



CAMPBELL
COLLEGE

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ANNUAL REPORT OF THE BOARD OF GOVERNORS

2024 - 25



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INDEX

	Page
The Campbell Story	3
Membership and Function of the Board of Governors	4-5
Annual Report of Governors & Financial Statement	6-10
Enrolments and Staffing	11
Exam Results	12-13
Curriculum	14
Careers	15-18
Learning Support	19
Annual Attendance Rate	19
Junior School	20
Extra-Curricular	21-22
Events & Trips	23-25
Staff Development	25
Security	25



CAMPBELL COLLEGE

EST 1894

THE CAMPBELL STORY

Campbell College first opened its doors in 1894 thanks to philanthropist Henry James Campbell and has been educating boys from all over the world ever since. The stunning 100-acre woodland campus sits on the edge of Belfast and the original redbrick Victorian building remains a striking centre piece of the College today. Home to over 1,200 boys aged 3-18, the College has added state of the art facilities throughout its existence but the ethos remains true to the intentions of its founder. *Respect, service and leadership.*

With a Junior School, Senior School and a thriving international Boarding department the College represents one of the leading Boarding and Day Schools on the Island of Ireland.

Our motto *Ne Obliviscaris* is born out of a history of leadership and service reflected particularly during the two world wars and our Royal Charter status was presented in 1951 in honour of those we lost.

The diverse list of our alumni is a reflection of a College that truly celebrates the individual and our heritage is celebrated by Campbellians, old and new, across the world.

Our vision is to inspire individuals to be the best they can be; contribute to the world around them and grow into men of character.

We are committed to providing an education that enables each and every boy to fulfil his potential - whether in the classroom, on the stage or on the sports field. We believe education is a holistic experience that should celebrate the creative, physical and spiritual as well as the intellectual. We want boys to leave the school with an assured set of values, we want them to believe they can truly make a difference in society; we want boys to leave with things that are going to matter to them for the rest of their lives.



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MEMBERSHIP OF THE BOARD OF GOVERNORS

The following, currently, serve as Governors under the terms of the original will of Henry James Campbell as amended by the Scheme of Arrangement and the Royal Charter and may remain in office until they reach the age of 72.

J Andrews, BSc (Hons), FCA (*Chair*)
D Baker, BA (Hons)
A Colmer, KC (*Vice-Chair*)
J S Dunlop (*Elected by parents*)
His Honour Judge AFW Devlin
G Elliott, BSc (Hons), MRICS
MEJ Graham, BSc (Hons), MSc, FCIOB, FICE
JR Hassard, MA, BEd, DASE, AdvCertEd, PQH
Ms D Jordan, MA (Cantab) BL
ID Jordan, FCA, MA (Cantab)
Mrs J Kelly, BA (Hons), FCA
Ms K Marshall, MA (Hons) (*Elected by teachers*)
J Parks, BSc (Hons), MAC MANLP
Mrs C M van der Feltz, BA (Hons) MCIPD
AWJ Wilson, BA (Hons), MSc, ACMA
HRH Wilson, BA (Hons), FCA, CDir, FIOD, CMgr, FCMI, FInstLM, FRSA

Headmaster

RM Robinson MBE, BSc, PGCE, MEd, PQH (NI)

Bursar and Secretary to the Board

K J Wilson, FCA, BSc (Econ)

The Sub-Committees and their Chairperson are as follows:

The Curriculum & Pastoral Committee	A Colmer
The Development Committee	J Parks
The Estates Committee	MEJ Graham
The Finance Committee	HRH Wilson
The Junior School Committee	JR Hassard
The Staffing & Salaries Committee	Mrs J Kelly
The Steering Committee	J Andrews

The Designated Governor for safeguarding matters is Mr JR Hassard.



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FUNCTIONS OF THE BOARD OF GOVERNORS

The Board of Governors met on five occasions and matters that were dealt with included:

Annual Speech Day	ICT Provision & School Networking
Appointment & Sourcing of New Governors	Insurance
Appraisal & Approval of Capital Projects	Investments
Appraisal & Approval of Maintenance Projects	Maintenance of Grounds & Buildings
Banking Arrangements	Marketing
Boarding Department	Old Campbellian Society
Boarding Inspections	Open Days
Building Design & Build	Pastoral system
Catering & Cleaning	Performance Management
CCF	Post Primary Education
Child Protection & Safeguarding	Public Relations
Curriculum	Pupil Numbers
Debtors	Risk Management
Departmental Reviews	School policies
Dept of Education Consultation Documents	Scholarships & Bursaries
Disciplinary Matters	School Development Plan
Energy Efficiency Projects	School Trips
Entrance Criteria	Security
Examination Results & Statistics	Social Services
Financial Accounts	Special Educational Needs
Financial Assistance	Sports Provision
Financial Planning (3-Year)	Staff Appointments
Financial Budgeting (1-Year)	Strategy Review
Government Funding	Suspensions
Government legislation	Tuition Fees
Governing Bodies Association	UCAS & Oxbridge
Health and Safety	Uniform
House System	Use of School Facilities



CAMPBELL COLLEGE

Est 1894

Annual Report of the Governors For the year ended 31 March 2025

Status

The Charitable Trust was established through the will of Henry James Campbell who died in 1889. The original Scheme for the establishment and governance of the College is dated 21 May 1898, the latest amendment to which was in 1978.

