



Prince Henry's High School: An Outstanding Academy for Students Aged 13-18

Some Historical & General Information about the School

Prince Henry's had its origin about 600 years ago in the Benedictine Abbey of Evesham; the date of the first Abbey School is not precisely known, but the traditional date is 1377. After the dissolution the school maintained an independent existence with an annual grant from the Crown and in 1605 was granted a royal re-foundation under the name of the then Prince of Wales (Henry, the eldest son of James I). It continued, though always precariously, as an Independent Grammar School; admitted girls in 1906, and soon after was taken over by the County Council of Worcestershire to run as a County Grammar School. In 1973, it took its first non-selective intake. As a school, we are conscious of our history and of a longstanding tradition of doing things well. Prince Henry's is now a full range Comprehensive School with a fair representation of students throughout the ability range. Very few students are lost to the independent/selective sector and this is reflected in the size of the Sixth Form, which is recruited largely, but not exclusively, from our own Year 11. The school also has students with learning difficulties who are supported by the work of the Learning Support staff. Over the years, the school has achieved considerable success in its work with traveller children from the Vale of Evesham. The school became Grant Maintained in September 1993 and from 1999 until 2011, it was a Foundation School.

Prince Henry's High School is now a 13-18 co-educational Comprehensive School with approximately 1300 students, including a strong Sixth Form of approximately 340. Prince Henry's was designated as a Specialist Language College in 2002, taking on a second specialism in Mathematics and Computing in 2007. In March 2011, Prince Henry's became an Academy and was awarded Teaching School Status in May 2014. We were successful in our School-Centred Initial Teacher Training (SCITT) application and welcomed our first cohort of trainee teachers in September 2017. Prince Henry's was successful in becoming a Teaching Hub in 2021.

Ofsted Inspections

We received our last General Inspection in May 2013. The Inspectors again judged Prince Henry's to be outstanding, the fourth consecutive inspection in which we have been placed in the highest category. Our Sixth Form was also judged to be outstanding, as were most of the individual component judgements such as Teaching & Learning and Care, Guidance & Support. The following are extracts from the first page of the report:

- The school provides an exceptionally high quality of education for its students. They make outstanding progress in their academic and personal development.
- Teachers have very high expectations of students and develop excellent working relationships in the classroom. Students have very positive attitudes towards their learning.
- Students are very proud of their school. Their behaviour in lessons and around the school is exemplary.
- The Sixth Form is outstanding and students make excellent progress on their AS-level and A-level courses.
- The Headteacher is very ably supported by his Senior Leadership Team. School leaders are relentless in their drive for improvement in all parts of the school's work.
- The very experienced governing body is exceptionally effective. Governors provide both support and challenge for the school and are committed to its continued improvement.

Since January 2014, Prince Henry's has been subjected to a number of extremely positive survey visits by HMI. Peter Matthews HMI in January 2014 examined Leadership and Management, James McNeillie HMI in June 2014 looked at Alternative Provision, and Gwen Coates HMI in November 2014 examined our More Able Provision. The final report, published in March 2015, was very critical towards secondary schools in general. However, Prince Henry's was featured very favourably within it: "This large high school (13-18) is excellent at raising students' awareness of higher education and preparing them for the next phase of their education."

We have also received visits from Claire Thompson DfE and RSC Pank Patel in July 2015. In February 2016 Nick Gibb (Minister of State for Schools) congratulated Prince Henry's for being one of the top 100 non-selective state funded schools in the country for progress made by students between Key Stages 2 and 4. In June 2016, Pat Walters NLE conducted a Pupil Premium Review for us. In March 2019, Nick Gibb wrote to the school again, congratulating Prince Henry's for being in the top 8% of state funded mainstream secondary schools in the country for MFL GCSE exam entries in 2018 (89%). In April 2019, we received a Pilot Inspection for the new Ofsted framework led by Simon Mosley HMI, and we received extremely positive feedback. The first part of our SCITT Ofsted inspection took place in June 2019, with the second part in November 2019. The outcome of both inspections was very positive and the SCITT was judged to be "Good" overall by Mark Simms HMI.

The findings of all these Ofsted inspections have been extremely positive and reinforced the truly comprehensive nature of the school. Inspectors have reported that "staff are prepared to 'go the extra mile for the students'".

