



British
International School
Riyadh



British International School Riyadh
**BOARD OF GOVERNORS
REPORT 2023/24**



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MESSAGE FROM THE BOARD OF GOVERNORS

I am delighted to write this message in our inaugural Board of Governors report, which will be an annual report we share with our community to highlight the school's achievements and overall performance.

The end of the 2023/24 academic year provided a moment to pause and reflect on the achievements of the past year, as well as prepare for the opportunities and challenges for the coming year.

The year was another busy one in the life of our school. It is impossible to list out the hundreds of clubs, trips, events, and visits that have taken place. The school has continued to expand its programme of sports, social, performing arts and culture activities, with clubs and groups visiting countries in the Americas, Europe and Asia. It is impressive to see the enthusiasm of students, parents and teachers who embrace all the many opportunities available, and our thanks to all of those who dedicate time to make these activities the success they are.



At the end of the year, we bid a fond farewell to the Year 13 class of 2023/24 and I was delighted to represent the Governors at their graduation dinner. The Governors wish them all the best for the next chapter of their lives, they are an amazing group of students who will be a credit to themselves, their parents and BISR in the future.

In the coming year, we will move to our new Al Waha campus and commence the refurbishment of the Al Hamra site, so we can accommodate more students and offer vocational courses for Year 12 and 13 students. It is important to remember that these investments will benefit students now and in the future. Alongside new facilities, the school has recruited additional new teaching and support staff to join the existing dedicated teams.

It is a key pillar of our strategy to offer A-Levels, IB and Vocational courses from modern and fit for purpose facilities, and the Board are delighted to see this come to life. Demand for places at our schools continues to increase which is testament to the reputation BISR has in the Kingdom.

My final message is of thanks to the leadership, teachers and supporting staff of BISR, whose dedication and tireless effort to make our school the best in Saudi Arabia is worthy of our thanks and recognition.

Welcome back - let's make this academic year a remarkable and successful one for the whole BISR community.

Neal Beevers
Chair of the Board

MESSAGE

FROM THE DIRECTOR OF SCHOOLS

The 2023/24 academic year was full of enriching learning experiences, co-curricular activities, underpinned by a strong emphasis on wellbeing. Learning, enrichment and wellbeing are our three pillars, which we see as equally important, a view grounded in research, which shows that children who are happy and engaged in co-curricular activities achieve higher academic results.

This year, students at BISR completed GCSE examinations at our DQ and Al Hamra campuses, with students studying A-Levels at Al Hamra and the International Baccalaureate Diploma programme at our DQ campus. Results were impressive showing the value that an education at BISR provides for students, with GCSE students across both campuses achieving 7 grades higher than their data predicted across the suite of subjects they took. Our A-Level students achieved 2 grades higher than their baseline data predictions across their subjects they studied. Our data for students across primary and lower secondary shows that students at BISR make greater than expected progress with their learning. Our data also shows that the longer students remain with us, the better their outcomes are.

Students at BISR have the opportunity to engage in a diverse range of experiences across the fields of academics, sports, visual/performing arts and service to others. Experiences include a wide variety of local/international trips, campus based events, activities between BISR schools, fixtures within Riyadh and wider competitions across KSA and the Middle East region. The partnerships we signed in June with Elite Sports, Infinite Sports and Al Nassar will now take those opportunities to the next level, with activities available across evenings, weekends and holiday periods.

We are very proud of the diversity in our community, which represents over 90 different nationalities. Events such as International Week celebrate what makes each member of our community unique, with our vision and mission providing our shared purpose and values, underpinning the way we work together. Events such as Flag Day, Parent Teacher Association activities and community events regularly bring us together to celebrate and have fun. Our emphasis on belonging and student wellbeing led to us being shortlisted for the TES mental health initiative for the 2023/24 academic year, something that we are immensely proud of.

To support the quality of programmes we offer at BISR, we are committed to providing world class facilities. As I write this message, our Al Saqr campus at Al Majma'ah is now open for the new academic year, with work on our Al Waha and Al Sharq campuses, progressing well, albeit with a delay. We cannot wait to move into those spaces. We continue to work hard to ensure that students at BISR have the best resources and experiences to support them on their learning journey.