The Royal Charter was granted in 1951 and a Supplementary Charter granted in 1977.

The College is registered with HMRC under charity number XN45154.

Objectives and Strategy of the College

The objectives of the College are to provide pupils from the age of 4 to 18 years of age - both boarding and day boys - with a quality education that reflects its aims and ethos. The College aims to nurture young men of integrity; who think independently, lead responsibly, and make sound decisions. The College's ethos is to prepare Campbellians not just for exams, but for life; ready to contribute, with confidence and purpose, to an ever-changing world.

Our strategy to support the College's objectives includes five key priorities:

- **People:** We are continuing to recruit and support a strong team – from teaching to operations to leadership. We will continue to work to provide a modern, progressive, and supportive environment for our staff and our pupils.
- **The Estate:** Our beautiful 100-acre woodland campus is a huge part of college life. We have invested significantly in the new Sports Centre, we will continue with the extensive work to our magnificent historic buildings, and subject to funding, look to further enhance our teaching facilities.
- **Boarding:** Boarding remains central to the College – not just practically, but culturally. Our Boarding builds a global outlook, creates lasting friendships, and is core to our school's unique character. The Campbell College boarding provision is truly excellent and a critical asset to the school and to Northern Ireland. We will continue to invest in Campbell College being the best place to board in Ireland.
- **Financial resilience:** We continue to be very focused on careful financial management, but we are also committed to work in partnership with parents and to remain conscious of the pressures families face; the College's approach to the implementation of VAT on school fees demonstrates this. We are also investing in our strategic fundraising capability to support our ambitious plans for years ahead.
- **Community:** We are strengthening our ties with our local communities and with primary schools. This includes forming partnerships – sporting and cultural – that help build on our facilities and provide access to skills and new revenue streams. We will also work closer with the Old Campbellian Society, and our Old Campbellians. We want our past and present pupils to stay connected, and for the benefits of the College to extend beyond its gates.



CAMPBELL COLLEGE

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*Annual Report of the Governors
For the year ended 31 March 2025 continued*

Organisational Structure

The Governors oversee the agreed strategic direction of the College, with its day-to-day management delegated to the Headmaster and Bursar.

Operational Policy

Junior School operates as a day school for boys from 4 to 11 years of age, with an associated Kindergarten and After School Club (both of which are co-educational) - all are located on the College's campus.

The Senior School provides secondary education for boys aged 11 to 18 years of age, the aim of which is to ensure that each boy fulfils his potential academically and has the opportunity, through the programme of sports and extra-curricular activities programme, to develop the skills and self-confidence that will enable him to make a meaningful contribution to a global community.

Pastorally the College is comprised of Junior School (Years 1-7), Middle School (Years 8-10); and Senior School (Years 11-14); which allows for greater emphasis on management by-year-group, with tutors being responsible for smaller groups of boys.

The Boarding facilities comprise accommodation for 160 boys and are also based on the College's campus.

Review of Activities for the Year Ended 31 March 2025

College enrolment on 31 March 2025 totalled 984 pupils (2024 - 1,007), including 128 boarders (2024 - 144).

The success of the College overall is reflected in the continued high enrolment of recent years. Whilst numbers in Junior School are being reduced year-on-year as we implement our strategy to move to a single-stream structure, the intake for Prep 1 in 2025 are encouraging. The Board of Governors is confident that the Junior School will continue to go from strength to strength as this strategy is implemented.

Despite the continued financial uncertainties facing the education sector in Northern Ireland, the Board of Governors remains committed to its capital ambitions for the College:

- The conversion of the former swimming pool hall to a modern, state-of-the-art fitness suite was completed in March 2024 and the extensive refurbishment of the sports centre which began in 2024, is due for completion in June 2025. These works include the construction of an internal climbing wall, the conversion of three former squash courts to classrooms and a significant upgrade of the main sports centre.



CAMPBELL COLLEGE

EST 1894

Annual Report of the Governors For the year ended 31 March 2025 continued

- Phase three of ongoing heritage work to the front elevation of the iconic main building was completed in 2024/25. The Board of Governors plan to continue this heritage restoration work over the next 10 years.
- The Board of Governors appreciates the contributions to date from the 'Building for the Future' fundraising campaign towards these works and recognises that fundraising will be evermore critical if the College is to realise all its capital ambitions in the future.

