further improvement in this measure.

Improving Attainment for All (Average total tariff score)



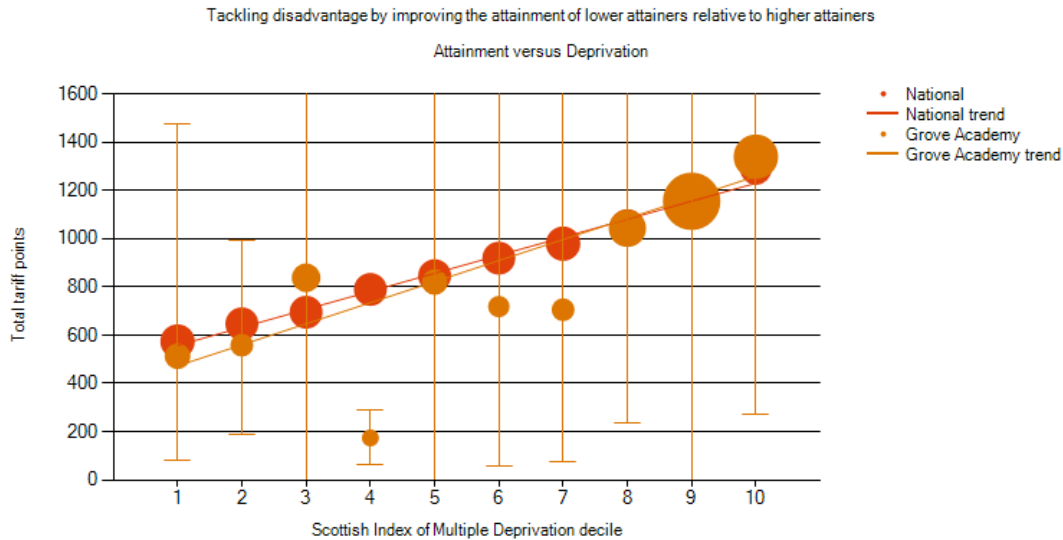
Establishment	Lowest 20%	Middle 60%	Highest 20%	Number in Cohort
Grove Academy	224	1052	1968	223
Virtual Comparator	246	1044	1972	2230
Dundee City	123	727	1745	1294
National	168	820	1832	52433

Attainment in the Lowest 20% still needs to improve. More suitable courses for this cohort are being designed, and the principle of Free Choice as pupils choose their learning pathways to suit their individual needs is a strength. We need to ensure that the curriculum offered and pursued by the Lowest 20% is suited to and valid for their needs and is more vocational for many pupils. The Virtual Comparator underlines the known fact that we have further work to do here.

For 2014/15 in the Middle 60% the school has out-performed Dundee, Scotland and the Virtual Comparator, which is pleasing, but the highest performing 20% lag slightly behind the virtual comparator, which we need to work on.

Attainment versus Deprivation

The deciles here are based on post codes and reflect the deprivation or affluence of the school community. In the top three SIMD deciles (8-10)Grove has outperformed the national trend. In SIMD deciles 4, 6 and 7 we have performed much lower than the National Establishment, although these deciles have only 2, 5 and 7 pupils in them, which is relatively small. The underperformance in deciles 1 and 2 reflects again the comments made in the preceding section. This reflects overall the poorer exam performance of our S6 leavers this year.



Against the virtual comparator, we are still performing on average better but there are a number of areas where some work is required to raise the performance of pupils.



“The school has introduced a number of helpful approaches to finding out what it does well and where it needs to improve. For example, along with departmental staff, senior managers undertake rigorous analysis of national examination results to identify areas for improvement.” (HMI Report)

In addition, the Inspection report highlighted the following areas:
“The school supports young people well to develop and learn. Courses and programmes from S1 to S3 include a good degree of choice which meets young people’s interests and aspirations well. This includes S3 work experience and a number of Skills for Work courses through links with Dundee College. Teachers have revised courses S1 to S3, and almost all subject courses include relevant and challenging contexts for learning.”

