

# Hermitage Academy



## Performance Report

2013-14

1. Curriculum
2. Attainment and Achievement
3. Learning and Teaching
4. Support
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## *Curriculum Vision Statement*

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Hermitage Academy aims to provide an education for all of our young people which will enable them to  
*achieve their potential,*  
*experience success*  
*and be well prepared for life beyond school.*

G.T. Urie  
Headteacher  
Jan 2014

## Curriculum

Under a Curriculum for Excellence the school now offers a Broad General Education from S1 to S3. This allows pupils to be fully engaged in the curriculum and allows for breadth and depth of study. Pupils are not resentful of having to do certain subjects, which may have been the case under the old curriculum model.

In Senior School the students have a broad range and level of subjects to choose from. Courses are available for all students and range from Access to Advanced Higher. The school has also introduced Enhancement Courses for students in Senior School. All these measures mean that students are far more engaged with the school and are aiming for positive destinations.

### Curriculum for Excellence Update

We have a successful transition from primary to secondary – through the *Hooked on Hermitage* transition project - which leads into a **broad general education** through S1 to S3 with all subjects available to all pupils.

**In Junior School** - S1 to S3 courses are constructed around the Curriculum for Excellence **Experiences and Outcomes** taking pupils through Level 3 and towards Level 4 in S3 with **Inter-disciplinary Learning** being delivered through a number of whole school initiatives – *Hooked on Hermitage, Health Month*, etc. – plus ad hoc inter-departmental activities.

Tracking and monitoring is undertaken to provide an accurate picture of individual performance as progress is made through levels with individual **Personal Learning Plans** being used to support this and engage pupils and parents/guardians in the process. The PLP process builds to the **S3 Graduation** at the end of the session which provides a summary and celebration of pupil progress to that point.

**In Senior School**, S4 to S6 will comprise **specialist subject teaching** leading to SQA certification with the norm being **two-year courses of study and S5 being the focus year for examinations**.

All pupils will have the opportunity to study **6 subjects**, receiving 4 periods per week for each subject with a further 4 periods a week being available for **enhancement time**. No subjects will be compulsory, although pupil choice will be closely monitored and advice given on appropriateness of choices.

Internal assessments will be used in S4 to provide access to SQA certification (including examination where necessary) for all pupils as a 'back up' and for those intending to leave at the end of S4.

All S4 pupils will be certificated in **Literacy and Numeracy** at the appropriate level.

S6 will provide an opportunity for enhancement or consolidation, depending on the needs of pupils within individual subject areas. Advanced Highers will be available for those who achieved Higher in S5, as will Higher and National 5 for those who achieved the entry level

requirements for these courses in S5. The opportunity will also be available for pupils to re-sit levels if they have been unsuccessful in S5.

In summary, following the broad general education in S1 to S3 during which our young people will develop generic transferable skills and will be encouraged to develop the ability to reflect and engage with their own learning, Academy pupils will move into Senior School where they will have the opportunity to undertake an in-depth focussed study of six subjects up to Higher level at S5, followed by the further enhancement of their studies in S6 through Advanced Higher and other appropriate courses. Consequently, all of the young people who attend Hermitage Academy will have the opportunity to develop their skills and knowledge to the maximum of their potential and will have available to them access to national certification which will make them extremely attractive within the competitive world of university and college applications and in the world of work.



## Hermitage Academy – Pathways to Success

National Qualifications			
	S4	S5	S6
Route 1	Higher, Year 1 – Course Assessments only	Higher, Year 2 – Course Assessments/ <u>Examination/Certification</u>	Advanced Higher – Course Assessments/ <u>Examination</u>
		National 5, Year 2 – Course Assessments/ <u>Examination/Certification</u>	Higher, Year 2 – NAB Assessments/ <u>Examination</u>
Route 2	National 5, Year 1 – Course Assessments only	National 5, Year 2 – Course Assessment/ <u>Examination/Certification</u>	
		National 4, Year 2 – Course Assessments/ <u>Certification (no examination)</u>	National 5 – Course Assessment/ <u>Examination</u>
Route 3	National 4, Year 1 – Course Assessments only	National 4, Year 2 – Course Assessments/ <u>Certification (no examination)</u>	
		Access 3, Year 2 – Course Assessments/ <u>Certification (no examination)</u>	National 4, Year 2 – Course Assessments/ <u>Certification (no examination)</u>

## Attainment and Achievement

The school has raised the bar in terms of its expectation of attainment and achievement. In Attainment the school is consistently above the Argyll and Bute Council and Scottish Average for SQA results. In achievement, the school has adopted the School of Champions Philosophy which is proving to be hugely influential and beneficial to celebrating achievement and hard work.

