



The
Ladies' College
Guernsey

Annual Report 2015-2016





Aims

We aim to give each girl the confidence to develop and enjoy her talents to the full, whilst recognising and valuing the qualities of others. Above all, we promise to work hard to provide an environment in which girls can grow up happily, develop wide interests and make lifelong friends.

We work towards our aims and our vision by:

- being a hard-working and vibrant community
- providing a balanced and relevant education, with well-being at the core
- developing confidence both inside and outside of the classroom
- encouraging interests in a wide range of co-curricular activities
- valuing the views and opinions of others
- nurturing the individual to develop their talents
- benefitting from the opportunities of a single sex environment
- aspiring to be the best that we can be
- challenging to develop resilience and a growth mind-set
- appreciating the importance of fun.

The outcome is that we can say, with confidence, that we are the best that we can be.



Overview

The Ladies' College has a long tradition, dating from 1872, to provide education to girls. As such, it is one of the oldest girls' schools where the benefits of single sex provision are provided to ensure that the advantages afforded to boys are also afforded to girls. Indeed, there is significant research to suggest that girls achieve more in a single sex environment.

Since 1962 the College has operated as an autonomous grant-aided school under the supervision of its own Board of Governors and the States of Guernsey's Education Department. Girls are encouraged to support, challenge, initiate and, most importantly, influence change.

This report, 2015-2016, reflects once again the strong traditions of the College, as well as developments and changes during this period.



Pupil Numbers (September 2015)

Numbers for Melrose and the Senior School and Sixth Form remain in line with previous years. The total for 2015-2016 was **525**.

Senior School		Melrose	
Remove (Year 7)	58	Lower Preparatory (Reception)	20
Lower 4 (Year 8)	59	Middle preparatory (Year 1)	16
Upper 4 (Year 9)	58	Upper Preparatory (Year 2)	17
Lower 5 (Year 10)	69	Junior Remove (Year 3)	21
Upper 5 (Year 11)	55	Form I (Year 4)	21
Lower 6 (Year 12)	38	Form II (Year 5)	21
Upper 6 (Year 13)	50	Form III (Year 6)	22
Total	387	Total	138

Public Examination Results

A-level Results 2016

- 45% at A or A*
- 78% at A* - B
- 94% at A* - C
- 100% pass rate

84% successfully took up their first choice university place and 12% their reserve course at the end of the Upper Sixth.

(I)GCSE Results 2016

- 100% 5 A*-C including English and Mathematics
- 36% of grades were A*
- 69% of grades were A*-A
- 90% of grades were A*-B
- 31% of the students obtained entirely A or A* grades
- Ranked in the top 100 in the Telegraph list of Independent Schools (up 30 places)

Please see Appendix I and II for a breakdown of A-level and GCSE results by subject.



Value Added

Good results are a strong tradition of the College and each of our students should be proud of her results and is confident that they represent her very best.

The “value-added” figure at GCSE remains high and we respect the amount of time, effort and energy that goes into securing such outstanding results by the girls. All our cohorts make progress in line with or above expectations. See Appendix III A-level and GCSE.

Our value-added figure is +0.6 based on the students’ YELLIS data taken at the start of Lower Five (Year 10), while that from MidYIS taken on entry to the College in Remove (Year 7) is +0.7. At A/AS-level the value-added standardized residual was +0.07 (+0.10 gender adjusted) from GCSE results or +0.34 (+0.24 gender adjusted) from the ALIS test, which reflects the value-added during the Senior School and continued at Sixth Form.

Leavers’ Destinations

See Appendix V.

Staffing

Appointments September 2015-August 2016 were as follows:

Teaching colleagues

Miss Emilie Borda, Teacher of Modern Foreign Languages
 Miss Emma Clements, Head of Art
 Miss Alison Coubrough-Barnett, Head of Learning Support
 Ms Julie Doyle, Teacher of English
 Ms Beverley Knox, Acting Head of English
 Mr Thomas Lewis, Key Stage 2 Teacher at Melrose and ICT Subject Leader
 Mrs Kathryn Lowe, Learning Support Assistant
 Mr Thomas McGovern, Teacher of Geography
 Mrs Anthea Roue, Teacher of Music
 Mr Chris Roughsedge, Teacher of History
 Mr Nicholas Bougourd, IT Technician
 Mrs Emma Gavet-Le Tissier, Operations Assistant
 Mrs Louise Mitchinson, Duke of Edinburgh’s Award Co-ordinator
 Mr Edwin Leonardo Paucar Cajas, Spanish Language Assistant
 Miss Amanda Topping, Lunchtime Assistant

Support colleagues

Mrs Deborah Baker, Pre-Preparatory Department Practitioner
 Mrs Pauline Batchford, Lunchtime Assistant
 Mrs Janet Carnachan, Finance Assistant

Departing colleagues

15 colleagues left during the academic year 2015-2016 (11 teaching and 4 operational colleagues).
 2 were retirements with the remaining leaving to pursue other opportunities. Of the colleagues’ retirements we said farewell to Mrs Pat Knight, after 40 years’ service to the College.



