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| Copy of Campion logo1 | **Campion School – An Overview for Prospective Staff** |

**RATED GOOD IN OFSTED’S LAST INSPECTION**

Thank you for your interest in Campion School – we are fortunate to have a strong staff team working in a wonderful environment and I hope the following information will give you an overview of the school, its culture and the many exciting changes on the horizon.

Campion is a highly-aspirational school, located in Leamington Spa, which converted to a single-status academy in January 2012. It continues to benefit from remaining as a single-school trust, where decision-making and expenditure remains within the control of the school. The Governors believe this has contributed to the school maintaining its strong, cohesive community, which inspires great loyalty from pupils and parents. The leadership team is supportive and student behaviour is very good - visitors often comment on how friendly the school feels.

We have a philosophy that every student can achieve and make rapid progress - we accept no excuses for underachievement. We believe that all pupils, regardless of their background, can achieve highly and we ensure that they do.

The school has expanded rapidly and to accommodate the increase in pupil numbers, we have undergone two, extensive building and refurbishment programmes. In October 2020, despite the constraints of the pandemic, we unveiled a NEW Mathematics and Science block and buffet-style dining area, to enhance extensive refurbishments in the existing school kitchens and traditional dining facilities.

In Autumn 2021 and, again, in September 2022 we opened new facilities, including:

* State-of-the-art Sixth Form Block to house our swelling sixth form numbers
* NEW, fully-equipped sports hall
* NEW Multi-use Games Area (MUGA pitch)
* Refurbished and newly-equipped suite of English teaching rooms
* Landscaping and paving to large areas of the site
* Enhanced site security to include new fencing, CCTV and reception security system
* Refurbished and newly-equipped drama and dance studio
* New, eat-on-the-go, dining facility.

**Pupils at Campion**

In the lower year groups, we are fully oversubscribed and the sixth form numbers are growing steadily - by 2025, up to 1,400 pupils will attend the school. From September 2025 there will be more than 1,200 pupils on roll,

including more than 200 students in the sixth form. Our Progress 8 Score is consistently above the national average and performance at Post-16 is strong with raw attainment and progress amongst the highest in Warwickshire. Pupils’ engagement in learning, as well as their behaviour, is very good and staff are well supported throughout the school day by a pro-active senior leadership team.

Pupils are supported within the school’s house system, which consists of five houses (each with a house learning leader) and vertical tutor groups. This system underpins the school’s pastoral and behaviour management ethos, which, in turn, supports our staff and pupils alike. It encourages our pupils to be respectful, calm and resourceful, whilst shaping them for the changing world ahead.

The staff at Campion are a cohesive, hard-working and supportive team who work together to achieve the best from the students and to create a balanced, motivated learning community.

**Staff at Campion**

At Campion, we value our staff and recognise the importance of a healthy work-life balance. As the Headteacher who has led the school for ten years, including two years through the pandemic, I recognise the importance and value of retaining good staff within a safe, nurturing working environment that fosters a healthy respect for family life.

Leadership at the school is friendly and supportive with excellent opportunities provided for professional development. We have an outstanding teaching and learning team, offering coaching and support to NQTs and other new staff, which is underpinned by an excellent CPD programme and performance management system. Our support staff work collaboratively, alongside the teaching teams, to provide support to staff, parents and pupils and to bolster the effectiveness of delivering the curriculum.

Advantages to working at Campion include:

* Excellent working conditions (all of our buildings are either new, refurbished or are soon to be improved)
* Friendly and supportive staff team
* Teaching staff typically teach 42 out of 50 periods, over a two-week timetable, with more than 10% PPA
* Westfield Health Cash Plan – employee assistance package with cash plan, FREE for all employees
* Motivational, informative staff training days to enhance a fulsome and wide-ranging CPD programme
* An open, honest and collaborative working culture led from the top by a Headteacher who is committed to the school, is open to new ideas and remains accessible to his staff
* Daily, whole-staff briefing and accompanying support notes emailed to staff each morning
* Proactive and supportive Senior Leadership Team
* All classrooms equipped with projectors and speakers
* Laptops for all staff equipped with remote access for home working
* Excellent Teaching and Learning Team, which supports both new and experienced teachers
* House system (vertical tutor groups) with a large, proactive pastoral support team
* On-site parking
* Central staff room (alongside a staffed reprographics office) and departmental staff rooms, which are all new/newly-refurbished, well-equipped and supplied with refreshments
* Rural location at the edge of two popular towns and near to Stratford-upon-Avon and Coventry.

I am excited at the prospects ahead of us and the opportunities on offer for our staff as the school maintains and builds on its reputation as a respected 21st century learning facility which is serving the expanding local community. We look forward to welcoming new staff to join our existing teams and we actively encourage prospective candidates to visit.



Jassa Panesar

Headteacher

***This school is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff***

***and volunteers to share this commitment. This post is subject to an enhanced DBS disclosure.***

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| Copy of Campion logo1 | **Campion School Science Department**  |

The science department at Campion School consists of a very successful and innovative group of teachers who work hard at supporting the students and each other. The department is committed to the creation and delivery of an inspiring and enriching curriculum that engages students to want to learn more about how the world around them works. We have found that by eliminating the perception of a ceiling to our pupils’ attainment, they can achieve well beyond conventional expectations.

Our examination results have also been excellent. Our pupils regularly achieve 70% A\*-C in science and pupils achieved very highly in A Level Biology, Chemistry and Physics. Every year pupils secure university places at Russell Group Universities to study the sciences and engineering, including Oxford and Cambridge in recent years.

The science department includes seven full-time and six part-time science teachers with technical support from four technicians, one full-time and three part-time. The team works closely together, morale is high and the atmosphere is positive, friendly and supportive.