### % of S4 Pupils who get 3+ Highers in S5

Argyll and Bute Schools								
School	Authority <sup>Ⓜ</sup>	Roll	Staff	Ratio	FME	1+ Highers <sup>Ⓜ</sup>	3+ Highers <sup>Ⓜ</sup>	5+ Highers <sup>Ⓜ</sup>
Tarbert Academy	Argyll and Bute	104	17.9	5.81	10.6	86	64	43
Hermitage Academy	Argyll and Bute	1323	92.7	14.27	9.6	67	39	15
Lochgilphead Joint Campus	Argyll and Bute	497	43.6	11.4	8.2	48	34	20
Oban High School	Argyll and Bute	1064	76.6	13.89	8.6	53	31	12
<b>Argyll and Bute Average</b>	<b>Argyll and Bute</b>				<b>10.7</b>	<b>53</b>	<b>30</b>	<b>13</b>
Rothesay Academy	Argyll and Bute	324	35.3	9.178	20.4	53	28	12
Islay High School	Argyll and Bute	210	25.2	8.333	4.3	56	25	14
Campbeltown Grammar School	Argyll and Bute	482	47.2	10.21	12.4	41	21	8
Dunoon Grammar School	Argyll and Bute	869	67	12.97	14.1	37	20	11
Tobermory High School	Argyll and Bute	142	21.6	6.574	7.6	48	19	4
Tiree High School	Argyll and Bute	28	11.6	2.414	15.1	14	0	0


As can be seen in the table above Hermitage Academy has produced a very good set of results in comparison to the other schools in Argyll and Bute Council.

### Staff:Pupil Ratio (Pupils per teacher)

Argyll and Bute Schools								
School	Authority <sup>Ⓜ</sup>	Roll	Staff	Ratio	FME	1+ Highers <sup>Ⓜ</sup>	3+ Highers <sup>Ⓜ</sup>	5+ Highers <sup>Ⓜ</sup>
Tiree High School	Argyll and Bute	28	11.6	2.414	15.1	14	0	0
Tarbert Academy	Argyll and Bute	104	17.9	5.81	10.6	86	64	43
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Hermitage Academy	Argyll and Bute	1323	92.7	14.27	9.6	67	39	15

This table is highlighting the number of pupils per teacher. This figure has an impact on class sizes. Class Sizes in Hermitage Academy are mainly at or close to their maximum of 33 in Junior School and 30 in Senior School.



Hermitage Academy		SQA Results Summary Table									
		2005	2006	2007	2008	2009	2010	2011	2012		
<b>S 4 SG / NQ</b>											
HA	5+ @ Level 5	46	45	40	37	35	43	43	48	42	
A&B		42	38	36	37	36	39	37	42	39	
Scot								36	37	38	
HA	5+ @ Level 4	90	89	86	86	80	85	76	87	83	
A&B		85	80	83	84	81	84	79	83	80	
Scot								79	80	82	
HA	5+ @ Level 3	96	96	96	96	90	94	92	94	91	
A&B		95	94	95	94	92	94	92	95	93	
Scot								93	94	95	
<b>S5 Highers</b>											
HA	5+ @ A to C	8	14	14	9	11	9	16	14	15	
A&B		9	12	9	10	10	9	13	11	13	
Scot								12	12	13	
HA	3+ @ A to C	26	28	26	28	26	26	32	28	39	
A&B		20	26	21	25	24	24	27	25	30	
Scot								26	27	28	
HA	1+ @ A to C	56	47	46	55	48	53	57	53	67	
A&B		41	46	41	45	46	48	49	46	53	
Scot								45	47	48	
<b>Highers by End of S6</b>											
HA	5+ @ A to C				24	27	27	24	33	28	
A&B					19	23	22	23	27	23	
Scot								24	26	26	
HA	3+ @ A to C				33	41	38	42	48	43	
A&B					31	36	34	37	38	38	
Scot								35	37	38	
HA	1+ @ A to C				53	59	58	67	71	62	
A&B					48	52	55	58	58	53	
<b>Advanced Highers</b>											
HA	1+ Pass A to C	21	19	22	18	25	25	29	33	25	
A&B	1+ Pass A to C	16	13	16	13	17	15	16	21	15	
Scot								16	16	17	
		Above Council Average		Equal to Council Average		Below Council Average					
All figures are based on the S4 roll at the start of S4 and not the number who sat the exams.											

