

The Champion School

A Catholic Science Academy



Headteacher Application Pack

School Visits: During the week beginning 10 January 2022

Appointments can be made through Mrs C Noddings, PA to the Headmaster

cnoddings@thecampionschool.org

Closing Date: 4 pm, Monday, 24 January 2022

Interviews: 8 and 9 February 2022



The Champion School

Vacancy for the role of Headteacher



Salary: Leadership Spine Points 32-41 (Group 7) to commence September 2022

The Governors invite applications for the post of Headteacher at [The Champion School](#) from September 2022, owing to the retirement of the current Headmaster.

We are excited by the prospect of being able to welcome a new leader into our community, able to build on an ethos of living as men and women for others inspired by the Gospel values.

We have strong and proud traditions as a mixed ability School which looks to offer its pupils a variety of academic, spiritual, sporting, musical, drama, social and community opportunities throughout their school lives. Achievements are celebrated at every level and an aspiring ethos drives students and staff. GCSE and A Level performance continue to excel and consistently high proportions of students leave the School for university study, including impressive numbers of Oxbridge applicants.

The School had a very positive Section 8 Ofsted Inspection on 24/25 November 2021 and we look forward to publishing the finalised report once available, expected to be in late January 2022. Details of previous Ofsted and Brentwood Diocesan Inspections can be found on the [School's website](#).

The successful applicant will build on the School's aspirational approach to all of its endeavours and move forward with new and fresh perspectives and experiences which will further shape and develop the educational opportunities and experiences of Champion students and staff.

The School embraces its responsibilities within its wider community. It fosters a strong sense of civic awareness within students and staff which can be seen in the [variety of activities](#) undertaken by them, ranging from nationally recognised charitable fund raising campaigns to distribution of local food parcels, annual Christmas Senior Citizens' parties to feeder school mini Olympics - striving to make practical differences to people's lives. We would like the successful applicant to clearly lead in this sphere too as we live as men and women for others as a community.

It is our expectation that the successful applicant will lead the School in a way that shows strategic and creative vision and communicate in a way that motivates and empowers students and staff.

The Champion School is a very popular Catholic Academy Trust School situated in the London Borough of Havering to the east of London within the Brentwood Diocese. The School's intake is enriched by students from a wide variety of cultural and ethnic backgrounds - all boys for Years 7 - 11 with a mixed Sixth Form, with applications for both Year 7 and Sixth Form entry heavily over-subscribed with 1210 pupils on the School roll.

The School became an Academy Trust in 2011 and has worked hard since its conversion to establish firm financial foundations including maximising the local community's use of its premises. Please see the School's annual [report and accounts](#).

Consideration will be given to relocation assistance for the successful candidate.

The Champion School

Letter from the Chair of Governors



Thank you for your interest in the post of Headteacher of the Champion School from September 2022.

The Governing Body is looking forward to the opportunity of appointing a new leader of our School community.

Our role as Governors is to serve and we have the privilege of performing this role within a loving, Christian community that aspires to work with our students and staff to bring out their very best in all aspects of the School's life. The School's academic performance has consistently seen students out-perform expectations and strive to make the most of time and talent through hard work and the embracing of a rich and varied curriculum; its achievements across a variety of sports at a national level throughout the sporting calendar are a source of pride; and musical and dramatic contributions provide a rhythm to the School's celebrations and community events, all led by a remarkable teaching staff.

We have sought to engage with staff and students throughout this process to ensure that our approach to the forthcoming appointment is informed by the day-to-day needs and experiences of the School.

Staff were grateful for being able to offer their thoughts on their experience of Champion. There was praise for an inclusive working environment based on faith, trust, respect, hospitality and purposeful service. The importance of the focus on staff wellbeing and recognition of the staff voice was valued. There was appreciation for the School community's role and the identity built on extra-curricular activities and communal events, and clear pride in being part of the School and being guardians of its traditions.

The School Council was clear that from a student perspective, Champion is a special School where all feel valued and have a strong sense of belonging, fostered through extra-curricular activities and participation beyond the classroom.