Despite protestations, the Government imposed VAT on all College fees from January 2025. The Board of Governors recognised the significant impact this would have on families and agreed a discount on fees for 2024/25 and 2025/26 in mitigation.

Developments

The Board of Governors recognises the College's responsibility to protect and improve our environment and has implemented a number of projects that will reduce its energy use, including the implementation of an LED lighting solution throughout the school. It has further identified projects that it will be implementing over time that will have a positive environmental and social impact.

In common with other grammar schools in Northern Ireland, Campbell College continues to administer the post-primary transfer arrangements within the established unregulated system, using academic selection amongst its criteria for entry to Year 8.

Financial – see below

The overall financial results for the year to 31st March 2025 were satisfactory.

The budgets and forecasts for the three-year period to March 2028, indicate that the College will be able to support its Development Plan, the objective of which is to continue to develop and improve teaching and the wider educational experience of pupils at the College.

The Board of Governors considers that the financial reserves, as at the year end, would provide the College with adequate financial stability and the means for it to meet its charitable objectives for the foreseeable future, including its capital expenditure commitments and essential heritage buildings maintenance, which, as a Voluntary 'B' school, it must fund independently without grant assistance from the Department of Education.



CAMPBELL
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*Annual Report of the Governors
For the year ended 31 March 2025 continued*

FINANCIAL STATEMENT

For the Year Ended 31 March 2025

	£ '000'
Income	
Department of Education grants	8,195
Parental contributions	6,697
Other income	659
	15,551
Expenditure	
Teachers' salaries and expenses	8,771
Property maintenance	715
Establishment and administration	2,088
Catering, boarding & miscellaneous	2,643
Interest	78
Depreciation	1,191
	15,486
Surplus from operations	
	65



CAMPBELL COLLEGE

Est 1894

*Annual Report of the Governors
For the year ended 31 March 2025 continued*

Investment Powers, Policy and Performance

Certain restrictions, as detailed in the amendment to the Scheme in 1962, apply to investment decision-making, which is made having obtained and considered the advice of appointed investment advisers.

Risk Management

The Board continues to monitor and review the processes, procedures and activities within the College and monitor the effectiveness of the system of controls by which those risks as identified can best be mitigated. The significant matters for consideration during the year have been:

- Succession planning and leadership transition;
- Future capital development and major maintenance;
- Strategy for Junior School;
- Challenging funding conditions for education in Northern Ireland; and
- The imposition of VAT on School fees.

Valate

In June 2025, Mr Robert Robinson M.B.E., will be retiring after 13 years valued service as Headmaster to the College. During this time, he led the College through many challenges in terms of curriculum and funding as well as a global pandemic.

June 2025 will also see the departure of Miss Andrea Brown from Head of Junior School after 11 years.

Governors thank them for their valued service and wish them both well in the future.



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ENROLMENTS AND STAFFING

	Enrolment	Staffing
Campbell College	970	80
Junior School	181	11
Kindergarten	28	2

STAFF MATTERS

We said goodbye to:

Mrs Wendy Pearson - Head of Home Economics/Assistant Head of Boarding
Mr Matthew Snodden - Teacher of Music/Head of Year
Miss Rachael Finlay - Teacher of History
Mrs Winnie Morgan - Front of House

We welcomed:

Mr Ryan Livingston - Teacher of History
Mr Robert Morrow - Teacher of Geography
Ms Louise Jones - Teacher of English
Mrs Laura McKeown - Director of Development
Mrs Susan Taylor - Front of House
Mr John Whisker - Science Technician



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EXAM RESULTS AUGUST 2025

The full report is presented to Governors annually.

GCSE

GCSE RESULTS - SUMMER 2025									
SUBJECT	Number of Candidates	CUMULATIVE % GRADE BREAKDOWN							
		A*	A	B	C*	C	D	E	Other
ART & DESIGN	19	21	84	100	100	100	100	100	100
BIOLOGY	86	9	43	60	81	93	100	100	100
BUSINESS STUDIES	53	2	36	55	72	85	98	100	100
CHEMISTRY	68	16	60	79	88	99	100	100	100
CHINESE	2	0	100	100	100	100	100	100	100
DIGITAL TECHNOLOGY (MM)	23	13	35	61	65	78	96	100	100
DIGITAL TECHNOLOGY (PGM)	12	58	67	83	83	83	100	100	100
DRAMA	24	0	17	54	83	96	100	100	100
ENGLISH (International iGCSE)	10	10	30	70	70	100	100	100	100
ENGLISH LANGUAGE	141	11	35	74	94	99	99	100	100
ENGLISH LITERATURE	117	8	28	65	82	95	98	100	100
FRENCH	71	8	30	41	51	82	97	100	100
GEOGRAPHY	49	2	37	57	69	80	98	100	100
GERMAN	28	25	68	82	86	93	100	100	100
HISTORY	57	7	35	60	84	96	100	100	100
HOSPITALITY	25	0	0	32	68	84	88	100	100
MATHEMATICS	146	16	55	86	89	98	100	100	100
MATHEMATICS - FURTHER	44	20	75	95	100	100	100	100	100
MOTOR VEHICLE STUDIES	13	15	46	92	92	100	100	100	100
MOVING IMAGE ARTS	8	13	75	100	100	100	100	100	100
MUSIC	22	23	41	86	100	100	100	100	100
PE	46	7	33	59	67	83	100	100	100
PHYSICS	63	17	67	84	92	97	98	100	100
RE (Short Course)	109	6	32	49	68	76	93	100	100
RELIGIOUS STUDIES	26	8	54	65	88	100	100	100	100
RUSSIAN	2	100	100	100	100	100	100	100	100
SCIENCE (DOUBLE AWARD)	33	3	18	42	74	88	97	100	100
SCIENCE (SINGLE AWARD)	11	0	0	0	9	36	73	100	100
SPANISH	51	4	25	41	65	88	96	100	100
TECHNOLOGY & DESIGN	36	3	44	81	86	86	100	100	100