## Explanation of Table

The results displayed are the main National Indicators of

For S4	5+ Standard Grade ( or equivalent) at Credit Level	[ LEVEL 5]
For S5	5+, 3+ and 1 Higher	[ LEVEL 6]
For S6	1+ at Advanced Higher	[ LEVEL 7]

Other results have also been included, importantly the S5/S6 Highers – that is the qualifications the pupils will have achieved on leaving school at the end of S6.

The results are all Post-Appeal, except for 2013 which is pre-appeal.

The percentages are based on the roll of the S4 in the school for that year. Thus the S5 Higher results are a percentage of those pupils who were in S4. This means that pupils who leave school or who move to another school are still counted in the statistics.

Therefore of all the pupils who started S4 in 2012

15% gained at least 5 Highers in 2013  
39% gained at least 3 Highers in 2013  
67% gained at least 1 Higher in 2013

Following a group through ie the S4 in 2011

14% gained at least 5 Highers in 2012  
28% gained at least 3 Highers in 2012  
53% gained at least 1 Higher in 2012

Then in S6

28% gained at least 5 Highers in 2013  
43% gained at least 3 Highers in 2013

That means that 28% of all the pupils who started S4 in Hermitage Academy went on to achieve at least 5 Highers and 43% at least 3 Highers and 62% achieved at least one Higher.

The colour scheme reflects Hermitage Academy's results compared to the Argyll and Bute average. The Scottish Average has also been added where available.

## **SQA Results Trends**

The school has continued to show an overall trend of improvement in the SQA Examination Diet of 2013 in most areas.

As can be seen from the table Hermitage Academy exceeds the Argyll and Bute average in almost every category. This reflects the school's position in the authority in terms of results. It should also be noted that over 25% of the Secondary pupils of Argyll and Bute schools attend Hermitage Academy. Therefore the impact of Hermitage Academy's results on the results of the Authority is considerable.

## **S4 Results**

At **Standard Grade** the % of pupils attaining Credit, General and Foundation has remained relatively high but down on last year.

- Last year 2012 was the highest % of pupils attaining 5+ Credit Awards at 48% since current records began in 2005 and this year this has gone down however the overall trend is upwards.

## **S5 Higher Results**

At **S5 Higher**, are considerably up on last year's figure. The pass rate is well above the Council average and on an overall upward trend.

- Slight increase in 5+ awards
- Considerable increase in 3+ and 1+ Awards at Higher
- A number of pupils just missed getting five As due to one or two weaker subjects.
- Two pupils got five A Band 1 passes.

## **Advanced Higher Results**

Last year at **Advanced Higher** the number of pupils achieving at least one Advanced Higher rose again to the highest ever at 33% - this will be one of the highest rates in state sector schools in Scotland. The figure has dropped down this year but still remains well above Council and Scottish averages.

- S6 Advanced Higher – Increase in presentations.
- Increase in awards at A, B & C.
- Decrease in No Awards

**The next four tables show how Hermitage Academy is doing in comparison to the HMIe Comparator Schools for Hermitage Academy. These are schools that are seen to be the**



**closest in terms of catchment area, rurality and other socio-economic factors.**

## HMIE Comparator Schools for Hermitage Academy : Five + Highers

HMIE Comparator Schools for Hermitage Academy								
School	Authority <sup>®</sup>	Roll	Staff	Ratio	FME	1+ Highers <sup>®</sup>	3+ Highers <sup>®</sup>	5+ Highers <sup>®</sup>
Eastwood High School	East Renfrew	980	86.2	11.37	10.9	66	45	24
Largs Academy	North Ayrshire	1080	81.6	13.24	8.3	54	36	22
St Ninian's High School	East Dunbarton	759	62.8	12.09	10.8	62	37	20
Perth Academy	Perth and Kinross	1000	83.3	12	8.5	52	36	18
Perth High School	Perth and Kinross	1460	109.2	13.37	6.2	54	35	17
St Joseph's College	Dum and Gal	765	65	11.77	8.8	56	34	17
Dumfries Academy	Dum and Gal	617	59.4	10.39	16.4	47	28	17
Park Mains High School	Renfrewshire	1360	90.4	15.04	7.9	52	32	16
Hermitage Academy	Argyll and Bute	1323	92.7	14.27	9.6	67	39	15
Balwearie High School	Fife	1629	138.2	11.79	17.6	49	33	15
Inverurie Academy	Aberdeenshire	910	72.9	12.48	5	48	31	15
Our Lady's H S - Cumbernauld	North Lanark	915	68.8	13.3	13.4	52	34	15
Mackie Academy	Aberdeenshire	1085	85.4	12.7	3.2	46	30	13
West Calder High School	West Lothian	957	71.2	13.44	14.5	48	27	13
Bridge Of Don Academy	Aberdeen City	617	49.5	12.46	5.5	45	26	12
Prestwick Academy	South Ayrshire	1202	88.1	13.64	13.3	55	31	11
Dunfermline High School	Fife	1521	107.8	14.11	15.4	46	28	11
Montrose Academy	Angus	851	70.8	12.02	12.6	46	28	10
Broxburn Academy	West Lothian	905	73.3	12.35	17.2	44	23	10
Galashiels Academy	Scottish Borders	882	68.5	12.88	13.7	42	25	8
Lasswade High School Centre	Midlothian	1315	99.6	13.2	14.4	43	22	7