Demographics

Students come from parts of the town of Evesham and from villages nearby. Education in South Worcestershire is organised on a three-tier system and students transfer to Prince Henry's principally from Bredon Hill Academy and St Egwin's CE Middle School and from various other schools. Every year a significant percentage of the intake joins us from outside the traditional catchment area. Prince Henry's has been heavily oversubscribed in recent years and the school enjoys an excellent reputation. We work very closely with our feeder Middle and First Schools. The genuinely comprehensive nature of the school and our commitment to the achievement of success for all our students makes it an interesting and rewarding place in which to work. There is a strong sense of student loyalty to the school. We place great emphasis on good, formal but friendly relations between staff and students. There is an impressive working atmosphere in the school and students are expected to, and in turn expect to, behave well and be respectful. We regularly monitor the cost of our school uniform which is designed to be affordable, look smart and reflect the universal values of the school. Staff are also expected to attend school in formal attire so an example is set to the young people. We understand the importance of celebrating diversity and we regularly engage with our current and former students, so our current students are prepared for the modern world in front of them for when they leave Prince Henry's.

Organisation of the School

The present Year 9 is divided into three parallel groups. This arrangement allows considerable flexibility and departments are thus enabled to set students as they wish in each of the main subject areas. Several Modern Languages are offered to students in Year 9, including French, German, Spanish and Italian. Nearly all students take at least one language at GCSE, and can take an additional language if they wish. Following the pandemic, we have reviewed our curriculum and from September 2022, the vast majority of students will study Citizenship GCSE for assessment at the end of Year 10. This is to extend the cultural capital of students (and staff) knowledge and allow the opportunity for students to undertake a GCSE without the full pressure of other subjects. It acts as a good integration to formal examination assessment for both Key Stage 4 & potentially 5. From September 2022, Year 9 students will follow a curriculum in IT designed to equip them with the skills necessary to remotely access work at both Key Stages 4 & 5.

In recent years in Years 10 and 11, the curriculum has been based upon an Options system with most students taking English, Maths, Science, ICT, a Modern Foreign Language plus four options. From September 2022, ICT will not be compulsory and students will follow Citizenship as outlined above. This list of optional subjects is extensive and includes some non-examination classes for the least able students. There are approximately 340 students in the Sixth Form following A Level courses or equivalent. Each year a very high percentage of students from Prince Henry's proceed to Universities and other Higher Education establishments including Oxford and Cambridge Universities.

The School is constantly seeking to recruit strong subject specialists who combine knowledge of their own area with a willingness to consider and participate in some of the far-reaching changes taking place in the secondary curriculum. In September 2022, we were fortunate to recruit six Early Career Teachers with very high qualifications. The pastoral system is positive and supportive and plays an integral part in the structure of the school. All teaching staff will be expected to act as Tutor to a mixed ability Tutor group. The pastoral system is organised on a year basis and since the pandemic form groups are now located together in discrete buildings within the school environment. Each year group has a Head of Year, Deputy Head of Year, Assistant Deputy Head of Year and a team of Tutors. When recruiting non-teaching staff, Prince Henry's is

looking for high quality professionalism and a good set of skills in the appropriate and relevant areas. The Support Staff have joined the Prince Henry's Pay structure.

The school operates a 10-day timetable, with a school day of 5 x 1 hour lessons. No member of staff teaches more than 43 periods per 10-day cycle. Full staff meetings are held each half term in addition to a ten-minute briefing session each Monday morning. Heads of Department meet formally each half term and the Curriculum Committee (a similar group that exists to consider issues in more depth) meets as required. There is a Staff Development Committee and staff willingly contribute £5 per annum to support this. Year Heads meet weekly and Tutor meetings on a year basis are held at regular intervals. Prince Henry's operates its own local pay agreement for all staff.

All students are actively encouraged to take part in extra-curricular activities, clubs and societies. Team games at Form, House and School level are well supported. Excellent playing fields, astro turf and Multi-Use Games Areas (MUGAs) form part of the school site and there is a full programme of competitive sport after school and at weekends. The list of clubs and societies is extensive and wide ranging in scope, taking place at lunch time and after school. Drama, Music and Dance are particularly strong. Productions and performances recently include "The Taming of the Shrew", "A Midsummer Night's Dream", a stunning production of "Les Misérables", "Much Ado About Nothing", "Oklahoma", "Me and My Girl" and, "Our House". The school production planned for spring 2023 will be "We Will Rock You". There are also music festivals, dance performances, Christmas and Summer Concerts. The concerts continued online during the pandemic and were very well received and appreciated. The school also is proud of its thriving Sustainability and Interact student groups. During 2021-22, Interact raised £4,750 for a wide range of charities.