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EXAM RESULTS AUGUST 2025

A LEVEL

SUBJECT	Entries	CUMULATIVE % GRADES						
		%A*	%A	%B	%C	%D	%E	
Art & Design	10	60	100	100	100	100	100	
Biology	22	9	32	50	86	95	100	
Business Studies	26	0	8	46	77	96	100	
Chemistry	21	19	71	95	100	100	100	
Chinese	2	50	100	100	100	100	100	
Design & Technology	9	22	22	56	67	89	100	
Digital Technology	15	7	13	27	53	60	100	
Drama	6	0	0	50	67	100	100	
English Literature	4	25	75	100	100	100	100	
French	6	0	0	50	100	100	100	
Geography	42	0	7	33	79	98	100	
German	2	0	0	50	50	100	100	
History	22	0	23	64	91	100	100	
Mathematics	31	26	55	87	87	97	100	
Further Mathematics	7	43	100	100	100	100	100	
Media Studies	2	0	0	0	50	100	100	
Moving Image Arts	7	0	14	100	100	100	100	
Music	3	0	33	67	100	100	100	
Physics	13	23	54	85	85	92	92	
Politics	7	0	14	29	43	86	100	
Religious Studies	9	0	22	44	89	100	100	
Spanish	9	0	0	22	67	100	100	
Sports Science	16	0	19	63	100	100	100	
	Entries	Distinction*	Distinction		Merit		Pass	
		(Equivalent to A*)	(Equivalent to A)		(Equivalent to C)		(Equivalent to E)	
BTEC Business	2	50	50		50		100	
BTEC Hospitality	24	67	75		92		100	
BTEC Sport	14	0	64		86		100	
BTEC Sport Diploma (2 grades)	10	0	50		90		100	



CAMPBELL COLLEGE

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CURRICULUM

At Campbell our curricular and extra-curricular practice is inextricably linked, each stemming from our vision and core values.

Key Stage 3

Upon entry to **Year 8**, boys are streamed into six classes and all take English, Mathematics, Science, French, Geography, History, Home Economics, Drama, Latin, Religious Studies, Art, Music, Design & Technology, Information Communication Technology, Physical Education and Learning for Life & Work.

In **Year 9**, the majority of boys take up Spanish or German as a second Foreign Language. Secondly, following an assessment, some pupils may receive additional support in Literacy.

In **Year 10** Science is studied as the three separate disciplines of Biology, Chemistry and Physics. During Year 10, pupils select their course of study for GCSE. Parents and pupils are encouraged to consult with subject teachers and Personal Tutors before any final decisions are made.

Key Stage 4

In Years 11 and 12 a varied programme of GCSE subjects is offered within the requirements of the Northern Ireland Curriculum. The subjects currently offered include Additional Mathematics, Art & Design, Business Studies, Drama, English Language, English Literature, French, Geography, German, History, Hospitality, ICT, Leisure & Tourism, Mathematics, Music, Physical Education, Science (offered as either single award science, double award science or the three separate sciences), Spanish, Technology and Design, Motor Vehicle and Road use studies and Religious Studies.

There is provision within the Options for pupils to vary the number of subjects they study for GCSE.

Sixth Form

Pupils in Year 13 take three or four AS subjects chosen from a wide range which includes BTECs as well as the previously mentioned subjects. Pupils in Year 13 have the opportunity to select an Enrichment Programme from the range on offer.

At Year 14 these subjects are taken through to A-Level. There is ample opportunity for discussion between parents, teachers, Personal Tutors and Careers Advisors before the final programme is decided. In periods of non-class contact, Sixth Form students are able to continue their independent study in a supervised Study Hall.