It is a genuine joy to work with teams across all our campuses to provide a high-quality, holistic education which allows your children to flourish.

Helen Olds
Director of Schools

BOARD OF GOVERNORS



Neal Beevers
Chair



Nick Prince
Deputy Chair



Matthew Wyatt
Lead - Finance
Committee



Sergi Monros
Lead - Education
Performance



Dr. Shaden Qasrawi
Lead - Student
Safeguarding



Paul Concannon
Lead - New Campus &
Facilities



Dr. Alice Burt



Asad Khan



Dr. Chris Payne



Mohamed Makki

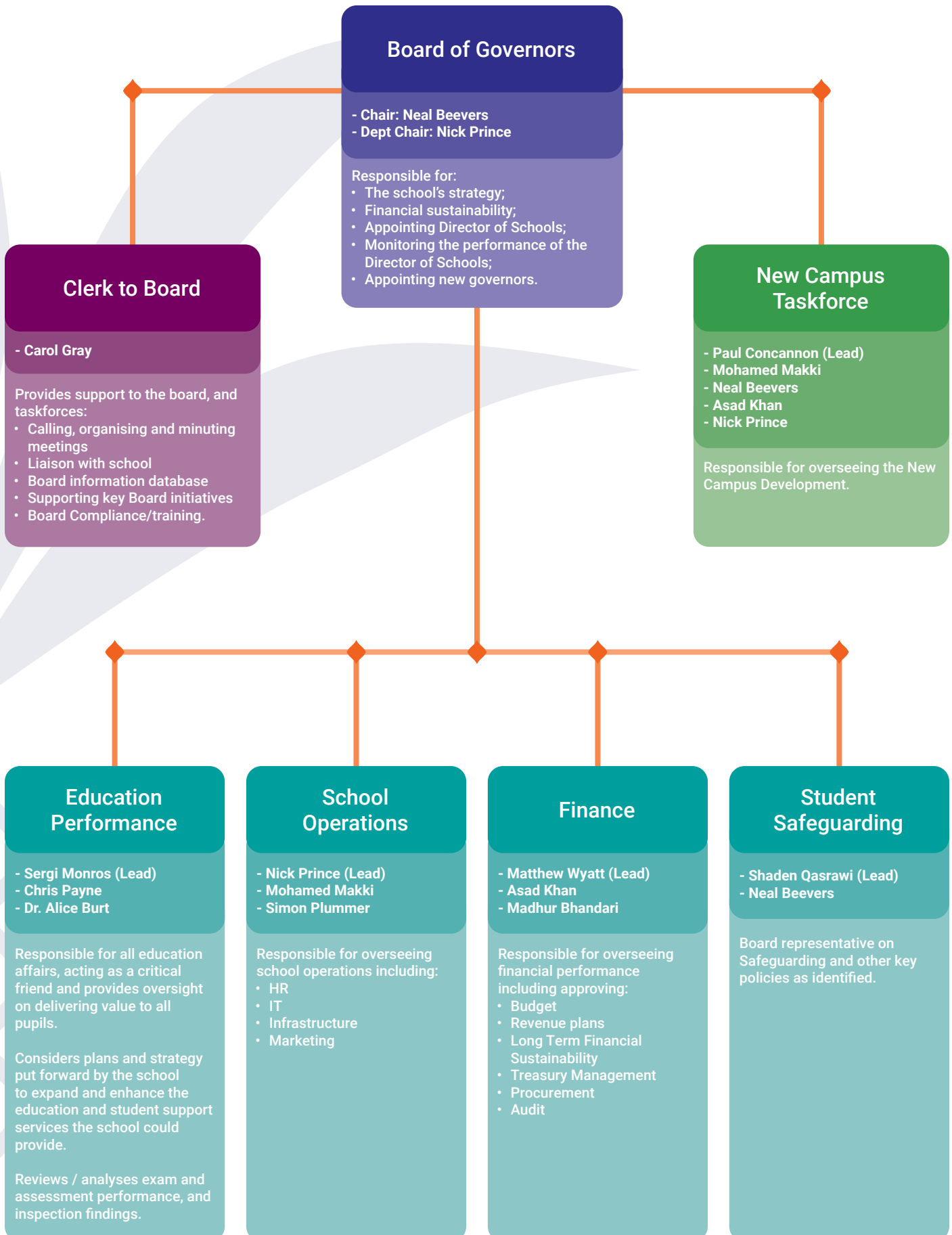


Simon Plummer



Madhur Bhandari

BOARD OF GOVERNORS STRUCTURE



WELCOME TO BISR

BISR is a vibrant community of over 90 different nationalities situated in the heart of the Middle East. We are a multi-campus school, providing education to children throughout the city of Riyadh and beyond.