A vital element of our School community's mission is to be, and create, men and women for others. This is a tenet of Ignatian spirituality inherited from the origins of the School, founded by the Society of Jesus in 1962. The School strives always to put the example of Jesus's love, charity and justice at the heart of its identity. The School's catholicity and the spiritual dimension invariably touches visitors to the School and we would like the successful candidate to bring their own contribution to this continually evolving identity.

The School recognises the contribution of all its staff to its success and smooth running and prioritises participation and the sense of community in all it does. It also values its strong parental commitment and the active Parents' Association which raises funds, assists with extra-curricular activities and hosts community events. The School also benefits from an engaged alumni network which provides practical and enthusiastic support to the School.

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The Champion School

Letter from the Chair of Governors



We therefore see a very exciting challenge ahead for the right candidate, able to build on the existing traditions and successes of the School with potentially new gifts and talents. We want to support the right candidate to take the School forward to meet forthcoming opportunities which might stretch us in positive ways, be that in relation to the curriculum, the fabric and amenities of the School, or the wider environment in which we operate.

Strategic acumen and experience will be vital to enable the right candidate to lead the School with purpose. A practical understanding of what takes a School forward and an ability to communicate effectively and motivate (at a governance and classroom level) will be crucial in the successful candidate.

We are clear on the strengths, ethos, aspirations and expectations around performance of the School. We want to appoint a candidate that can develop, enhance and challenge the School community in all these spheres: maintaining a rich, aspirational and accessible curriculum offering, underpinned by responsible behavioural standards; leading through an accountable and prudential governance structure; and working with the wider community including parents and alumni.

Please raise any questions that you may have in relation to this process with Mrs C Noddings, PA to the Headmaster cnoddings@thecampionschool.org who can also be contacted to arrange a visit to the School during the week beginning 10 January 2022.

Pat Davis
Chair of Governors

December 2021



The Champion School

Letter from the School Captain and Vice Captains



Dear Sir/Madam

On behalf of all the students at The Champion School, we wanted to thank you for taking an interest in our School and for considering the position of Headteacher as our current Headmaster, Mr Williams, is retiring at the end of this School year.

As a team of School Officials (comprising the School Captain and Vice Captains), we have come together to share with you some of our thoughts, hopes and prayers about our School. You will hear a lot about 'community' and we are very proud of being part of a family that really reaches out to support each other and those less fortunate than ourselves.

What we value about the School and the role of School Officials:

- How spirituality is incorporated into every aspect of School life; it fosters a sense of community which is integral for a sense of belonging/purpose.
- The opportunities we have as School Officials to take responsibility - whether that be organising charity events, reading in Mass, helping to promote the School etc.
- The sense of trust between students and teachers lends itself to a much more comfortable School environment.
- The extensive support system, both academic and pastoral, that is available.
- The School Officials include girls who are new to the School. This provides them with an opportunity to become fully engaged in School Life and the opportunities available.
- For School Officials who have been at the School since Year 7, the role is a really fulfilling way for them to reciprocate all the help and support the School has offered them over the years.
- No one's voice goes unheard; everyone's opinions are always valued and any concerns are addressed.

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The Champion School

Letter from the School Captain and Vice Captains



What we look for in the future of the School:

- A return to the pre-COVID Champion traditions and adapting them so that they are more accessible by the wider community, as we have done so over more recent times (e.g. livestreaming award ceremonies and Masses).
- More opportunities to integrate work between year groups. Year groups can offer each other vital support and also work together to a greater degree to achieve fundraising goals more efficiently and creatively.
- A School that continues to build on its heritage and embraces its diversity to develop more opportunities in arts, sports and music wherever relevant.

Qualities we would like to see in a future Headteacher would be someone who:

- Embodies the Champion ethos and School motto
- Has good leadership skills
- Is approachable to parents, staff and students
- Has great interpersonal skills
- Has the ability to be firm and fair
- Is an efficient organiser
- Is a role model to students and staff
- Is trustworthy and consistent

We look forward to meeting you in the near future if you decide to apply to the School.