Large numbers of students are involved in the Duke of Edinburgh Award Scheme at Bronze, Silver and Gold levels. There are also a wide range of educational trips and visits within this country and abroad. The breadth and quality of the school's curriculum and extra-curricular activities is also reflected the accreditations we hold for Artsmark Gold, School Music Mark, School Games Platinum, Career Mark and SMSCD Gold Mark. During the pandemic, the school also received the Virtual School Games Platinum Award.

All these activities reflect the energy and commitment of the staff at Prince Henry's and new colleagues are encouraged to strengthen and add to this important area of school life. The cohesion of the school owes a great deal to the unifying effect of all these activities. Our school magazine "The Henrician" is published online annually and regular extensive newsletters for parents/carers are also published. The website provides an update for parents on a daily basis in terms of life at Prince Henry's.

Examination success

Prince Henry's is a truly comprehensive school. The achievements of all our students are of equal worth, and raw examination results do not tell the whole story. The efforts of some of our less academically gifted students are as praiseworthy as the achievements of the most able. However, we are delighted that students across the ability range have consistently enjoyed academic success over many years.

In recent years, students across the ability range have enjoyed considerable academic success. Every year, the vast majority gained places at their chosen Universities, including Oxford or Cambridge University. We celebrate the range of successes of each and individual student. There are so very many success stories, too numerous to mention here, with most students reaching or exceeding their personal targets - more details are on our website.

The Governors are extremely rigorous in providing the challenge and support to ensure students achieve the best that they can.

Our Value Added at KS4 is regularly very high and often amongst the best in the country, in some categories being in the top 1% nationally.

We place great emphasis on securing the best outcomes for students who are Disadvantaged (in recent years some have been our top performers); have medical and emotional needs and those with SEND.

School buildings

The oldest part dates from 1909 and there have been considerable additions down the years. Situated just north of Evesham town centre, the school occupies a large area of 18 acres with extensive playing fields, a 325-seat theatre (The Henrician Theatre), Sports Hall and Sixth Form Centre.

A substantial investment of nearly £9 million has been made into the school buildings in the last eight years. The Governing Body has fully supported the current Leadership Team in actively securing substantial funding in order to re-develop a very worn out and tired school following period of poor investment. There are one or two areas still remaining to update, but the vast majority of the school building are now light, airy, purposeful and conducive for both the learning and working environment.

In summary, almost all the windows have been replaced as have the roofs, and solar panels have been installed. English and Modern Languages now benefit from a new purpose built building called The Grove. The Science Laboratories have all been refurbished. The site in 2017 was made fully accessible; new toilet facilities were provided coupled with full wheelchair access and ramps to accommodate mobility across the school. A new Main Reception and Student Reception area was also established and Henry's, our canteen was extended. Prince Henry's is a difficult site to manage being situated off a main public highway and substantial investment was made to ensure the site has been made safer with the addition of gates to the front car park as well as a mag-lock system to control access. In April 2021 we opened our brand new Design and Technology building having secured an investment of £3.6 million. Following the pandemic, we took the opportunity to enhance the school further with the creation of a new Sixth Form Centre, with an enhanced Common Room that includes a cafeteria and lounge area; expanded Private Study space; and new classrooms to accommodate Sixth Form studies, including A Level Law, Sociology and Classical Civilisation which have been introduced to the curriculum. The Geography, History, RE and Psychology Departments have all been relocated and refurbished, and our Learning Support Department has had a complete makeover and expansion. The Maths department has also been extended. The old DT building has now been demolished and replaced with a Multi-Use Games Area (MUGA). During 2022 a new Conference Centre was completed; a new department hub for Music was created; as was an on-site bus bay to enhance the safe arrival and departure of our students, who previously had to disembark and embark from the main public highway. The Henrician Theatre has also undergone a refurbishment programme.

In recent months we have also been mindful to report the impact of this building development in helping the school become "carbon neutral". This was shared with the school community in Newsletter 2- 2021 and the school's Sustainability Club is constantly looking at new ways in which we can support the environment.

A considerable investment has also been made into equipment for students. As well as enhanced media and ICT facilities in many classrooms, two up-to-date Apple Mac suites, together with a new ICT suite for students with Special Needs. An area of the school has also been developed specifically to provide a suitable environment for students requiring a bespoke alternative curriculum, The Lodge and for those suffering with medical and emotional needs, The Bridge.