At BISR we believe that learning should be personalised, challenging and enjoyable. We aim to provide high-quality learning experiences within the classroom, through residential programmes and via our extra-curricular programme. This, combined with strong pastoral support, ensures our students can both thrive and flourish within a caring environment. All elements of learning at BISR are underpinned by the core values of respect, honesty, compassion and kindness.

ACCREDITATIONS AND AFFILIATIONS

BISR is accredited by four organisations, the British School Overseas (BSO), Council of International Schools (CIS), The Heads' Conference (HMC) and The Accrediting Commission for Schools (WASC).

All organisations have a clear set of standards which we have to meet in order to be accredited. The award of Full Accreditation Status provides us with the recognition and credibility which reassures parents and students of our school's commitment to the best practices in education, both in the UK and internationally.

BISR is also affiliated with numerous cooperations and exam boards:



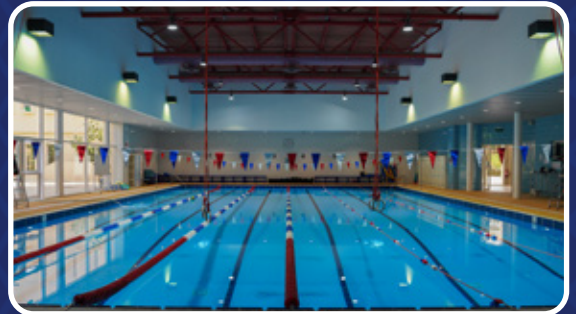
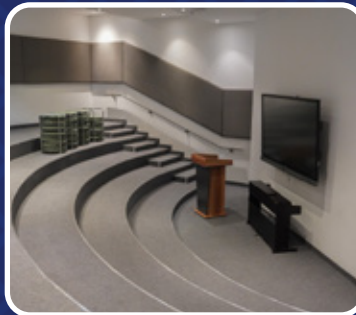
Leading
Independent
Schools



OUR CAMPUSES

BISR is one school with seven campuses.

Al Waha, our new purpose-built campus, will offer GCSE and A-Level pathways, and Al Hamra will offer BTECs for the first time this year. Our campus located in the Diplomatic Quarter offers iGCSEs and the International Baccalaureate. We run several primary schools for BAE at Al Saqr, Al Sharq, Taif and Tabuk. The school at Al Sharq will open in late 2024. The new campus at Al Majama'ah (Al Saqr) was ready for the start of the 2024 Academic Year and is now fully functioning.



WHOLE SCHOOL HIGHLIGHTS

Immense feelings of pride and accomplishment...



AL HAMRA HIGHLIGHTS

Numerous sporting events & achievements, holiday celebrations & journeys...



DIPLOMATIC QUARTER HIGHLIGHTS

World Book Day, a focus on mindfulness & wellbeing, performing arts & music...



BAE SCHOOLS HIGHLIGHTS

A wonderful Mosque visit, artistic creations, school sleepovers and culturally enriching trips...