## HMIE Comparator Schools for Hermitage Academy : Three + Highers

HMIE Comparator Schools for Hermitage Academy								
School	Authority <sup>®</sup>	Roll	Staff	Ratio	FME	1+ Highers <sup>®</sup>	3+ Highers <sup>®</sup>	5+ Highers <sup>®</sup>
Eastwood High School	East Renfrew	980	86.2	11.37	10.9	66	45	24
Hermitage Academy	Argyll and Bute	1323	92.7	14.27	9.6	67	39	15
St Ninian's High School	East Dunbarton	759	62.8	12.09	10.8	62	37	20
Largs Academy	North Ayrshire	1080	81.6	13.24	8.3	54	36	22
Perth Academy	Perth and Kinross	1000	83.3	12	8.5	52	36	18
Perth High School	Perth and Kinross	1460	109.2	13.37	6.2	54	35	17
St Joseph's College	Dum and Gal	765	65	11.77	8.8	56	34	17
Our Lady's H S - Cumbernauld	North Lanark	915	68.8	13.3	13.4	52	34	15
Balwearie High School	Fife	1629	138.2	11.79	17.6	49	33	15
Park Mains High School	Renfrewshire	1360	90.4	15.04	7.9	52	32	16
Inverurie Academy	Aberdeenshire	910	72.9	12.48	5	48	31	15
Prestwick Academy	South Ayrshire	1202	88.1	13.64	13.3	55	31	11
Mackie Academy	Aberdeenshire	1085	85.4	12.7	3.2	46	30	13
Dumfries Academy	Dum and Gal	617	59.4	10.39	16.4	47	28	17
Dunfermline High School	Fife	1521	107.8	14.11	15.4	46	28	11
Montrose Academy	Angus	851	70.8	12.02	12.6	46	28	10
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Lasswade High School Centre	Midlothian	1315	99.6	13.2	14.4	43	22	7

## HMIE Comparator Schools for Hermitage Academy : One + Highers

HMIE Comparator Schools for Hermitage Academy								
School	Authority <sup>Ⓐ</sup>	Roll	Staff	Ratio	FME	1+ Highers <sup>Ⓐ</sup>	3+ Highers <sup>Ⓐ</sup>	5+ Highers <sup>Ⓐ</sup>
Hermitage Academy	Argyll and Bute	1323	92.7	14.27	9.6	67	39	15
Eastwood High School	East Renfrew	980	86.2	11.37	10.9	66	45	24
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Galashiels Academy	Scottish Borders	882	68.5	12.88	13.7	42	25	8

## HMIE Comparator Schools for Hermitage Academy : Staff:Pupil Ratio

HMIE Comparator Schools for Hermitage Academy								
School	Authority <sup>Ⓐ</sup>	Roll	Staff	Ratio	FME	1+ Highers <sup>Ⓐ</sup>	3+ Highers <sup>Ⓐ</sup>	5+ Highers <sup>Ⓐ</sup>
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Park Mains High School	Renfrewshire	1360	90.4	15.04	7.9	52	32	16

- **Conclusion and Action Points**

As can be seen from these four tables, Hermitage Academy is a school which is achieving very well in relation to the Comparator Schools

Ranked 9<sup>th</sup> in Five Highers

Ranked 2<sup>nd</sup> in Three plus Highers

Ranked 1<sup>st</sup> in One plus Highers

The school has a very good system of Self Evaluation in SQA results. All Principal Teachers have submitted their SQA analysis, detailing the areas of strength and the areas that need to be developed. This process has looked at results in greater depth with Fyfe data analysis, with a focus on continual improvement. Where there had been identified underperformances those with the subject responsibilities have submitted detailed plans and proposals to tackle underachievement. There has been a series of meetings to discuss matters and to finalise action plans and these have now been approved by the Senior Management Team. There is ongoing liaison between the Senior Leadership Team and Principal Teachers throughout the session to track progress.