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CAREERS

At Campbell College, significant time is invested in supporting our pupils through all facets of Careers Education, Information, Advice and Guidance provision. Quality CEIAG is a fundamental aspect of a school's success; with Employability as a central issue within the Revised Curriculum, preparation of our pupils for the world of work is of the utmost importance and we recognise that a high standard of CEIAG can help raise motivation and achievement amongst pupils. Economic development is also crucial to the long-term future of Northern Ireland and as a College we have a social responsibility to prepare our pupils to contribute positively to local and global economies, and to address the needs of future generations in an increasingly technological society.

We support and encourage pupils to engage fully in CEIAG and aim to create a culture of self-sufficiency in their research and investigations of career and learning opportunities. It is our basic tenet that we never take decisions for pupils and remain objective in our advice. Nevertheless, the strong network of support provided by the Careers Department promotes a serious approach in planning for future choices and the establishment of solid, encouraging, supportive relationships between the Careers Team and pupils is important if they are to seek advice and address Career-related issues at appropriate stages.

Overview of CEIAG Activities 2024-25

A comprehensive CEIAG Programme was offered in 2024-25 as follows:

Year 8

- CEIAG delivered through the new 'Career and Learning Guidance' lessons – audit ongoing
- Careers Education delivered through LLW and embedded throughout curriculum
- Careers-related activities delivered through subjects

Year 9

- CEIAG delivered through the new 'Career and Learning Guidance' lessons- audit ongoing
- Careers day at W5 focusing on STEM and other selected areas
- Careers Education delivered through LLW and embedded throughout curriculum
- Careers-related activities delivered through subjects



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Year 10

- CEIAG delivered through the new 'Career and Learning Guidance' lessons
- Careers Education delivered through LLW lessons and embedded throughout curriculum – audit ongoing
- Bar Mock Trial Competition
- Personal Career Planning as part of the 'choosing options' module
- Careers Research using Unifrog during one module of tutorial periods
- Individual Guidance interviews in March with parental input – recorded on Unifrog
- Transition support at Options Interviews and at subject Parent Consultations
- Focus on selection of GCSE subjects through a number of events including; presentation to parents CGO and CMI, pupil presentation, lesson series.
- Range of Career-related presentations from departments during Options Focus week

Year 11

- CEIAG delivered through the new 'Career and Learning Guidance' lessons
- Careers Education embedded throughout curriculum – audit ongoing
- Personal Career Planning through Unifrog activities during taught modules
- Career Ideas/Career A-Z account on C2K
- CEIAG morning - Summer Term, focusing on Evaluation of Work Inspiration, Investigating Post-16 opportunities, further Personal Career Planning and the setting of a Careers research project over the summer holidays in preparation for Post-16 interviews with the NICS Adviser.

Year 12

- CEIAG delivered through the new 'Career and Learning Guidance' lessons – audit ongoing
- Careers Education embedded throughout curriculum
- One-to-one guidance interviews for all pupils with NICS Adviser
- Mock 'Assessment Centre' evening
- Year 12 Taste Day
- Futures Fair
- Optional 1-1 guidance interviews on making Post-16 choices
- Transition support at Parents' Evening
- Tracking of Post-16 plans in Easter term by tutors
- Back-up Post-16 Planning meetings with members of the Careers Department for 20 students identified as in need of further support after second Progress Card
- Contact with home in cases of pupils who do not appear to have made appropriate Post-16 applications or plans
- Range of Careers-related presentations
- Career Ideas/Career A-Z account on C2K
- Work Plus (Apprenticeship) presentation



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Year 13

- Timetabled Careers lessons Jan – June
- Oxbridge trip - 11 boys
- Work Experience placement - June 2025
- Taster and Insight Days throughout the year offered through Careers Notices and organized ad hoc from Careers Department and through Departments and other local providers
- Interview Skills training and Mock 'Assessment Centre' - March
- Academic interview preparation – alumni and outside academic volunteers
- Presentations on Career-related issues - ex pupils and professionals
- Law insight Day Oxford – 1 pupil
- Various stretch and challenge initiatives started with senior scholars – essay competitions, NI Schools Debating etc.
- Work Plus Presentation
- In- house academic mentoring scheme for Oxbridge applicants – 12 staff volunteered
- Introduction of Physics Olympiad, Chemistry Olympiad, UK Maths Challenge. Resulted in an invite for two boys to a Cambridge Residential
- Midyear feedback survey of scholars/competitive applicants
- Visits to University Departments, Conferences, Lectures,
- Programme of university presentations -UU, QUB, St Andrews, Scottish Universities Tour, UCAS Exhibition in April
- Subject specific presentations on degree-level studies – many offered and advertised through universities. Self – sign up. Unifrog also used in Careers lessons to gain access to insight/watch any time presentations.
- Survey of Post-18 intentions and allocation of Post-18 Adviser
- One-to-one guidance interview with Post-18 Adviser – optional in terms 2 and 3. Compulsory moved into early Year 14
- Guidance interview with NICS Adviser (on request)
- Year 13 Parents Information Evening and termly parent mail
- Consultations following AS level results