Section 3 Improvement Planning Section

The School Improvement Plan is a three year plan lasting from 2012-13 to 2014-15. It was, for the first time, drawn up by the Strategy and Improvement group, which included representatives of all levels in the school and covers the following five projects:

- Improving Achievement and Attainment
- Improving Learners' Experiences
- Building our Curriculum
- Improving our Capacity in Meeting Learners' Needs
- Embedding a Culture of Self-Evaluation.

This SIP covered all six entitlements and is a major strategy in ensuring the school moves towards making a Curriculum for Excellence a reality.

“Over a relatively short time in post, the headteacher has identified areas for improvement accurately and has developed with staff a range of successful initiatives to improve the school's work.” (HMI Report)

Good progress has been made in all areas of the SIP during the 2014/15 session, particularly in the areas of curriculum development, meeting learners' needs and improving the self-evaluation culture of the school. The evaluation of the 2011-15 SIP has been very positive and shows that most of the projects and targets were completed successfully. The new SIP for 2015-18 is now been started.

Section 4 Parent Council Report

I have been chair of the Parent Council for one year now and I have mainly used this time to 'find my feet', to understand how the system works and what the Parent Council can contribute to the school, the city and the national discussion on education. Over the course of the year we have been in contact with the National Parent Forum and joined SPTC. Both are important organisations, the first provides useful information for parents on educational policy and new assessment methods, the later provides an independent voice for parents.

Reflecting on the last year I think we have made modest progress. Our main achievement is in the area that concerned many parents - communication, but we can still improve further. The development of our communication with the larger parent body is largely down to the fantastic work of Clare Jefferson, our Parent Council Clerk.

To summarise, the main issues discussed over the year are as follows:

1. The City of Dundee and government education policy
 - * CfE - choices and new National Qualifications
 - * Staff shortages - supply
 - * School mergers - city wide
 - * Attainment - focus on Dundee
 - * Workshop on Music in Dundee schools - inspiring

The city wide discussions with the Director of Education have been very useful in helping the Parent Council to understand issues in advance of implementation. We have been consulted on the introduction of the 33 period week and have contributed to the debate about supply staff, inclusion and the school estate. The parent council continues to be concerned about the issue of supply staff.

2. Communication between the school and parents

- * Website updates
- * FB page

We have successfully established a Facebook page and we hope to develop this by working with the school to identify information that can be shared with parents and by networking with other community groups.

3. Friends of Grove Academy

- * The archive
- * The alumni
- * Fund raising

We will be working closely with FoGA over the coming year.

4. Involving parents in the parent council

- * Meetings
- * FB page
- * Leafleting

Recently a handful of regular meeting attenders met to discuss how we can get more people to be actively involved. This is a difficult issue to address, but we feel the development of the Friends of Grove Academy is important in this respect. We will also be looking for opportunities to involve parents in fundraising.

Penny Lewis (Chair)

Section 5 Pupil Council Report

The Pupil Representative Council at Grove provides an opportunity for class reps to meet regularly each term within their own House to discuss various aspects of school which are relevant to them. Each House PRC has an elected Chairperson (S4-6) and Vice-chair (S1-3) to take forward appropriate agenda items towards whole school meetings for further consideration and action if required. Whole school PRC meetings are held termly and chaired on a rolling basis by the 3 House Chairs who also contribute to the Dundee City-wide Pupil Council. PRC reps are encouraged to seek views on school related matters from their SE class prior to meetings and feed back to the SE class post-meeting. The opportunity for debate on these issues is made available through SE time.

The PRC has contributed towards:

- Celebrating Achievement Events
- Dining Room chairs
- Tutor time activities
- Assemblies programme

Although the PRC Chairs, Vice-chairs and Secretaries are responsible for the calendar of meetings, the preparation of the agenda and the dissemination of minutes, a member of the Guidance Team attends and supports meetings.

The Rector's *5 A Day* programme also gives pupils the opportunity to have their voices heard, particularly with regard to their learning experiences. Feedback from the *5 A Day* programme is shared by the rector with pupils and staff and has influenced the projects in the new School Development Plan 2015-18.

Section 6 School Achievement Section

We are extremely proud of the achievements of pupils and staff at Grove Academy. All our recent and past achievements are to be found on the school website at: www.grove.ea.dundee.city.sch.uk

Graham W Hutton
Rector



School captains for 14-15 – Rachel Lonie and Michael Strachan