#### **Initial Action Points**

- Continue the excellent progress being made in most subject areas
- Work with Departments who may be underachieving in setting higher expectations for their pupils, to course the pupils at the level that they are achieving in other subjects, to offer support and assistance where needed and to ensure that attainment rises to at least the Council Average in the session ahead.
- A large number of new staff have been appointed, some in Promoted Posts, and this will have a positive impact on pupil attainment.

In conclusion, the results at Hermitage Academy have continued the upward trend established over the last few years.

#### **Learning and Teaching**

The Learning and Teaching that is taking place in the school is now fully engaged the pupils of the school. Lessons are well planned and delivered. New initiatives such as the **Hermie 120** zones and lesson starters have had a big impact on attitude in classes.

## Support

The staged intervention, early identification of potential barriers to learning and the excellent in class support have been crucial in the widening of the curriculum to be truly inclusive and appropriate for all pupils. There is a first class Guidance Structure and Team, highly effective Support for Learning Department and the recent introduction of the Tutor system coupled with daily *i-time* has been transformational.



The concept of i-time will be explained in a short presentation by Mr Morgan DHT.

## School Roll and Staying on rates

### Roll and Staying on Rate for Hermitage Academy

#### Roll and Staying on Rates by Stage

	School Roll										Staying on Rates					
	S1	S2	S3	S4	S5 Sep	S5 Jan	S6	S5/S6	Adult	Total	S5 Sep	NCD	S5 Jan	NCD	S6	NCD
2013	225	223	238	245	231	221	161	382		1323	95	1	91	1	72	5
2012	217	236	242	242	225	193	192	385	2	1354	94	1	80	4	77	2
2011	243	240	242	240	250	236	186	422		1401	98	1	93	1	81	1
2010	239	235	236	254	230	213	154	367	1	1348	88	3	81	3	70	4

2009	222	236	257	262	221	221	157	378	1	1355	86	2	86	1	64	3
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## Attendance

Percentage authorised absences for 2012/13						
Percentage of authorised absences for Hermitage Academy for 2012/13						
	S1	S2	S3	S4	S5	S1-S5
Hermitage Academy	4.60%	5.60%	6.20%	7.60%	5.10%	5.80%
Argyll and Bute	4.50%	5.20%	5.60%	6.00%	4.80%	5.20%
Scotland	4.90%	5.80%	6.20%	5.50%	5.10%	5.50%
Percentage unauthorised absences for 2012/13						
Percentage of unauthorised absences for Hermitage Academy for 2012/13						
	S1	S2	S3	S4	S5	S1-S5
Hermitage Academy	0.90%	1.30%	1.90%	1.90%	2.50%	1.70%
Argyll and Bute	0.80%	1.30%	1.80%	1.80%	2.50%	1.70%
Scotland	1.60%	2.20%	2.80%	3.30%	2.80%	2.50%

## Leaver Destinations

SCHOOL LEAVER DESTINATION REPORT - COMPARISON OF 2012/13 WITH 2011/12 DATA													
	Secondary School	Total Leavers	HE	FE	Training	Employed	Voluntary	Activity Agreement	Unemployed Seeking	Unemployed Not Seeking	Unknown	Total Positive	Total Other
		Nos	%	%	%	%	%	%	%	%	%	%	%
2012-2013	Hermitage Academy	201	42.8	24.9	3	15.9	0	1	10.4	2	0	87.6	12.4
2012-2013	Argyll and Bute Council	875	37.9	21.4	3.7	28.1	0.3	1	6.6	0.9	0	92.5	7.5
2011-2012	Hermitage Academy	213	45.5	25.4	4.2	15.5	0.5	0.5	8	0.5	0	91.5	8.5
2011-2012	Argyll and Bute Council	935	39.7	20.9	3.6	24.9	0.3	0.6	7.6	1.7	0.6	90.1	9.9

