Our School was formed in 1987 from the amalgamation of St Angela's Catholic School for girls and St Michael's Catholic School for boys. We serve the North Hertfordshire Catholic community but our catchment area extends to Bedfordshire, East Hertfordshire and parts of Cambridgeshire. Originally a 6-form entry School, the Standard Intake was increased to 210 in 1999 and increased to 8 form entry in September 2015. There is a high retention rate into the Sixth Form and many students apply to join our Sixth Form from other establishments. As a consequence, the School has grown in size from 830 in 1993 to 1538 in September 2016, with 381 students in the Sixth Form. The School became an academy as part of the Diocese of Westminster Academy Trust in 2012 and has benefitted from considerable investment in its buildings as a result, including a new £3.5million Sports and Performing block (The Pavilion).

Our Mission Statement emphasises the practical nature of our religious character. We seek to offer a living Christian experience as a community in which each pupil is valued as an individual and is encouraged to achieve success in school life. Our Chapel is a central part of school life but it is in the day-to-day operation of school life that the School sees its aims being fulfilled. We want pupils and students to enjoy the experience of being part of the John Henry Newman Catholic School community, to gain in self-confidence and to become young adults instilled with a sense of personal responsibility, social commitment and, hopefully, an awareness of their own distinctive spirituality. We want them to be equipped to change their world.

The pupil population is almost 100% Catholic and the School is heavily over subscribed for places. Although not all staff are Catholic, all maintain and support the distinctive Catholic nature of the School and support the Headteacher in implementing the School Mission Statement. There is presently the equivalent of 100 full time members of teaching and there is a generous complement of support, technical, clerical and maintenance staff. Governors have for many years invested much of their revenue income to allow for relatively small teaching groups and relatively low contact ratios for teaching staff.

In years 7 and 8 pupils follow a broad and balanced curriculum based on the National Curriculum. Pupils begin their option courses at the start of Year 9, although formal GCSE teaching does not begin until later in the year. At Key Stage 4 (Year 9-11) the curriculum remains strongly academic but we offer a range of vocational courses for pupils for whom this is appropriate. Our current provision offers vocational courses in Travel and Tourism, Computing, Child Development, Catering and Sport. In the Sixth Form there is a very wide range of A-level provision. Advanced Vocational courses are also offered in Art and Design, Costume Design, Business, Music, Science, Computing, Sport and Health and Social Care. There are currently 151 pupils on the SEN register, of whom 29 have a full statement of special educational need or Educational Healthcare Plan.

The School has an excellent academic reputation. 84% of pupils have achieved at least five high grade GCSEs and this year 5 9-4 with English and Maths was 81%. At A-level the pass rate for the last three years has been over 99%. The pass rate for Vocational courses has

consistently been 100%. We are, however, conscious that we have the capacity to improve further and we are determined to do this on behalf of our pupils and students.

The number of pupils entitled to free school meals is relatively low (3.5%). The ethnic composition of the School's population reflects the community which it serves. It is predominately white British (57%) but with significant proportions of ethnic minorities reflecting the Church's world wide mission and the growing number of new migrants employed primarily in health care and scientific research. Attendance is above the national average with very low unauthorised absence figures.

A 2012 Inspection of PHSCE concluded 'Teachers and tutors have very high expectations. They act as excellent role models and lessons are characterised by warm relationships and good humour. Students' ability to express their own views articulately and their confidence to ask questions and interrogate data, particularly for those in the Sixth Form, is outstanding.'

A Diocesan Section 48 inspection in 2013 concluded that we are an Outstanding Catholic School.

The 2018 Short OFSTED inspection concluded; 'We were immediately struck by the many smiling faces of pupils, who enjoy coming to school. When speaking to them, pupils universally highlighted how their teachers 'go above and beyond' to help them achieve well. Pupils display a real pride in their school. They talk enthusiastically about their strong relationships with staff and the sense of community where 'everyone goes out of their way to be friendly and make you feel welcome'.

Consistent with its aim of encouraging everyone to reach their full potential, the School places great emphasis on its pastoral care.

We operate at a very human level and recognise that it is our good and caring staff who sustain and develop our school. Our challenge is to maintain high quality provision, hopefully to continue to make changes to improve this, but above all, to honour the promise we make to every parent who chooses to send their child to our School - that each child will be recognised and loved for who they are and that they will be offered excellent learning opportunities in a safe, caring and inspirational environment. We are looking to appoint individuals who will enjoy being part of this distinctive community and who will contribute to it by sharing their individual talents, character and commitment and, hopefully, sense of humour!

The John Henry Newman School is committed to safeguarding and promoting the welfare of children and young people. All appointments are subject to a satisfactory enhanced DBS check.