Pre-Preparatory Department

The College's Pre-Preparatory Department is continuing to grow and develop. We have a growing waiting list and offer a high quality provision as recognized by the States of Guernsey Early Years' Service during their annual inspection. Our aim to develop the girls into motivated, enthusiastic and confident individuals continues.

Melrose

This year has seen a change in Head Teacher with Mrs Elaine Ozanne taking over from Mrs Sarah Spurrier at Christmas. However, the commitment at Melrose to provide a learning environment that supports confident, self-reliant and resilient individuals who are enthused and inspired by the challenges and opportunities that school has to offer, remains.



Senior School and Sixth Form

The Senior and Sixth Form continue to provide the best opportunities to encourage and support students to grow into rounded, grounded and well-qualified young adults who take responsibility for themselves and towards others.

The Senior School has worked in collaboration with the Independent Schools Inspectorate through the Trinity term in preparation for its scheduled inspection which will take place in September and October 2016. It has worked with all stakeholders to further its aims.



Key Initiatives

Melrose and Pre-Preparatory

- Staff training and development of Outdoor Learning
- 360° appraisal system introduced
- Further development of individual pupil targets
- Regular staff updates on ICT Apps to support curriculum
- Promotion of Mathletics as an online support for the Mathematics curriculum



Senior School

Review of timetable provision: languages, IT and learning support which is now balanced to give great choice and flexibility to students

- Curriculum review completed for Key Stages 3 and 4
- 360° appraisal system introduced
- Extended Project Qualification (EPQ) pilot for Sixth Form initiated
- Review of internal examinations and reporting cycle
- 'The Decider' life skills course developed to support personal development
- Lesson observations developed; peer:peer, Head of Department:Department, SMT: all teaching colleagues
- Changes to AS-levels and A-levels initiated for completion September 2017
- Development of Learning Support beyond Remove (Year 7) and Lower Four (Year 8) through to Sixth Form
- Schemes of work proforma developed to support Heads of Department for greater consistency
- New policies introduced to reflect best practice: e.g. marking policy
- Alternative Curriculum Week introduced
- Health & Safety Audit completed
- Study skills and revision techniques mapped for all year groups to support independent learning
- Governors' self-review and procedures for co-option to increase scrutiny of educational provision.





Fundraising

Melrose and Pre-Preparatory

- The £1 Challenge for students, linked to Phase 3
- Melrose PTA completed raising £34,000 for the new Junior Playground

Senior School - A Gift For Learning Phase 3 Fundraising

- £1.2 million reached in Summer 2016
- Car Raffle raised £29k in ticket sales
- High profile event, the Emerald Ball held in March 2016 raised £35k



Pastoral

Melrose and Pre-Preparatory

- 'The Decider' life skills course introduced to colleagues and parents and rolled out to all students
- E-safety assemblies for Junior pupils

Senior School

- Role of tutor developed
- IT INSET workshops
- Parents' Evenings – standards agreed with colleagues
- 2 day Transition process developed and supported for pupils progressing from Melrose Form III (Year 6) to Remove (Year 7) and from other island schools
- Options' Evening for GSCE established
- Principals' lectures (with Elizabeth College) established for Sixth Form
- The Ladies' College Ambassador Award for service replaced the red girdle issued for deportment
- House Competitions: Annually compete in Drama, Gym, Music, Photography, Creative writing, Swimming, Football, Netball, Hockey, Tennis, Rounders, Athletics and the House Quiz.
- Decider workshop for parents
- Introduced team building activities for Upper Four (Year 9)





Recruitment

Melrose and Pre-Preparatory

- Disclosure and Barring Service (DBS) checks for parent helpers updated

Senior School

- Central Register developed and DBS updated, as per Guernsey regulations. Three year check initiated and almost completed before this requirement removed
- Level 1 Child Protection training completed by all colleagues and detail
- Induction process for teaching colleagues refined.