Yours faithfully

The Champion School Captain and Vice Captains

December 2021



Annual Senior Citizens' Christmas Party



Job Description



Job Title:	Headteacher
Leadership Spine Points:	L32-41
Reports to:	Chair of Governors (Mr P Davis)
Staff Managed:	Deputy Headteachers Assistant Headteachers Line management system responsibilities
Responsible for:	All aspects of leadership and management of The Campion School

The Campion School has the following Aims:

1. To lead young people to faith in Christ and to mature understanding of the Catholic Faith;
2. To develop in its pupils inquiring minds through the study of a broad range of subjects and through the encouragement of self-discipline and hard work in the pursuit of excellence; and
3. To encourage young people to fully develop themselves intellectually, socially, emotionally, physically and spiritually through academic study and through participation in extra-curricular activities.

The Headteacher is the principal person in School charged with pursuing these Aims. The Headteacher is the leader and manager of a School staff who together are responsible for translating these Aims into everyday work and practice in the School that are fully in accord with the teaching, regulation and guidance of the Catholic Church, and with all other statutory regulations and policies approved by the governing body. The Headteacher is expected to inspire, motivate and engage fully with staff, pupils, parents and governors, and to accept responsibility for the leadership, management and control of the School, making sure that there is in place an agreed and understood system of management and supervision within which all staff work and pupils engage in their learning.

Principal Duties and Responsibilities

The professional responsibilities and duties of a Headteacher are set out in detail in the Schoolteachers' Pay and Conditions Document and the National Headteacher Standards, which is varied from time to time, and any or all of those duties may be required of the postholder. The Catholic Education Service for England and Wales also publishes guidance which the postholder should bear in mind.

Job Description



Below is a summary profile of the duties and responsibilities which are foremost for the Headteacher.

Subject to the direction of the governing body of the School the Headteacher will:

1. Act as the governing body's primary adviser, developing and deploying relevant knowledge, skills and expertise to support governors in decision making, strategic planning and monitoring performance, and in developing policies for the School to adopt
2. Take a leading role in developing and communicating the aims, objectives and long term vision of the School, maintaining its Catholic ethos
3. Make sure that the vision of the School is reflected in strategic and development planning, and in a performance management structure, which is supported by coherent and consistent procedures and protocols
4. Take the lead role in School improvement, developing and agreeing priorities for improvement and monitoring, evaluating and reporting progress
5. Ensure that any specific responsibilities or accountabilities of the School as a Catholic Academy Trust are fully met
6. Ensure that School budgets are appropriately prepared, approved and monitored to ensure the best possible value for money and efficiency in meeting the School's aims and objectives
7. Ensure that strategic planning and routine maintenance of the School's resources are effectively managed so that the premises and resources are best fit for purpose within the constraints of budget
8. Develop, maintain and extend professional relationships with a range of stakeholders and external bodies to support the work and vision of the School and outcomes for children, with a particular view to liaison with Diocesan and Parochial representatives
9. Act as the leader and manager of the School community, responsible for Catholic ethos and education, leadership culture, management of resources, and the system of delegation of powers and responsibility
10. Be responsible for ensuring compliance in relation to the statutory obligations, duties and responsibilities of the School
11. Be responsible for developing and maintaining an efficient and effective system of management and organisation for all School resources, which includes finance, personnel, information, buildings and premises and plant and equipment
12. Assume leadership of a School senior management team responsible within a system of delegated authority for the operational management and supervision of the School and sharing responsibility for leading the Catholic community of the School
13. Be responsible for developing and maintaining a curriculum that meets statutory obligations and expresses the agreed vision and objectives of the governors, and drawing on the social and other teaching of the Catholic Church to enrich the curricular and extra-curricular experience of students

