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**Campion School – An Overview for Prospective Staff**

Thank you for your interest in Campion School – we are fortunate to have a great 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 is a 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 is expanding rapidly and to accommodate the increase in pupil numbers, we are currently undergoing an extensive building programme. 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**

Next academic year, we will be fully oversubscribed and the sixth form numbers are growing steadily - by 2025, up to 1,400 pupils will attend the school. There will be more than 1,200 pupils on roll from September 2023, including more than 100 students in the sixth form, and the Progress 8 Score is consistently above national average. 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 seven years, two of which have been 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
* 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 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 and well-equipped and supplied with refreshments
* Rural location at the edge of the town
* Staff counsellor.

I am excited at the prospects ahead of us and the opportunities on offer for our staff as the school grows into a truly 21st century learning facility to serve the growing local community. We look forward to welcoming new staff to join our existing teams and we actively encourage prospective candidates to visit us.



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.***

Jan 23

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| Copy of Campion logo1 | **Campion School Job Description** |

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| **Post Title** | **Teaching Assistant – Level 2 (Spanish and French Intervention)** | | |
| **Salary Band** | Band F: Scp 7-10 | **Hours and Basis** | 32.5 hrs p/wk, 39 wks pa  (Maternity Cover) |
| **Reports To:**  **Working Relationship:** | Subject Leader of Modern Foreign Languages  Subject Leader of Modern Foreign Languages  MFL Department Staff  Headteacher and members of the SLT  Other staff  Pupils | | |
| **Outline of Role** | Under the guidance of the classroom teacher, to support and tutor individuals and small groups of KS3 and KS4 pupils in Spanish and French | | |
| **Duties and responsibilities**   * Undertake other duties that can reasonably be expected of and are relevant to the level and nature of the post * Attend staff meetings, where appropriate and relevant, and other activities held outside normal school hours, but not beyond total working week * Understand the roles and responsibilities of others within the school * In lessons, assist in the introduction to the lesson and interact with the teacher and pupils as required * To assist in preparing students at all levels of attainment for examinations in Spanish and French * Support the implementation of strategies to manage pupil behaviour and help manage pupil behaviour | | | |
| **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 | | | |
| **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 | | | |
| **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** |

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| Salary Band | Band F: Scp 7 - 10 | **Hours and Basis** | 32.5 p/wk, 39 weeks pa  (Maternity Cover) |
| **Criteria** | **Requirements** | | |
| **Skills and Knowledge** | * Ability to deliver Spanish and/or French GCSE to at least a Grade C standard * Ability to deliver effective tutorial seminars to individual students or groups of up to four students * Ability to monitor progress of students * Understanding of possible barriers to learning faced by students operating at the C/D borderline in Spanish and/or French and possess the ability to find creative methods to help students overcome these barriers * Good team working and communication skills | | |
| **Qualifications, Attainment and Aptitude** | * Minimum of Grade B in Spanish and/or French A Level * Have achieved, or be working towards, a degree in Spanish/French * Creative thinking in response to overcoming problems * Good personal organisation skills * Good understanding of responsibilities expected by all staff to safeguard students * A commitment to Campion’s ethos and values | | |
| **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 | | |
| **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 | | | |