Buildings

Melrose and Pre-Preparatory

- Preparatory and Junior Libraries redecorated
- Melrose Reception area redecorated and refurnished
- Junior Playground – new trim trail, safety surface and outdoor classroom – funded by Melrose PTA
- New outdoor picnic tables and reading arbours installed
- Pre-Preparatory - Outdoor grassed area extended and fenced off
- Pre-Preparatory – Outdoor mud kitchen created, child made wooden growing boxes, chalkboards outside and a paved path into pond and the 'Enchanted garden' developed



Senior School

- Building Phase 3 started in July 2015 and completed as planned in 61 weeks for the start of the new term September 2016
 - 10 classrooms
 - Library
 - 6 music spaces
 - 2 tutorial rooms/offices
 - Learning Support room
 - Refectory
 - IT/resources room, boardroom, meeting room
 - 3 offices





- Re-configured Art Room (Summer 2015)
- Reception
- Geography redecoration of some senior school classrooms
- Uniform review and decisions made
- Landscaping front and rear of main building completed

Communication

Melrose and Pre-Preparatory

- New prospectus developed and Governors involved in identifying development priorities for 2016-2017, parent and student questionnaires
- Parent and Pupil Questionnaire on homework – with follow up Homework Support booklet produced for parents
- Monthly newsletters, including pictures introduced
- Weekly emailed Parent Information Bulletin introduced
- Decider Skills information booklet for parents
- Parents now invited to one class assembly per year
- Junior pupil end of year questionnaire

Senior School

- Coffee mornings for parents
- Diary includes Decider skills training
- Maths and English curriculum evening for parents of Remove (Year 7) and Lower Four (Year 8)
- Direct link with University of Winchester established for Sixth Form.
- Active engagement in the Your Schools, Your Choice consultation
- One Upper Four form is corresponding with penfriends in Russia.
- Lower Five students outreach visited Notre Dame School to perform music to Years 4, 5 and 6 pupils.
- Half-termly Principal's letter to parents





- Ongoing development of website and Facebook news.
- Sixth Form Twitter feed established.

College events and outreach

Melrose and Pre-Preparatory

- Celebration of the School Year event introduced
- Melrose Pre-Preparatory Nativity
- Melrose Preparatory Nativity – “Hey Ewe”
- Melrose Junior Production – The Jungle Book
- Activities Week, including Outdoor Guernsey
- Red Cross Challenge Day – Form III
- Book Week with visiting authors and links to Guernsey Literacy Festival
- Links made with Tumaini Fund and clothes packages sent
- Links strengthened with The Cheshire Homes through Harvest and Christmas visits
- Nearly £ 5000 raised for a variety of local and international charities over the year



Senior

- Teaching English as a Foreign Language (TEFL) course offered across the island
- Maths and Science: Perplexing Puzzles primary outreach in November
- Environmental Science Days: two public lectures at St James and in the College Hall, with Adam Hart from the BBC presenting at St James.
- Upper Four (Year 9) and Lower Five (Year 10) have had STEM (Science, Technology and Mathematics) days, with other schools invited.
- Exchanges and visits to Fouesnant in France, Papenburg, Germany and Alumnia, Spain are popular with students. Five girls from upper Four also joined a “joint exchange” with Elizabeth College to Bruckmuhl in Southern Germany.
- Toilers of the Sea: ALL of Upper Four (Year 9) took part in the dramatization of this work by Victor Hugo as part of the festival in Guernsey.





- Run a Kilometre Challenge - 22 students took part (9 running over 60km)
- Students have been on trips to London and Stratford-Upon-Avon for workshops with the National Theatre and The Royal Shakespeare Company.
- The History Department took Upper Four (Year 9) to St Martin's Primary School to teach their Year 4 about "English colonies of the New World".
- The Ladies' College, "Ladies' Networking Evening" introduced
- Inaugural London Ladies' College Guild alumnae event
- The Ladies' College Guild alumnae versus The Ladies' College Netball team initiated



Academic trips

Melrose and Pre-Preparatory

- Curriculum trips throughout the year
- Form II – Tudor trip to London
- Form III – French trip

Senior School

- Ski Trip to Aosta Valley, Pila, Italy
- GSA Gymnastics in Birmingham
- UKMT FMSP Senior Team Maths Challenge Amy Bould, Jessica Salisbury, Rebecca Stewart, Hannah Belton (2015 Regional Finalists)
- Upper Four (Year 9) Biology Trip
- Field Trips (Biology, Geography) Lake District
- National Women in Engineering Day Quiz held College of Further Education, Winner: Amy David

Sporting and Co-curricular highlights

Melrose and Pre-Preparatory

- London Academy of Music & Dramatic Art (LAMDA) Choral Speaking Examinations – All girls from Middle Prep to Form III, 100% gaining Distinction grades
- Giselle Fuller won the Junior Designer of The Year in the Design an Ad Competition
- Won Island Schools Netball Tournament
- Entered three teams into the Island Tag Rugby Festival
- Form III were finalists in the De Putron Primary Challenge