SAFEGUARDING HIGHLIGHTS & DEVELOPMENTS

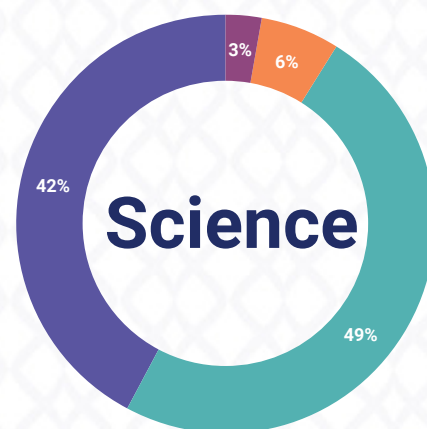
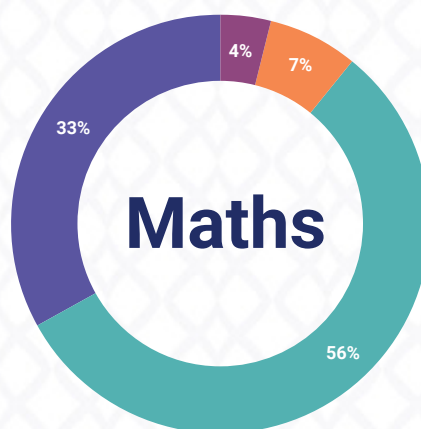
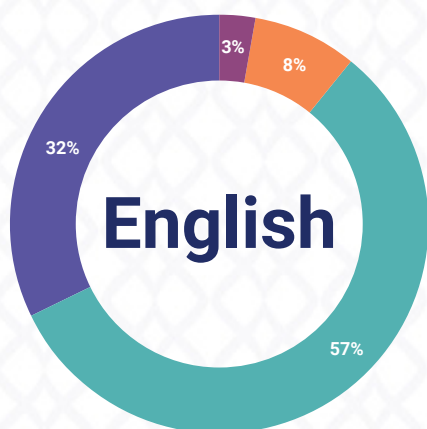
Safeguarding Partners	BISR Identification Protocols	Safeguarding Professional Development
- Safeguarding Alliance - COBIS - BSME - Riyadh Schools (attended two conferences) - MISK - Veema - National College		Market places - sessions with our staffing body: - ACES - Prevent - Scenarios - Sexual harm - IT misuse - Affluent neglect

Key Areas For Development	World Leads
Collaboration between H&S & Safeguarding	COBIS Leadership Conference
Continuation of developments of Single Central record and its protocols	GESS Leaders Summit - Safeguarding Panellist
Centralised Programme for Staff Allegations	COBIS Connect: Darker Side to Social Media
Health and Safety Google site for centralised documents	COBIS Connect: Safeguarding Connection the DSL network
Policy review and update Management Structure	COBIS Connect: NEW DSL - a Starters Guide

Safeguarding Training
150 + wider staff members, including cleaners, maintenance workers, bus drivers etc. undertaken ChildSafeguarding.com training in their mother tongue - Sessions with external compounds to discuss and educate on safeguarding and offer BISR services to ensure out of school care for Pupils - Safeguarding/Health and Safety Audit completed with Safeguarding Alliance - Keeping Children Safe in Education 2023/24 - distributed to wider staff - ASSIST training completed by a high number of key stakeholders - Safe handling training completed by a high number of key stakeholders - National College platform implemented to upskill staff - Anaphylaxis in Schools completed by all staff