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Year 14

- Timetabled Careers lessons Sept - Dec
- Local University Open Days
- Oxbridge Insight Days one or two pupils
- Two school cloud interview dates for parents of Y14 re:post-18 options
- UCAS Applications, UCAS Extra, UCAS Clearing
- CAO Applications
- International applications (Europe, USA, Hong Kong)
- Advice on other Higher Education routes
- Academic interview preparation and medical applicant practice interviews
- Guidance interviews regarding Post-18 options (usually 3)
- Guidance interviews with NICS Adviser (on request)
- Year 14 feedback survey on Careers Provision in April
- 'Outduction' assemblies/ Presentations on Careers-related issues, including finance, responding to offers, procedures for results and securing University places
- Post-18 transition planning meetings in Easter term
- Consultations following A Level results



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LEARNING SUPPORT

The staff who have particular responsibility for students with Special Educational Needs are the SENCo (Mrs K Sheppard), Ms S Johnson (Learning Support Assistant), Matron (School nurse), Classroom Assistants and the Pastoral teams.

The SENCo ensures that teachers have access to Background documents for each student for whom we hold information, also giving individual strategies to guide teachers in supporting that student and getting the best from him. In addition, each student on Stage 2 or above of the SEN Code of Practice has a Personal Learning Plan (PLP). These are provided to staff, and the advice of subject teachers is sought regarding the efficacy of targets and whether the student is meeting them regularly in each class. Students in Year 8 benefit from early intervention in reading, numeracy and social skills, with particular support for those with a diagnosis of Dyslexia. In Years 9 and 10 students can continue to get literacy and numeracy support by means of a timetabled class. The department also gives individual and tailored support to those at Key Stage 4 and 5.

Contributions to the training of teachers and classroom assistants are a key part of the work of the Department, in addition to close collaboration with Heads of Year and Tutors in the development of their students and improved social and academic outcomes.

The SENCo, Learning Support staff and Vice Principal Pastoral liaise regularly with external agencies such as the Education Authority's (EA) Educational Psychology Services, the Child and Adolescent Mental Health Service, the Autism Advice and Intervention service and the EA services for those with visual or hearing impairment. The Special Educational Needs Policy emphasises the needs of individual students.

SENIOR SCHOOL ANNUAL ATTENDANCE RATE

Total days attended by pupils on roll as a % of total possible days of attendance: **96%**



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JUNIOR SCHOOL 2024-25

Campbell College Junior School welcomes children from the age of three into its Kindergarten.

As each boy progresses through into our Junior School, the foundations for their performance at GCSE and A Level are firmly laid in these early stages of their educational journey.

Junior School comprises 9 classes; two Prep 1 classes with up to twelve boys in each, and a maximum of 24 pupils in each of the other Year Groups; and Kindergarten.

The modern buildings are nestled in their own private setting within the extensive grounds of the College campus. Each Key Stage Building features bright, spacious classrooms, an ICT suite, library, sports hall and creative spaces to facilitate specialist art lessons, speech and drama classes and instrumental tuition. Add to the mix, a stunning, 100-acre outdoor classroom, extensive sports pitches, athletics track and tennis courts.

ANNUAL PUPIL ATTENDANCE RATE: 2024-25

Total days attended by P1-7 pupils on roll as a % of total possible days of attendance: **96.2%.**

Total days attended by Kindergarten pupils on roll as % total possible days of attendance: **93.8%.**



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EXTRA-CURRICULAR

Boys are encouraged to believe in the breadth of their education and to participate in a wide range of extra-curricular activities.

The Houses continue to be central to the identity of boys at the College and extra-curricular provision, including sports, the arts and academic endeavours. As well as weekly assemblies, there were around 50 separate House events across the year. Houses provide a unique opportunity for boys of all ages to mix, and for older boys to take on mentoring and leadership roles. This is best seen in events such as House Drama and Sports Day.

The Arts prosper through an extensive programme of Music and Drama; At the end of March, after months of planning, rehearsals and hard work by pupils and staff, a sell-out Campbell Community audience was treated to a spectacular showcase of musical talent. There was something to please every taste, from jazz to traditional, classical to rock. In April the Middle School Choir won the U15 choir category at the Bangor International Choral Festival. Along with the Junior School and Senior Choir it also performed at family services. House Music continued for a 2nd year.

Drama is encouraged from the early years through to the Sixth Form at Campbell College. In November, boys were involved with the Strathearn production of Mary Poppins. The House Drama Competition at Campbell College is a popular event. The Drama Studio is always filled to watch boys from all year groups work together to produce great drama and comedy.