Senior School

- Upper Four (Year 9) and Lower Five (Year 10) Cross Country Team retained the Inter-Schools Cross Country Trophy and Francesca Brown and Katie Rowe represented the Channel Islands at The English Schools Athletics Association Cross Country competition. A number of our students also competed for Guernsey at the Hampshire County and the Indoor Southern Counties Championships.
- Sze Ching Chung in Remove (Year 7) has been selected to attend the 2016-2017 South-East Region Athlete Development Programme.
- Orla Rabey and Sophie de la Mare were both crowned Hampshire County Champions
- 12 gymnasts competed in the Girls' Schools Association Pilot Gymnastics competition in Birmingham.
- Enrichment Programme. 10 students took part in the Collas Crill Moot. Olivia Atkinson and Lily Davison winners of final round.
- Jess Coburn was the overall winner for the Institute of Directors Management Shadowing, where 3 of our students also took part in the final
- 10 students were members of Young Enterprise Companies, and Obsidian, which had three of our Ladies, won Best Company presentation, Most Innovative Product, Best Sales, Best Marketing and Communication and also won the Award for Best Execution and Delivery at the Regional Final.
- Our Junior Team won the Guernsey Round of the Du Putron Challenge for the first time and the Guernsey Press Design an Ad competition also saw 17 entries.
- Upper Four (Year 9) students benefitted from the Design and Technology day at Rue Maingy.
- Two students invented TRAVIS, who was placed third in the International Student Robotics competition.
- Dance World Cup. A large number of our students took part in the competition. Then Anna Cliff won her Greek and National solos, second in her ballet and jazz modern solos as well achieving firsts as part of groups. Emily Penney continues to excel in her dancing. Charlotte Ewin achieved five gold medals, two silver and a bronze.
- Emily McClean passed her audition for Her Majesty's Royal Marines Band Service.
- Sovereign Arts Competition. Three girls made the final 12. Charlotte Thompson awarded third place.
- Guernsey Literacy Festival. Abby Luxon was awarded first place in the 'Write Stuff'.
- We competed at the Public Schools' Fencing Championship in the UK.

Duke of Edinburgh

All Upper Four students were inducted into the basic skills for expedition. This year, 8 girls have completed Bronze awards, another 8 Silver and 7 Gold.



Eisteddfod

Melrose and Pre-Preparatory

- Took part in Art, French, Music and Choral Speaking Sections, gaining both individual and group trophies.

Senior School

- Took part in Art, Drama, Speaking, Music, French and German sections, gaining individual and group trophies.

It is, of course, impossible to cover everything our students achieve in the course of an academic year in this one report and I would therefore ask you to visit our website (<http://www.ladiescollege.com/information/ilex-magazine>) where you can access copies of our Ilex magazine. Ilex is the College's annual magazine and is written and edited by our students. It covers all aspects of College life and the girls' achievements, be they academic, sporting or co-curricular, and provides a vivid snapshot of College life from Melrose through to Sixth Form.

In summary, our students never fail to amaze as they have acted, danced, swum, ran, played, made, spoken, rehearsed, prepared, performed, escorted, guided, worked, supported, cared for, debated, listened, sang, fenced, participated, reflected, created, designed, engaged, qualified and competed with enthusiasm and an outstanding attitude.

I look forward to presenting the report for 2016-2017, which will include details about our action plan following our ISI inspection in the Michaelmas 2016.

Ashley Clancy

Ashley Clancy
Principal

principalspa@ladiescollege.ac.gg

Fais ce que dois, advienne que pourra





Appendices



Appendix I

GCE RESULTS 2016

Subject	Total Entered	A*	A	B	C	D	E	N	U
Art	4	1	3	-	-	-	-	-	-
Biology	12	2	3	4	1	2	-	-	-
Chemistry	9	1	5	2	1	-	-	-	-
Drama & Theatre Studies	5	-	4	1	-	-	-	-	-
D & T (Materials)	1	-	-	-	1	-	-	-	-
Economics	5	-	2	1	1	1	-	-	-
English Literature	21	4	8	8	1	-	-	-	-
Film Studies	1	-	-	1	-	-	-	-	-
French	3	-	-	3	-	-	-	-	-
Further Mathematics	3	1	1	-	-	-	1	-	-
Geography	7	1	1	2	3	-	-	-	-
German	1	-	-	1	-	-	-	-	-
History	6	3	-	3	-	-	-	-	-
Mathematics	21	1	9	4	7	-	-	-	-
Music	4	-	-	2	2	-	-	-	-
Photography	4	1	1	2	-	-	-	-	-
Physics	5	-	1	2	1	1	-	-	-
Psychology	23	1	7	8	5	2	-	-	-
Religious Studies	8	1	2	4	1	-	-	-	-
Spanish	4	1	-	3	-	-	-	-	-
Sport & Physical Education	1	-	1	-	-	-	-	-	-
Totals	148	18	48	51	24	6	1	-	-