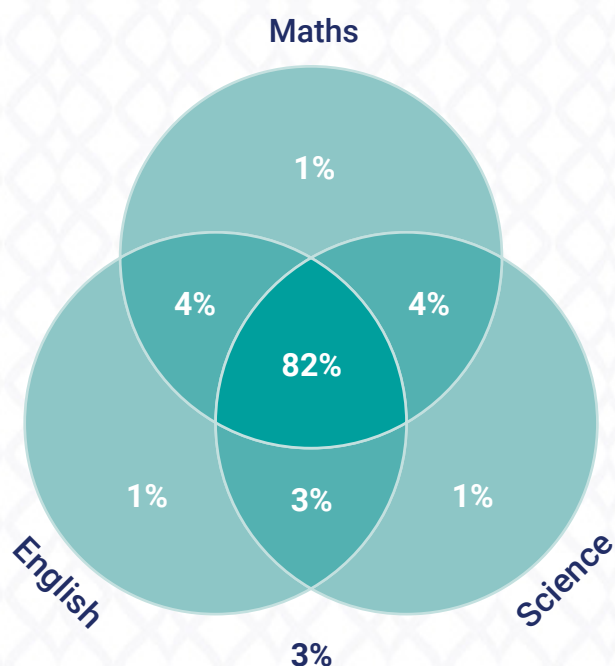
UPDATE FROM EDUCATION COMMITTEE

Y2-9 ATTAINMENT ALL CAMPUSES

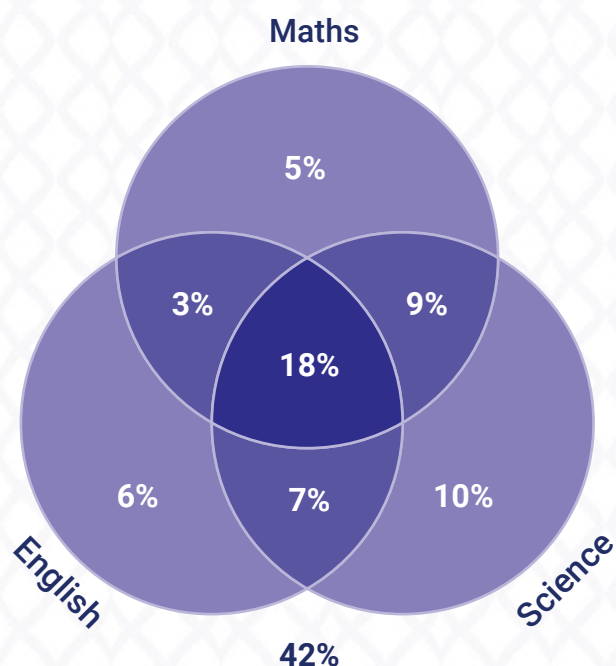


COMBINED ATTAINMENT

At/Above expected



Above expected



GL assessment standardisation - percentages of students in each category

SAS < 81
Well below average
11%

SAS 82-88
Below average
12%

SAS 89-111
Average
54%

SAS 112-141
Above average
23%

UNIVERSITY DESTINATIONS

CLASS OF 2023/24

20

20 students attending
UK Universities



8

8 students attending
Canadian Universities



5

5 students attending
Middle Eastern Universities



5

5 students attending
USA Universities



5

5 students attending
International Universities



2

2 students attending
European Universities



CITY UNIVERSITY
LONDON



UNIVERSITY
OF TWENTE.



THE UNIVERSITY OF
SYDNEY



SOME OF OUR HIGH ACHIEVERS

CLASS OF 2023/24



A-LEVEL AND GCSE RESULTS

GCSE	9	8/9	7/9	4/9
	13%	31%	50%	90%

A-LEVEL	A*	A*/A	A*/B	A*/C
	9.9%	39.7%	72.8%	91.8%

UPDATE FROM FINANCE COMMITTEE

FINANCIAL STABILITY OF THE SCHOOL

2023 2024

Income (SAR/m)		VARIANCE	
Total Students	2214	2423	9%
Tuition Fees	141.6	162.7	15%
Admission Fees	16.3	13.2	-19%
Other Revenues	7.7	5.3	-31%
Interest Income	0.9	0.7	-22%
Total Income	166.5	181.9	9%
Expenditure (SAR/m)			
Staff Cost	104.9	122.1	16%
Educational Supplies	3.5	4.3	23%
Rent, Repairs & Maintenance	15.7	15.1	-10%
Depreciation	8.8	8.5	-3%
Other Overheads	15.3	14.3	-7%
Total Expenditure	148.2	163.2	10%
Surplus from Operations	18.3	18.6	2%
Capital Investment	20.7	16.1	-22%
Av. Cash Reserves (Months Cover)	3	4	

- ◆ Surplus from operations is comparable to other regional community schools and mitigates short-term risk
- ◆ Over 75% of total spend is focused on staff and educational equipment with tight cost controls across all categories of spend
- ◆ Both financial and teaching staff ratios are materially in-line with external benchmarks (BBD)
- ◆ Overall financial position is in line with the school's 10 year financial model
- ◆ Prudent cash management to maintain adequate capital and operating reserves
- ◆ Clean Audit report

UPDATES FROM OPS COMMITTEE

STRATEGIC FOCUS

- ◆ Rapid growth provides an opportunity to transform how support services are delivered
- ◆ Alignment to potential legislative and Ministerial regulation changes for International Schools
- ◆ Benchmark and validate our approaches against the external market
- ◆ Recognise Digital Transformation is key to ensure BISR modernise, rationalise, and automate
- ◆ Continued focus on core responsibilities to ensure we are recruiting the right people

STRATEGIC SUMMARY

The Board are clear that a high-performing, agile, and data-powered back-office is critical for future growth and meeting customer expectations