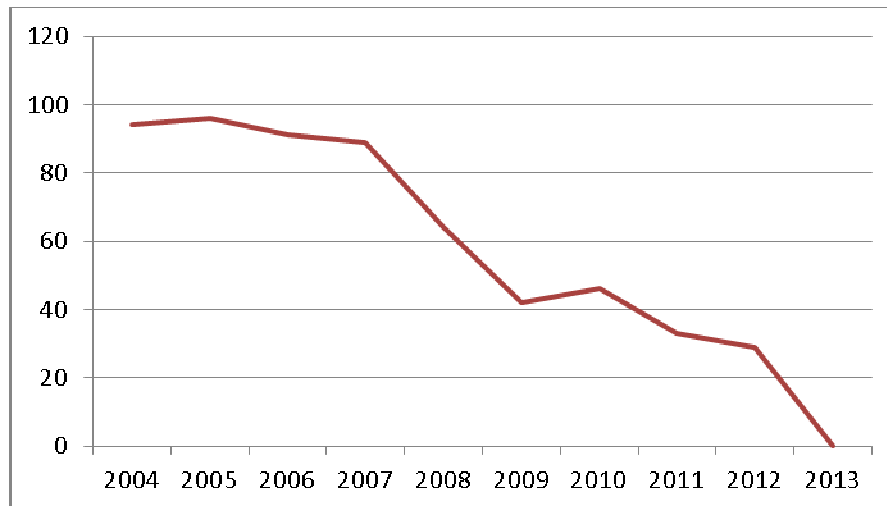
As can be seen in the table above, Hermitage Academy is doing very well in preparing pupils for Higher and Further Education and to some extent other Training. In terms of employment the Young People of Helensburgh and Lomond area have to compete with the other Young People in the Central Belt for job opportunities. In comparison to other schools in the area Hermitage Academy students are doing slightly better, in every category.

## Ethos

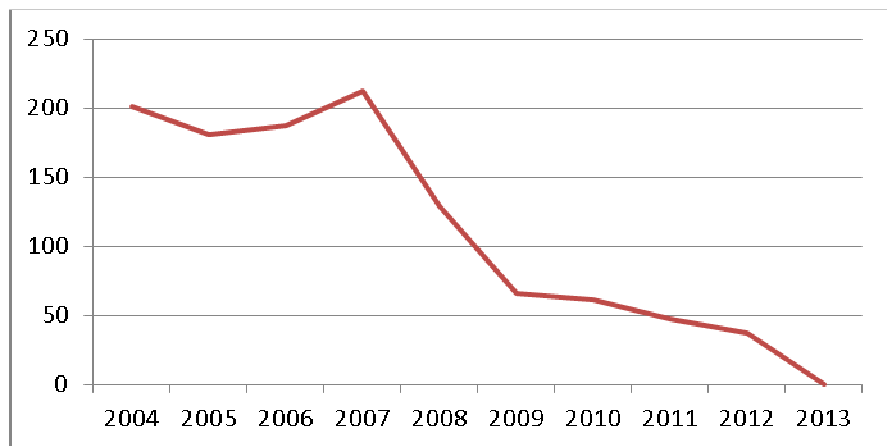
Hermitage Academy

Behaviour Report Last 10 years

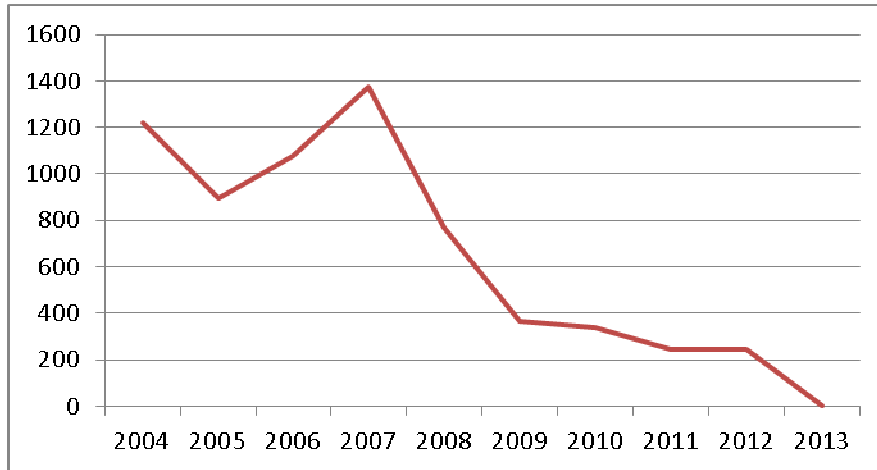
### Number of Pupils Excluded



### Number of Exclusion Incidents



### Number of Openings



For the first time, since records began, with a school population of 1360 the school has had a whole term (Aug – Oct 2013) with no exclusions.

The school has a very calm and friendly approach. The school roll has remained high and currently stands at 1360 pupils. The school offers a large number of extra-curricular activities and trips. The school has partner exchange schools in USA, France, Spain and Germany.

The Hermitage Academy PTA are very supportive financially of clubs and activities in the school, however the biggest financial outlay is the cost of transportation. With so many sports teams it can be a considerable drain on resources to subsidise the travel costs of teams.

The current list of clubs and activities is listed below.