Appendix II

GCSE RESULTS 2016

GCSE results are graded A-F

Subject	Total Entered	A*	A	B	C	D	E	F
Art & Design	23	8	5	9	1	-	-	-
Design & Technology (Resistant Materials)	7	2	3	2	-	-	-	-
Drama	13	1	3	7	2	-	-	-
Geography	15	6	5	3	1	-	-	-
Music	15	-	9	4	2	-	-	-
Religious Studies	26	11	6	6	3	-	-	-
Totals	99	28	31	31	9	-	-	-

iGCSE RESULTS 2016

GCSE results are graded A-G

Subject	Total Entered	A*	A	B	C	D	E	F	G
Biology	42	25	13	3	1	-	-	-	-
Chemistry	42	21	12	7	2	-	-	-	-
Physics	42	19	12	7	4	-	-	-	-
Science (Double Award)	12	-	4	5	3	-	-	-	-
Science (Double Award)	12	-	1	4	5	2	-	-	-
English Language	55	18	26	10	1	-	-	-	-
English Literature	55	19	22	11	3	-	-	-	-
French	54	13	17	11	11	2	-	-	-
German	15	7	5	3	-	-	-	-	-
History	31	17	7	4	2	1	-	-	-
Latin	6	-	3	3	-	-	-	-	-
Mathematics	55	19	16	12	8	-	-	-	-
Spanish	11	7	2	1	1	-	-	-	-
Totals	432	165	140	81	41	5	-	-	-

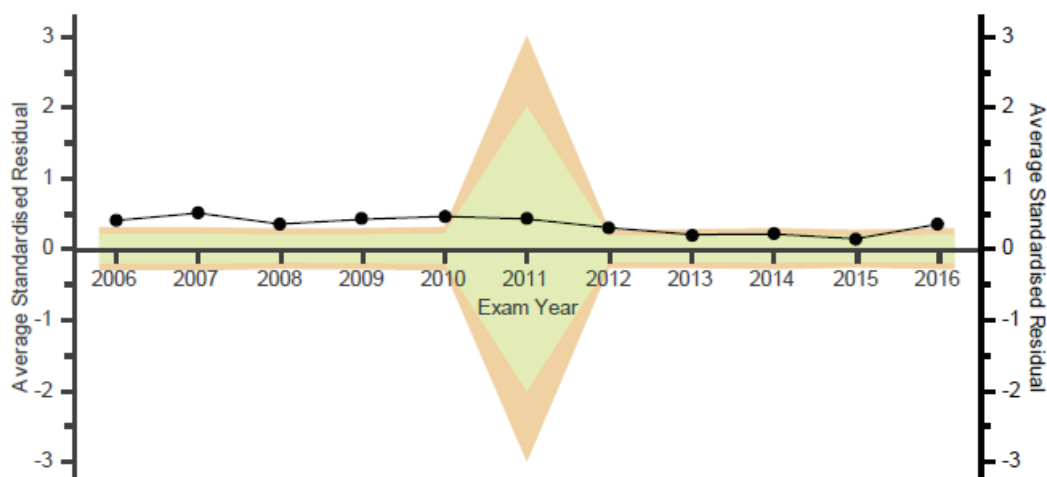


Appendix III

Alis Value-Added Analysis 2016 The Ladies' College (3849) (AS plus A-level against Alis)