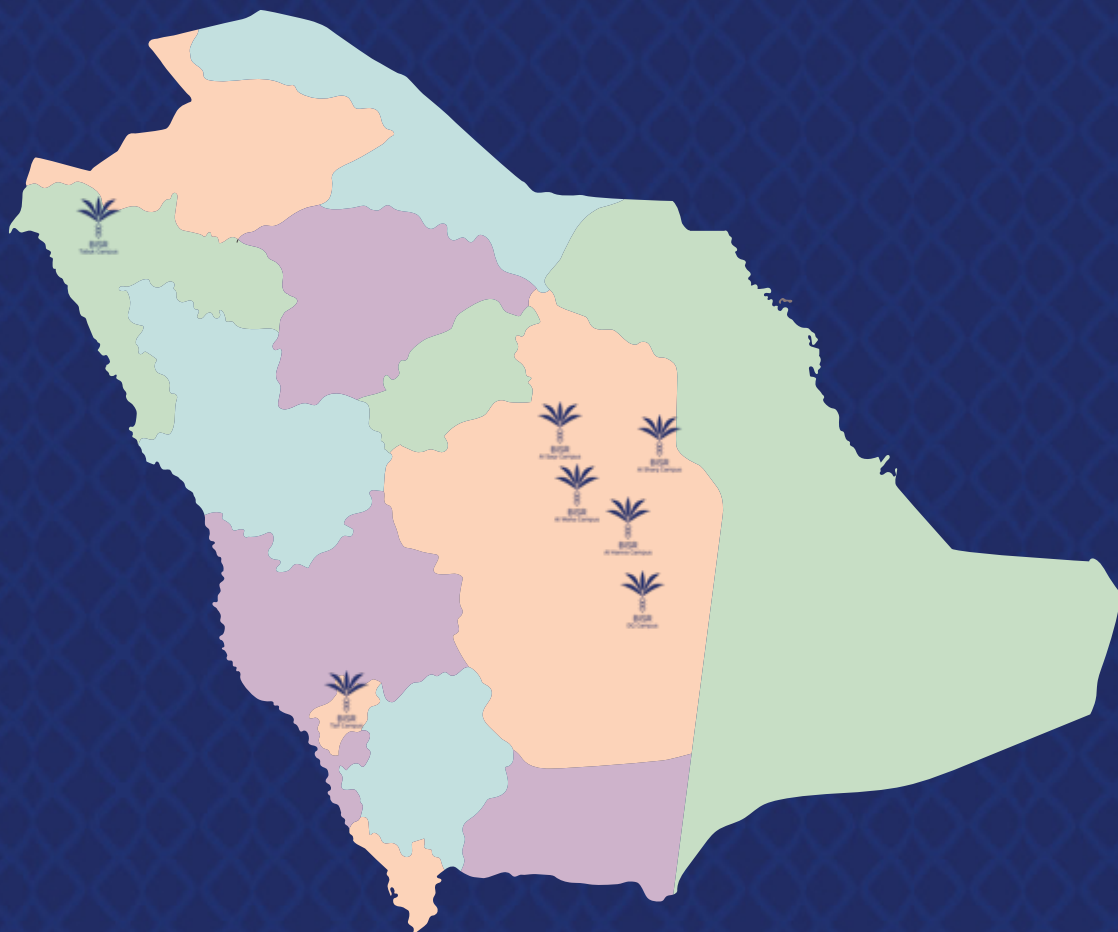
The school has been supported with its requests for additional budget and scrutinised to ensure VFM is being achieved

Our new org. structure has been externally validated and provides the foundation to build the right team of people

As we manage change and the opportunity it presents, we continue to focus on recruiting high calibre teachers and achieving VFM

UPDATE ON OUR CAMPUSES

- ◆ Al Waha
- ◆ Al Hamra
- ◆ DQ
- ◆ Tabuk
- ◆ Taif
- ◆ Al Saqr
- ◆ Al Sharq



◆ The primary school at Al Majama'ah is now open and in use.