Job Description



14. Assume lead responsibility for developing, maintaining and monitoring the quality of provision and teaching and learning in the School
15. Assume direct line management responsibility for staff, within an agreed line management system and structure, including their performance management and continuing professional development
16. Take the lead responsibility for health and safety, staff and pupil wellbeing and safeguarding and for contingency and emergency planning
17. Take appropriate action to identify, analyse, minimise and manage any risks to health, safety and security in the working environment and in off-site School activities
18. Be responsible for ensuring an effective and efficient system of quality assurance is maintained and developed that covers all aspects of the School's functioning
19. Where the Headteacher has teaching responsibility: teaching pupils and class(es) that are usually designated as part of an annual timetabling exercise, which includes planning, delivering and monitoring lessons, and setting and marking work, including homework (to date, Headteachers in the School have always maintained a teaching commitment)
20. Develop partnerships with Diocesan and local authority Heads' Associations to develop positive working relationships which benefit the School and its students
21. Oversee the preparation of annual reports and School audit as required by DfE/ESFA/CES
22. Take part in relevant training and development, assessment of performance under approved or statutory arrangements and an agreed programme of personal professional development
23. Work in accordance with the Catholic values, culture, ethos, equal opportunities and inclusion policies of the School proactively promoting Christian, anti-racist, anti-sexist and anti-discriminatory behaviours.

Charity Fundraising

The School undertakes a considerable amount of fundraising for various charities each year, including our annual 'Blue Day' and 'Hit the Road' events for the Teenage Cancer Trust.



This School is committed to safeguarding and promoting the welfare of children and young people. Everybody who works for the School is expected to share and promote this commitment and to have, or acquire, the relevant abilities, skills and knowledge to carry it out.

Person Specification



Skills and Abilities	Essential	Desirable	Assessed by
The ability to lead and manage a Catholic Community in accordance with the teaching of the Church	✓		Application and interview
The ability to lead and manage the School effectively and efficiently and work with other professionals and agencies	✓		Interview
Demonstrable communication skills, oral, written and presentational	✓		Application and interview
The ability to work as part of a School governing body and contribute to/lead strategic initiatives	✓		Application and interview
The interpersonal skills to manage and maintain complex relationships with many stakeholders	✓		Interview
The ability to manage financial resources	✓		Application and interview
The ability to lead and manage staff	✓		Application and interview
The ability to lead, model and manage positive behaviour, good order and assertive discipline in the School	✓		Application and interview
The ability to maintain and develop the quality of teaching and learning	✓		Application and interview
The ability to think independently	✓		Interview

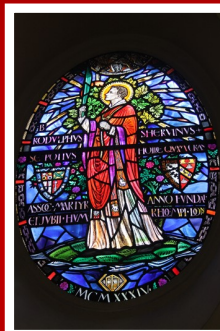
Knowledge	Essential	Desirable	Assessed by
How to teach and promote the Catholic Faith education and ethos of the School	✓		Application and interview
How to direct the liturgical programme and spiritual development of the School	✓		Application and interview
How to motivate School staff	✓		Application
How to lead curriculum development and manage innovation and change	✓		Application and interview
How to use information and data to set targets, raise attainment and achievement	✓		Interview
How children and young people learn, develop and progress through life stages and events	✓		Application and interview
How ICT can be used effectively to administer the School and motivate children to learn	✓		Interview
How to plan, deliver, monitor and evaluate lessons and learning as part of the School curriculum	✓		Application and interview
How to manage health and safety and promote and safeguard pupil welfare and well being	✓		Application and interview
How to manage equalities and inclusion policies and implement them in the School	✓		Application and interview

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Person Specification



Qualifications and Experience	Essential	Desirable	Assessed by
Practising Catholic (confirmed by parochial reference)	✓		Application
Experience of participation within/leadership of parish community and liturgical activities		✓	Application
Qualified Teacher Status	✓		Evidence of qualification
Successful teaching experience, including in a previous senior management/leadership post within a Catholic school	✓		Application
NPQH or equivalent (or already a serving Headteacher)		✓	Application
Catholic Certificate in Religious Studies		✓	Application
Evidence of continuing professional development	✓		Application



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