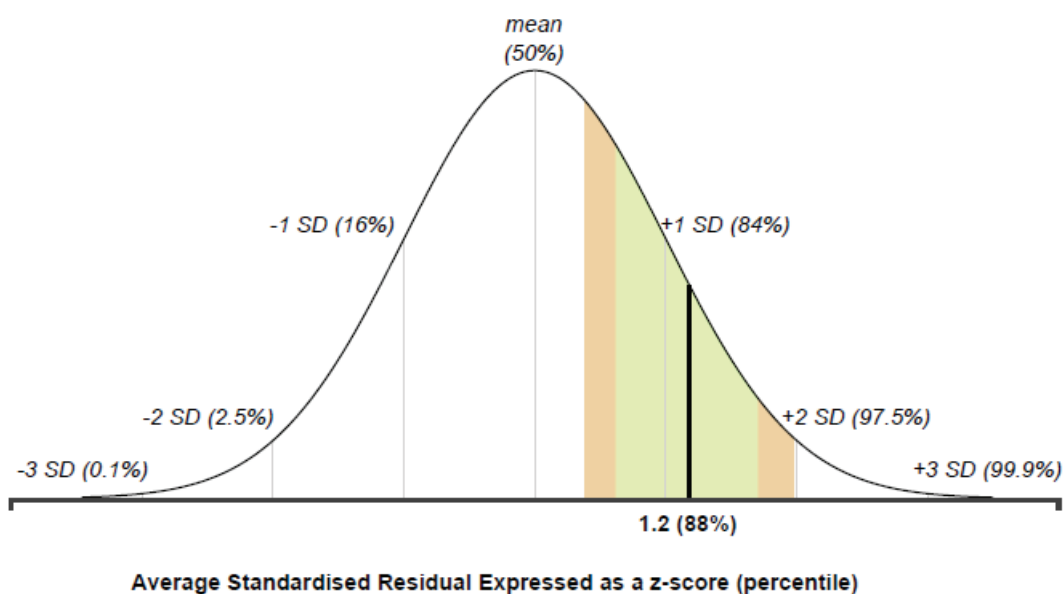
Institution Overview

Chart 1.1 SPC Chart - Results from all Qualifications



Value added data for all students in Upper Sixth showing the Average Standardised Residual from their AS and A-level qualifications using the Alis adaptive assessment as a baseline predictor (this ignores any value already added at (I)GCSE).

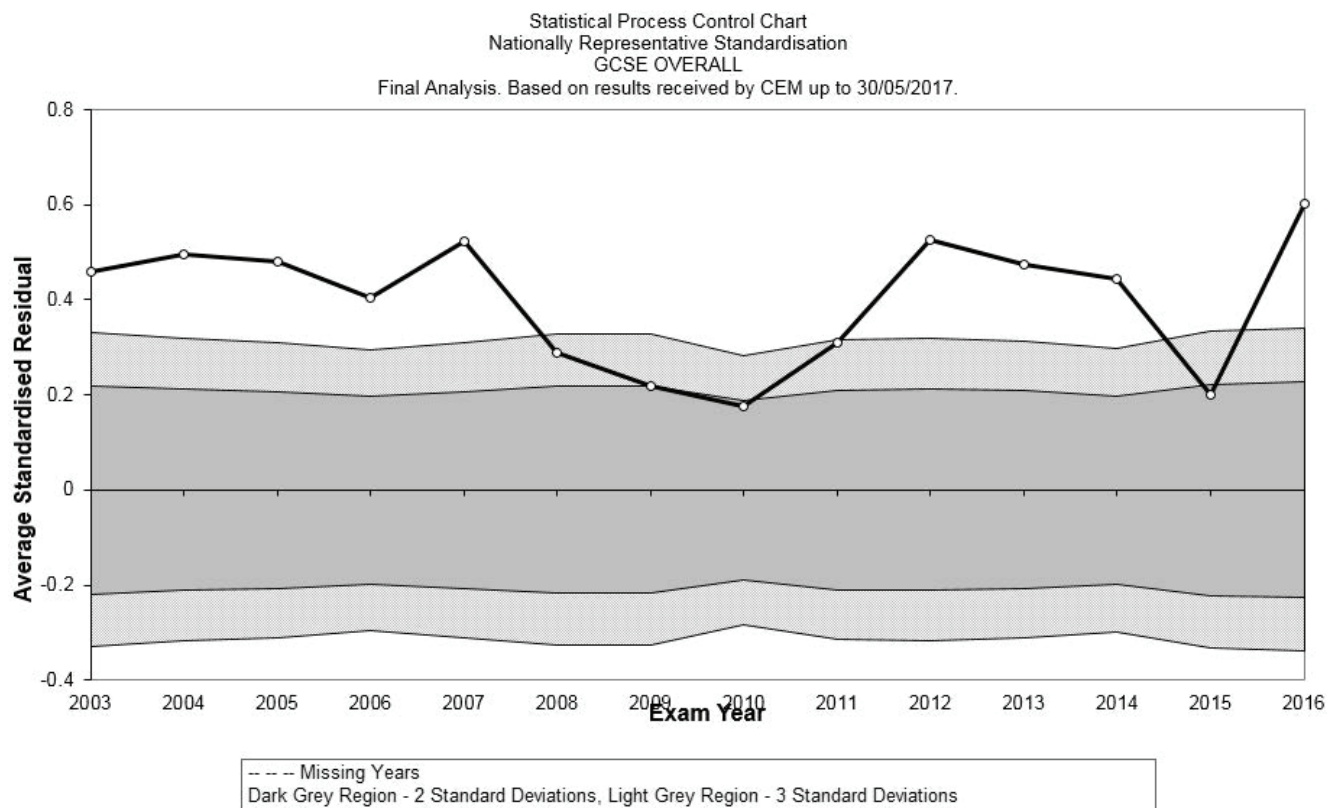
Chart 1.2. Value-Added Distribution Graph.