## Lunchtime/After school clubs

<i>Name of Club</i>	<i>Day</i>	<i>Time</i>	<i>Venue/ Organiser</i>	<i>Brief description of activity</i>
Wargames and Strategy Card Games Club	Every Lunchtime (Mon-Fri)	1.00 – 1.50	C005 The Drama Studio / Mr Pittom	We play a range of Strategy Card games in favour at the moment are Magic the Gathering, Yu-Gi-Oh and Game of Thrones.
Scripture Union	Wednesday	1.10 – 1.50	A214 - Mr Kerr, Andy Lang, Associate SU Worker	All welcome
Photography Club	Tuesday	3.30 – 4.30	D271 - Mr Paterson & Mr Berrall	A relaxed after school session discussing aspects of photography and using the latest photographic equipment to develop new skills.
Volcano Club	Wednesday lunchtime	1.00 – 1.50	C219 /Mrs Callaghan	This is for S2 pupils who study the Power of Nature topic.
Creative Writing and Imaginative Drawing	Wednesday	1.00 – 1.50	D221/ Mrs Ryan & Mrs Reynolds	Develop the Creative Writing and Imaginative Drawing skills and to produce your own printed book. Currently closed to new members
Supporting young people from Service Families	Wednesday	1.20 – 1.50	A1 19 (English Department) – Mrs Glancy	Talkabout the issues which are unique to service families
Chess club	Monday	3.30 – 4.30	C223 – Mr Harrison	Pupils either play 'friendly' chess matches, or compete in a ladder system, whereby players challenge and defend their position on a vertical ladder. All ages and abilities welcome.

<i>Name of Club</i>	<i>Day</i>	<i>Time</i>	<i>Venue/ Organiser</i>	<i>Brief description of activity</i>
Chess club	Thursday	1.00 – 1.50	C223 – Mr Harrison	Pupils either play 'friendly' chess matches, or compete in a ladder system, whereby players challenge and defend their position on a vertical ladder. All ages and abilities welcome.
Philosophy Café	Tuesday	1:00 - 1:50	C2 20 - Mr Harrison	
Meditation club	Thursday	12.50– 1.40	C220 – Mrs Douglas	We do a 20 minute meditation that starts around 1:10pm. The group normally meet for lunch in the class beforehand. The meditation begins with a relaxation exercise then a guided meditation.
French Support Club	Monday	1.15 – 1.50	C127 – Miss Murray	Lunchtime support session for pupils who are not doing French in S3 (and are studying Spanish/German instead) but would like to pick French up again in S4/5/6.
Debating Society	Wednesday	1.20 – 1.50	A111 - Miss O'Donnell	
Beauty Club	Monday	1.20 – 1.50	C029 – Miss Murphy	Juniors
Beauty Club	Friday	1.20 – 1.50	C029 – Miss Murphy	Seniors

<i>Name of Club</i>	<i>Day</i>	<i>Time</i>	<i>Venue/ Organiser</i>	<i>Brief description of activity</i>
Bead Club	Tuesday	1.20 – 1.50	C031 – Mrs Bowman	
Sewing Club	Wednesday	1.20 – 1.50	A111 – Mrs Bowman	
S1 - Homework Club	Wednesday	1.15 – 1.50	C029 – Ms Allan, Mrs Dickson	Limited to 12 people
TV Club	Tuesday	3.30 – 5.00	C212 – Mr Reid	
Lego Robotics Club (S1 pupils only)	Wednesday	1:00 - 1:50	A203 – Mr Burrett	Number of participants limited to 16 as there are only 4 robots,

<i>Name of Club</i>	<i>Day</i>	<i>Time</i>	<i>Venue/ Organiser</i>	<i>Brief description of activity</i>
Swing Band	Monday	1.10 – 1.40	Music Dept – Mr Docherty	
Orchestra	Tuesday	3.30 – 4.45	Music Dept – Mr Price	
Junior Choir (S1- S3)	Wednesday	1.20 - 1.50	Music Dept – Mr Price	
String Ensemble	Wednesday	3.30 – 4.30	Music Dept – Mrs Reid Foster	
Senior Wind band	Thursday	1.20 – 1.50	Music Dept C016 – Mrs Frew	S3 - S6 Woodwind Brass and Percussion Players)
Senior Choir (S4- S6)	Friday	1.20 – 1.50	Music Dept C016 – Mrs Frew	
Fiddles	Friday	1.10 – 1.40	Music Dept -	
Junior Wind Band	Friday	1.10 – 1.40	CO18 – Mrs Mackenzie	
The Pipe Band Club	Wednesday	13:20 - 13:50	Donald MacPhee - Music Dept.	
School Show Rehearsals (when applicable)	Every lunch time	1.20 – 1.50	Music Dept	
School Show Rehearsals(when applicable)	Afterschool Mon, Tues, Thursday 3.30pm and Sundays 10am - 5pm		Music and Drama Departments	