◆ Al Waha campus is slightly delayed, but will be an exciting and modern learning space for our students once it is complete:



◆ Al Hamra campus has undergone changes to accommodate both the Al Hamra and Al Waha students during the Al Waha delay period. Refurbishment of this campus will begin once the Al Waha campus is ready to move into. You can see the architectural impressions of the new campus here:



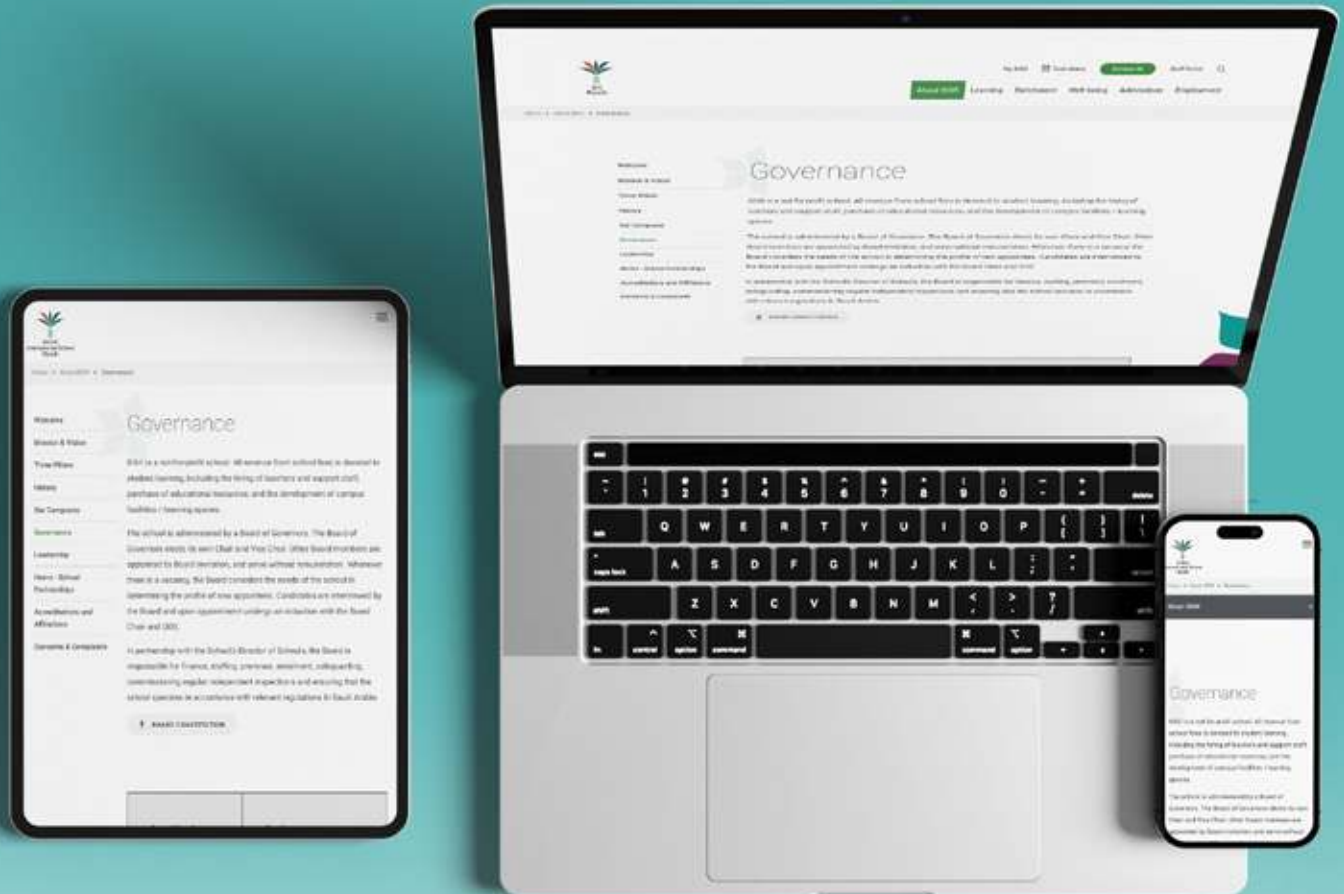
◆ Al Sharq infant school is in development and will be a vibrant learning environment when it is finished:





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READ MORE ABOUT THE BOARD AND CONSTITUTION HERE



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