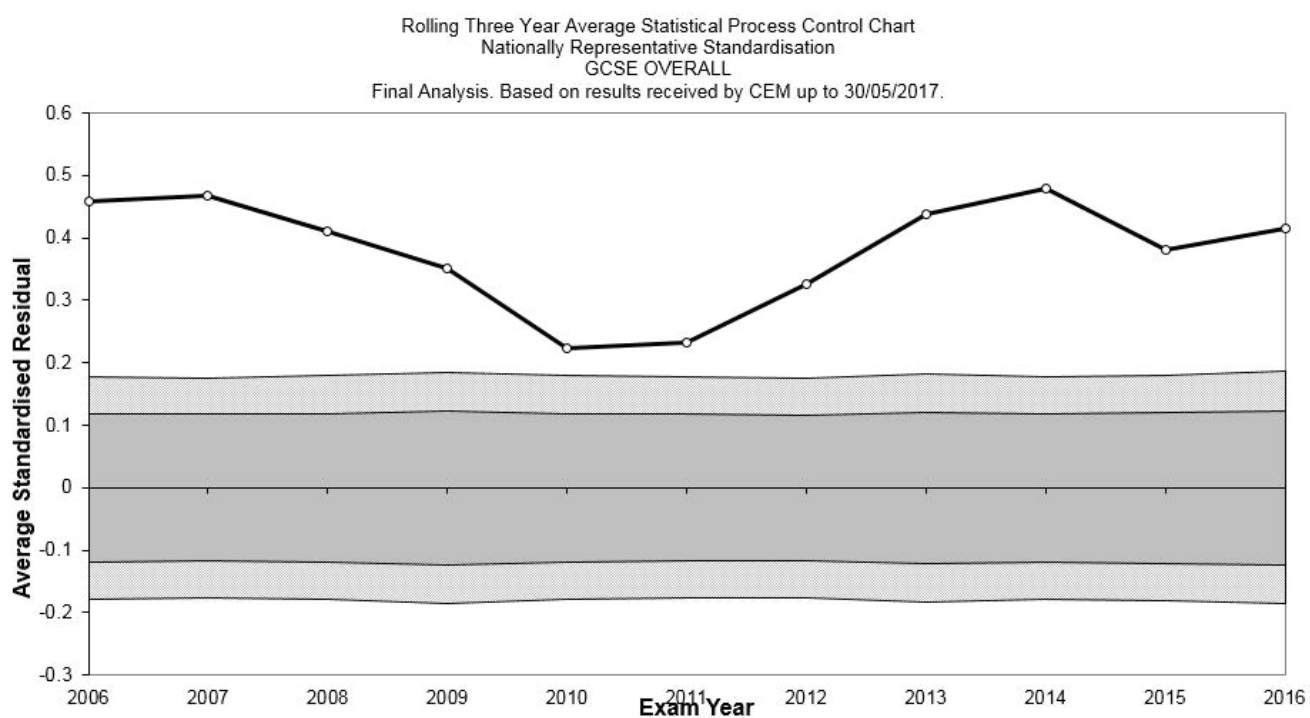
The background area is a *normal distribution graph* representing the distribution of the average value-added (standardised residual) scores for all schools / colleges in Alis. The black bar is the value-added score (average standardised residual) for The Ladies' College. The width of the shaded areas represent confidence intervals for that value, the green area being 95% and the tan 99.7%. It represents data from a total of 309 results from your institution.