We seek the full development of our students' intellectual and physical potential. Games looks to promote participation and performance. Every boy is introduced to the skills necessary for success in team games, we encourage all boys to join a team; the rich experiences offered by being a member of a purposeful community in both inter-school and inter-House competitions are actively promoted.

The sports and activities offered include archery, athletics, cricket, cross-country, football, golf, hockey, rugby, shooting, swimming, tennis and volleyball.

In rugby, the 1st XV faced RBAI in their first round of the Danske Bank Schools' Cup in January. Unfortunately, the team were beaten and moved into the Subsidiary Shield competition. They then reached the final and secured an impressive win over MCB to lift the Shield. The U16 XV won the Danske Bank Ulster Schools' U16 Cup also defeating MCB in the final. The 3rd XV won their final vs Wallace whilst the 2nd XV lost to RBAI, again in the final. Age group teams performed well throughout the year, including their end of year tournaments. Combined with healthy numbers there is real strength in depth in the Rugby Club with teams working to a common programme and goals.

The 1st XI hockey squad qualified to play in the All-Ireland Schools' Hockey Championship in October. After Christmas they progressed through the Burney Cup, including excellent wins against Wallace and Banbridge. They were defeated in the final by a very strong RBAI team.



CAMPBELL COLLEGE

Est 1894

Football continues to go from strength to strength, involving upwards of 200 boys. In Years 8-10 football is provided beyond the Games programme. The College now offers football as a Games option to boys in Years 12-14 and a football academy with coaching provided by IFA accredited coaches. We are proud to have many current pupils playing in the National League for a variety of Irish League Clubs, Irish FA UEFA Academy players and Northern Ireland schoolboy internationals.

The U18 Volleyball team are All Ireland Champions and won the NI U18 League and Cup. The U14 squad became NI U14 League and Cup winners.

The cricket season was compacted by the short summer term, however there was still plenty of opportunity for boys to play both in competitive and fun environments. Cricket offered an opportunity for visitors to see our grounds at their best, something that was frequently commented on and is a credit to the Groundskeeper and his team. Participation at all levels is good, the U13 and U14 teams were beaten finalists in their Cup competitions.

In Athletics, success came in the Mini, Minor and Junior Athletics District Championships in May through the Ulster and All Ireland Championships. At Ulster level there were two gold medal performances in the Senior 4 x 100m relay and the Senior 400m. At All Ireland level there was a bronze medal winning performance in the Senior 400m Hurdles, there were also a number of 4th places.

Swimming continues as a specialist sport at the College, with students participating at all levels. There were victories in the 50m Butterfly and the 4 x 50m Medley and Freestyle events at the Ulster Championships. Coached by Robin Gordon, a team attended the Bath Cup at the London Aquatics Centre. A team participated in the World School Swimming Championships, also held at the London Aquatics Centre, earning bronze medals in the 4 x 50m Medley Relay.

Use has been made of new facilities, as they have become available. Athletic Development has become an important element of both Junior and Senior Games. It makes use of the new Gym and is led by Phil Greenwood, our recently appointed PTI.

At any one time approximately a third of our boys are active members of the Combined Cadet Force, participating in a range of outdoor activities, physical pursuits and camps: activity that generates independence of mind and body.

There is a commitment to charity and social enterprise. A number of boys participate in the Duke of Edinburgh Award Scheme and our Charities Committee organise activities in support of the local community. In December, the partnership with Storehouse saw students across the College donate to Christmas hampers. The Daffodil Tea party welcomed over 80 residents from local residential homes enjoying an afternoon of tea and music in the Dining Hall. Participation in the Belfast Marathon Relay grew to 8 student and 4 staff teams, raising money for Aware NI.

The extra-curricular programme is well supported by the College and offers a diverse and engaging range of options, catering for all our boys. It allows them to participate, compete and develop extra and co-curricular skills that will serve them well. Many boys develop lifelong attachments through their House, Club or teammates.



CAMPBELL COLLEGE

EST 1894

EVENTS & TRIPS

The 2024-25 academic year remained as busy as always with a range of activities and trips organised across the year to enhance the experiences of students, staff and the wider community.

September saw the College play host to the 2024 HMC Conference with many delegates being hosted externally to support professional dialogue, exchange of ideas and professional development at leadership level.

Across the year we were proud to continue developing our links with IFA and Cricket Ireland by hosting several residential workshops for a diverse set of age ranges and genders and we are proud of our links with both organisations continue to expand. Sporting links continued to expand through the hosting of a range of events such as Inter Schools cross country in November and links with the wider community were further enhanced when the College hosted:-

- NI Young Musician of the Year in March
- NYC Youth Choir for a 5-day event in April
- Scout parades and rehearsals in March
- Outreach events such as Quiz Nights, NCO events and Friends of the Pipe Band BBQ
- Priory Singers in December
- Scripture Union residential
- The Headmasters and the Friends of the Pipe Band Burns nights
- Building for the Future Gala Ball in May

The College continues to believe in developing a sense of community and seeks to develop this through certain traditions, one of which is the regular hosting of Family Services in the College Chapel on a Sunday, the Annual Carol Service all of which helps bring together choir, orchestra, pupils & alumni as well as members of the parent body.