<i>Name of Club</i>	<i>Day</i>	<i>Time</i>	<i>Venue/ Organiser</i>	<i>Brief description of activity</i>
Dodgeball Club	Thursday	3.30 - 4.30	Main Games Hall- Mr Thomson	
S1/2 Boys Rugby	Tuesday	1:00 - 1:50	3G Pitch - Mr McNee/Mr MacDonald	
Girls Rugby S4-6	Thursday	3.30 - 4.30	3G Pitch - Mr McNee	
Boys Rugby S1-2	Tuesday	1.00 – 1.50	3G Pitch - Mr McNee/ Mr MacDonald	
Football U18's	Monday & Wednesday	1:00 - 1:50	3G Pitch -Mr MacAulay/Mr Thomson	
Football U15's	Thursday	1:00 - 1:50	3G Pitch -Mr Gilmour/Mr McCluskey	
U-16 Football	Friday	3.30 – 4.30	Pitches - Mr Docherty	Football Training
S1 football club	Tuesday	3.45 - 4.45	3G Pitch – Mr Stewart	It's simply a chance to play football. No training, just games. All that is required is appropriate kit, i.e. boots, shorts and t-shirt.
S3 5-a-side Football	Friday	12.50 – 1.40	Games Hall - Mr Meikle	
Football	Friday	3.30 – 4.30	Games Hall - Mr Morgan	Staff v S6
S2 Football	Monday	1:00 - 1:50	3G Pitch - Mr Stewart	
Hockey	Monday & Wednesday	1:00 - 1:50	Pitch 1G - Mr Meikle	Open to all years

<i>Name of Club</i>	<i>Day</i>	<i>Time</i>	<i>Venue/ Organiser</i>	<i>Brief description of activity</i>
Shinty	Tuesday & Thursday	1:00 - 1:50	Side Astro Pitch – Louise Ferguson / Senior Sports Leaders	
Athletics	Friday	1:00 - 1:50	Side Astro Pitch – Charlotte Jennings / Senior Sports Leaders	
Badminton	Monday	3.40 – 5.00	Games Hall - Mrs Bernard/Mrs Teague	Main Sports Hall
Badminton	Thursday	1:00 – 1.50	Games Hall - Mrs Bernard/Mrs Teague	Main Sports Hall
Netball	Tuesday	1:00 – 1.50	Games Hall - Miss Davidson	S1
Netball	Tuesday	3.30 - 4.30	Games Hall - Miss Davidson	S2-3
Gym	Monday	1:00 - 1:50	Fitness Suite – Mr MacDonald	Seniors
Gym	Tuesday	1:00 - 1:50	Fitness Suite – Mrs Walker	Girls Only
Gym	Wednesday, Friday	1:00 - 1:50	Fitness Suite – Mr MacDonald	Seniors Boys
Table Tennis	Tuesday	1:00 - 1:50	Side Gym – Mr Munro	
Table Tennis	Wednesday	3.30 – 4.30	Side Gym – Mr McNee	

## **Resources**

The school is extremely well managed. It is the most cost efficient school in the Authority and one of the cheapest schools in Scotland in terms of cost per pupil. The resources of the school are very well looked after and maintained. The school fabric, fittings and resources are being treated with respect and repairs and malicious damage incidents are extremely low. The main resource of Teaching Staff has been put under real pressure with cuts to staffing numbers in the last few sessions. The staffing allocation has been revised and in January 2014 the staffing levels are now back to the level they used to be at, however it is still below that of other similar schools. The most important resources in a school are teachers and all these factors which explain the dramatic drop in exclusions from school are dependent on having sufficient teachers to provide the quality of education that is required.

## **Management and Leadership**

The school is extremely well managed and has a distributed Leadership Model which extends throughout the school. The Headteacher has been in post for 7 years and the Senior Leadership Team was cut from a Headteacher and six Depute Heads to a Headteacher and three Depute Heads. This has now been increased to four Depute Head teachers and this has made a considerable difference to the work of the Senior Leadership Team.

## **In conclusion**

Hermitage Academy is a school which has a very good reputation nationally. It continues to have a stable school roll, when other schools are suffering a decline in numbers. There is a very clear vision, a highly conducive climate for learning and a growing ethos of achievement. The staff of the school work extremely hard and are fully committed to try to offer the best education possible for the Young People of the Helensburgh and Lomond area.