In September 2020, the department moved to a brand-new, purpose-built maths and science block where there are eight large, purpose-built science laboratories, over two floors, within the department, which will be fully equipped with all standard basic scientific equipment as well as ICT resources. The laboratories are all served by two preparation rooms with storage facilities for further equipment and consumables. Specialist apparatus is located in subject stores. There has been significant investment in ICT within the school and as a result the department has its own specialist computer suite.

Students in Years 7 and 8 follow an adaptative KS3 science curriculum, which prepares them for the GCSE sciences that are taught in an integrated way. All students study a variety of topics across the three science specialisms and all pupils have their own text book.

As a department we believe that science lessons should not only develop a student’s ability to understand key concepts, but also develop within them, a whole range of transferable skills that can lead to wider learning both in other subjects and also in their everyday lives. To further develop our students’ scientific skills the department follows a three-year KS4 course beginning in Year 9.

All KS4 Students are set according to ability - all pupils study GCSE science, combined or separate, and the department currently follows the AQA GCSE Science specification. A number of students also study for GCSE separate sciences in Biology, Chemistry and Physics. Science courses at Post-16 are also popular with an increasing number of students following A Level courses in Biology, Chemistry, Physics and Environmental Science

The science department is committed to providing a variety of extracurricular activities including, Lab Rats, Eco Club, as well as a large number of ‘science surgery’ sessions aimed at supporting our students’ learning. The department has strong links with local primary schools as well as with a number of universities, where our students regularly attend courses designed to further extend and enrich their learning experiences.

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| Copy of Campion logo1 | **Campion School Job Description**  |
| **Post Title** | **Teacher of Science** |
| **Salary Band** | **Teacher Main Scale** | **Terms** | **Part Time 0.6fte / Permanent** |
| **Reports To:****Working Relationships:** | Subject LeaderSubject Leader / Deputy and Assistant Heads / Teaching and Support Staff |
| **Outline of Role** | To undertake all professional duties and tasks for teachers as specified in the School Teachers Pay and Conditions document 2025 (and subsequent revisions/amendments) |
| **Duties and responsibilities*** Undertake all professional duties and tasks for teachers as specified in the School Teachers Pay and Conditions document 2025 (and all subsequent revisions or amendments).
* Support the school’s efforts to raise achievement in an inclusive and caring environment.
* Support the school’s prevailing ethos which emphasizes:

a) the potential of all students to make significant progress in their learning during their time in the school b) recognition of a wide range of aspects of academic, personal and social achievement c) belief in equal opportunities for all. * Plan and deliver lessons to classes, small groups or individuals as decided by the Headteacher. These teaching assignments may be across the 11-18 age range and include preparation of students for internal and external examinations and at a range of levels. Teaching assignments may be for any school subject with the proviso given that any statutory or national government direction on health and safety is taken into account.
* Assess students’ learning thoroughly including the provision of constructive feedback to pupils.
* Report to parents in writing and orally as required by the school assessment and reporting and consultation calendar.
* Participate in department, house and whole-school meetings and training as required including working with colleagues to ensure effective dissemination of good practice.
* Act as a tutor to a mixed age house form (with the exception of newly qualified teachers for whom this is negotiable).
* To consider seriously opportunities for voluntary participation and/or support of enriching learning activities for pupils that take place out of school hours.
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| **Professional Development** * Help keep knowledge and understanding relevant and up-to-date by reflecting on your own practice, liaising with school leaders, and identifying relevant professional development to improve personal effectiveness
* Take opportunities to build the appropriate skills, qualifications, and/or experience needed for the role, with support from the school
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| **Safeguarding and Personal Conduct*** Campion School is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment
* This post is subject to an enhanced DBS disclosure
* Staff are expected to follow the school’s Staff Code of Conduct at all times.
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| **General** * The post holder may be required to carry out any other duties that the Headteacher feels are commensurate with the post. Whilst every effort is made to explain the main duties and responsibilities of the post each individual task undertaken may not be identified
* This job description is subject to review by the Headteacher, in negotiation with the post holder at any time
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| Copy of Campion logo1 | **Campion School Person Specification**  |
| **Post Title** | **Teacher of Science** |
| **Salary Band** | **Teacher Main Scale** | **Terms** | **Part Time (0.6) / Permanent** |
| **Criteria** | **Requirements** |
| **Qualifications, Attainment and Aptitude** | * A good first degree in Science or a post-graduate teacher training qualification majoring in Science
* Qualified Teacher Status (or working towards QTS)
* A commitment to the mission and ethos of Campion School
* Ability to prepare students with great effectiveness for examinations in Science at GCSE and A Level
* Evidence of a commitment to raise the achievement of pupils from all levels of prior attainment
* An enthusiastic teacher who will be able to deliver high quality Science lessons to pupils of all levels of attainment with great consistency
* An innovative teacher with commitment to developing their own practice in order to challenge, motivate and engage learners
* Evidence of an ability to assess students’ work carefully and accurately and to provide learners with constructive and pertinent feedback
* Ability to make a good contribution both to the school’s Science and whole-staff teams
* Ability to be an effective form tutor of a vertical (mixed age) form
* A good understanding of basic safeguarding and child protection practice
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| **General Attributes and Personal Qualities** | * A general awareness of the strategic direction of Campion School and an understanding of its ethos and values
* An awareness of, and responsiveness to, the needs of students in the 16-19 age range and the ability to form good relationships with them
* Effective communication, interpersonal, time management organisational skills
* Commitment, enthusiasm and flexibility in their approach and the ability to work well as part of a team according to the needs of the school
* The ability to stay positive and meet deadlines even when working under pressure.
* A commitment to personal development and training
* A commitment to equality of rights and opportunities
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