Finally, office space for staff has also been significantly improved to provide enhanced working conditions.

Leadership

Dr Tony Evans (NPQH, 2007; NPQEL, 2020), the current Headteacher, has now been in post since 2012. He serves the WASH Executive Committee, and until 2021 was the Chair of Heads Teaching School Group and Sub Regional Board Member for the West Midlands Teaching School Alliance. In 2017-18, he oversaw the SSIF project for Worcestershire - a £500,000 project aimed at supporting Literacy and Numeracy with a focus upon Disadvantaged students, which received high praise from the DfE and was used as a Case Study. The SLT at Prince Henry's has fully supported the involvement of the school in this project. Tony has also supports the NPQH programme through the Worcestershire Global Leader Academy. He is superbly supported by an experienced Senior Leadership Team comprising 4 Deputy Headteachers Mr Ben Freeman (NPQH, 2019), Mrs Antonia Lungley (NPQH, 2022), Mrs Nuala Barker (NPQSL 2016) and Mrs Suzanne Thomas; and two Assistant Headteachers, Mr Andy Duffy (SCITT and Teaching Hub Director) and Mrs Clare Webb (Head of Sixth Form). The school also benefits from an Operations, Finance, HR, IT and Media team. We have developed the roles of the Senior Leadership Team and supported a restructure of the admin and support staff teams to better serve the needs of the teachers. The school is constantly looking to enhance the development of teachers and more than 90% have been promoted or uplifted since 2012.

The school has recently invested into enhance leadership for Teaching and Learning, SEND, Diversity and Sixth Form and is looking to build in further succession for the Senior Leadership Team with the appointment of an additional two Senior Teachers in September 2022. We have actively promoted staff welfare and development. In recent years, we have improved and embedded our appraisal, self-evaluation, and school improvement procedures so that they now fall in line with the 2014 requirements and the new Ofsted framework.

Great emphasis is placed upon Staff Welfare and Wellbeing. All staff have signed up for a PHHS Pay Agreement and the Governors were keen to explore the impact of this upon staff and this was reported back via an Internal Assurance Audit Aug 2019. There is a full CPD programme on offer for all colleagues, linked to Appraisal. The Support Staff and Teaching Staff act as one united team and work together in the best interests of the school. Staff are loyal to the school and generally stay for a long time. New staff are very well supported to feel part of the team from before they begin.

Governance

Our Appraisal system for Teachers was independently audited in February 2015 and extremely positive feedback was received. It was also praised in the Ofsted report of June 2013. We have also independently audited our Safeguarding requirements 2016, CIF Project 2016; Investment of School Funds 2017; Attendance procedures 2017; Specialist School Improvement Fund 2018; SCITT 2018; Risk Protection Arrangement 2019 and Local Pay Agreement 2019. We received a School Resource Management Advisor visit in Jan 2020 and their written report, received in July, was extremely positive, stating that no savings could be found. We appointed new auditors in March 2020. In 2021 we introduced a programme of Internal Audit and Scrutiny and independent audits have been taken into Remote Learning Education, Review of Governance and Cybersecurity. In Jan 2022, the ESFA conducted an audit into Financial Management and Governance. The outcomes of all these audits were also extremely positive. Prince Henry's has a full Governing Body and Membership Committee. The school has been supported by a very experienced School Improvement Partners. Governors have been involved in all the audits, previous Ofsted inspections and the Pilot Ofsted Inspection in 2019. Both Governors and Members are extremely experienced and provide the essential support and challenge that is required of a modern-day Academy School.

Locally

Evesham is an expanding town within Wychavon in South Worcestershire - a beautiful area consistently recognised as one of the best places to live in the UK. The school is within reasonable reach of Oxford, Stratford, Cheltenham, Worcester and Birmingham, close to good road and rail links. We have excellent connections with our local community, including business leaders, the local council and a number of charitable organisations including the Rotary Club and enjoy an excellent reputation locally. We continue to maintain, and indeed further enhance, an outstanding reputation for the quality of our enrichment and extra-curricular activities, such as the school play, concerts and sports events. We celebrate all that we can on our website. Everything we do is underpinned by a strong set of universal values to ensure that we create and maintain a culture in which every child can succeed.

Dr Tony Evans
Headteacher

October 2022