- GCSE Value added for last year



- Rolling average GCSE valued added over 3 years



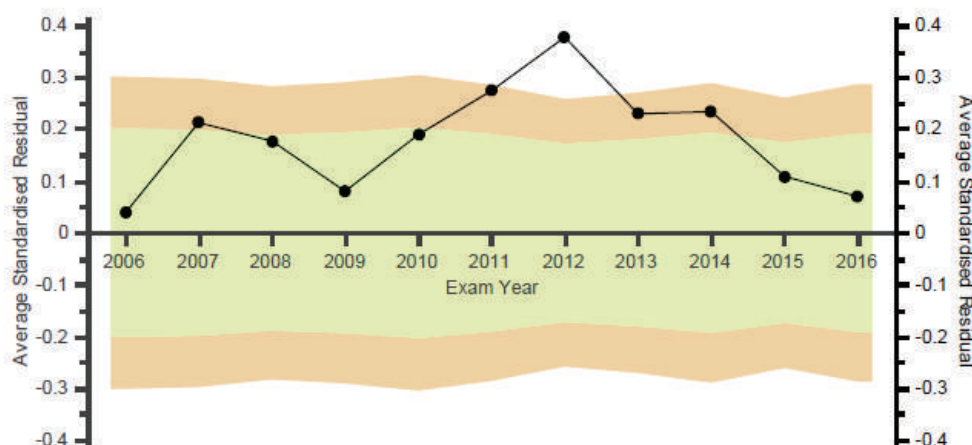


Alis Value-Added Analysis 2016

The Ladies' College (3849) (AS plus A-level against GCSE performance)

Institution Overview

Chart 1.1 SPC Chart - Results from all Qualifications



Value added data for all students in Upper Sixth showing the Average Standardised Residual from their AS and A-level qualifications using their (I)GCSE results as a baseline predictor.



Appendix IV

Destination of Leavers Academic Year 2015/2016

Madeleine Adams

BA Architecture
University of Manchester

Siena Aslett

Art Foundation Course
University of Kingston

Annabelle Barnes

BA Hons Music
Bath Spa University

Jessica Bell

BA Liberal Arts
Exeter University

Iman Benjamin

BA Product Design
University of Dundee

Amy Bould

BSc Physics
University of Manchester

Alice Brown

BSc Hons Biomedical Science
University of Surrey

Natasha Brun

Art & Design Course
Guernsey College of Further Education

Jessica Coburn

BA English and Drama
Royal Holloway
University of London

Gabriella Corlett

BSc Hons Biomedical Science
Royal Holloway
University of London

Erin Cottell

BA French & Linguistics
University of York

**Zosia Damsell**

BVSc Veterinary Science
University of Liverpool

Meghan De La Rue

MBBS Medicine
King's College, London

Marie de Rooy

BA Hons English & History
Royal Holloway University of London

Heather Despres

BSc Hons Physiotherapy
University of Cumbria

Elise Dorey

BSc Hons Astronomy, Space Science and Astrophysics
University of Kent

Rachel Garlick

BSc Psychology
University of Sussex

Shannon Gavey

BSc Hons Psychology (with placement year)
University of Surrey

Annabelle Goubert

Local Employment – Trainee Fund Administrator
Morgan Sharpe

Abigail Green

BA Criminal Justice and Criminology
University of Leeds

Maria Guezo

BA Music
University of York

Ana Gutierrez-Crispini

BSc Genetics
University of Glasgow

Eleanor Guy

BSc Hons Nursing with Registration
Hertfordshire University

Orla Hanna

Applying for entry September 2017 to read Medicine

**Samara Harrison**

BA Liberal Arts
Exeter University

Anik Hubert (left May 2016)

GAP Year
Local Employment Assistant Bar & Restaurant Manager at Octopus Restaurant
Applying to Guernsey Police 2017-2018

Sophie James

BSc Psychology
Exeter University

Josephine Jeffreys

BA Hons English Literature with Psychology
University of Surrey

Saskia Jephcott

BA English and Philosophy
University of York

Ruby Khan

GAP Year
Applying for entry in 2017 to read Primary Education

Sarah Kirby

BSc Zoology
Exeter University

Amie Le Feuvre

BA Geography and International Development
University of Sussex

Isabelle Le Marchant

BSc Sociology & Criminology
Exeter University

Rebecca Lesley

BSc Hons Psychology
Bangor University

Kathryn Lewis

Local Employment
Investec Bank (Channel Islands) Limited

Katie Marquand

MEng Computer Science
Bristol University
Bursary from C5 Alliance

Emily McClean

Band Service, Royal Marines



Freya McLaren

BSc Hons Politics & International Relations
Bath University

Beatrice Morgan

BA English
University of Sussex

Estelle Moseley

BA Hons Photography
Arts University, Bournemouth

Emilie Payne

BSc Hons Psychology & Sociology
University of Winchester

Katie Rowe

MEng Chemical Engineering
University of Manchester

Evangeline Smith

BA Hons Fine Art
Falmouth University

Laura Smith

BA Law
University of Oxford
Bursary from Mourant Ozanne

Rebecca Stewart

BSc Hons Criminology & Psychology Royal Holloway
University of London

Charlotte Thompson

BA English Literature
Durham University

Lauren Travers

BA Hons Art & Design
Birmingham City University School of Art

Megan Veillard

MA English & Psychology
University of Dundee

Olivia Williams

BSc International Business
University of Brighton

Olivia Younger

BA Music
University of Bristol