Supporting charity events remains an important part of the College's culture and the Annual Daffodil Tea organised by the College Charity Committee continues to go from strength to strength, inviting a wide range of guests from the local community. A range of charity's received support from the College across this academic year through the organisation of bun sale events, shoe box appeals and Christmas Jumper days, proceeds of such events supported a range of charities one of which was Aware NI.

The Annual Remembrance Service which took place on Monday, 11th November. The Remembrance Service was once again live streamed to Middle School and Junior School students and the wider community and welcomed Old Campbellians, Royal British Legion members and CCF representatives from the College and Strathearn.

As a College we continued to celebrate the success and Talent of our young people through the annual Spring Concert (March), House drama and a newer House Music event which took place in April of this academic year. Our idle School Choir, who performed at the Spring Concert, also attended the Bangor Choral Festival in April.



CAMPBELL COLLEGE

EST 1894

The first Well-being Week which ran from 5-11 April, encouraged students and staff to get involved in events and activities which saw students get involved in collaborative artwork projects, nature walks, activities which involved connections with others and Give-it-a Go workshops which encouraged collaborations between teaching staff, non-teaching staff and students. The week was a resounding success and staff and pupils look forward to its repetition in coming years.

Collaboration between Junior and Senior School has been enhanced through projects and events where Senior School students support Junior School Choir performances in for example the Junior School Christmas Carol Service. An inaugural Junior School Parents Strictly Come Dancing event was hosted in Senior School Central Hall. Several Senior School students also provided musical interludes for parents during the Junior School Family Fun Day in June. Additionally, the involvement of Senior School students in the presentation of musical workshops in a range of instruments all of which help enthuse Junior School interest in musical performances.

The boarding department continued to enjoy many themed dinners in the year; Italian, Chinese and American to name but a few.

Across the year the College affords student the opportunity to participate in a range of educational visits and residential trips and opportunities that lie outside the curriculum. The introduction of Travel and Tourism at Key Stage 4 led to the introduction of a series of key visits to local tourist attractions such as the Seamus Heaney Visitors Centre, Belfast City Airport and Game of Thrones film studies to support the marketing elements of this exciting introduction to the post-16 Curriculum. The College continues to support DoE residential and day expeditions to support day and boarding pupil progression up to silver level while CCF trips and camps continue to support cadet skill development in all areas of CCF.

Year 11 and Sixth Form students were involved in a German Exchange earlier in the academic year and in return hosted a number of guests from Ulm in Germany in March of this academic year. As part of this trip the students from the College along with guests from Germany visited a range of tourist attractions across NI, including the Giants causeway and Titanic Museum.

A wide range of trips and events were organised to support career progression and awareness across the academic year. Some of these trips included a visit to Stranmillis College to support the progression of men into teaching, visits to local universities and a trip to Oxford and Cambridge for potential applicants. This trip occurred in September.

Sixth form Drama students visited Bord Gais, Dublin, in January to experience a lice theatre event which forms a statutory part of their A' Level course while additional trips to local biologically diverse areas in October were used to support the delivery of A' Level Biology content. Our History department also enhanced delivery of their History and Politics curriculum content through participation in an Educational visit to Parliament Buildings, Stormont in November. Digital technology a-level students participated in an IT & CyberSecurity industry organised event in W5 in November of this academic year. AS Geography students visited Iceland in June to enrich their understanding of A2 content and to gather fieldwork data needed to support the completion of A2 coursework.



CAMPBELL COLLEGE

Est 1894

U14 rugby club members were offered the opportunity to participate in a Berlin Rugby Club Tournament in October while also enjoying some of the wider sights and history of Berlin during their three-day trip. In November, Medallion Team building was enhanced through a two-day trip to UU and Greenvale Leisure Centre in advance of the Medallion Shield campaign. The First Rugby Team enjoyed a team building experience in Quinta Da Lago, Portugal in December, while our Under 15 Hockey Team enjoyed a similar team building exercise via a three-day friendly tour playing against Dublin schools in December while the Under 14 team members played in a similar tour event around schools in Edinburgh in March of this academic year.

Finally, this year marked the return of the annual ski-trip to the school calendar. Forty students across year 10 and 11 visited Folgaria, Italy in December as part of a very successful one weeklong ski trip.

STAFF DEVELOPMENT

Staff development days were held on 20th - 27th August, 4th November, 6th January, 17th February and 26th May. Staff focused on teaching and learning, health and safety, child protection, departmental planning and use of data.

SECURITY

Under its duty of care for pupils, staff and visitors the College continues to review and assess the level of security across the campus.



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