



Churchill Community College
Churchill Street
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Tyne & Wear
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Email: info@churchillcc.org

September 2020

Dear Applicant,

Thank you for taking an interest in joining our senior leadership team from January 2021. This letter is written to provide you with some context and background to the roles we are seeking to recruit to.

This is a unique opportunity for you to join a senior leadership team in transition. In addition to the two roles we are currently advertising, two members of our core Senior Leadership Team have been at the school for less than two years and, after joining Churchill four years ago as an Assistant Headteacher, I was appointed in February as the new Headteacher from September, following the retirement of the previous Headteacher after 20 years at the school. During his tenure, he led the transformation of the school from being a small community high school with a poor reputation and falling rolls to our current position as a heavily oversubscribed, highly-regarded secondary school, lead school for the Great North TSA, the Great North Maths Hub and the Voice North of the Tyne oracy network, as well as one of two lead schools for the North East Partnership PE SCITT. The current Deputy Headteacher was also due to retire at the end of the academic year, having spent more than 30 years at Churchill, but kindly agreed to delay her retirement by a term to enable us to move our recruitment process to September so that it can take place face-to-face and in as normal way as possible. This includes the opportunity for prospective candidates to visit the school to look round, something **I would strongly encourage you to do in order to get a sense of whether our school community is one which you would want to be a part of.**

Churchill is very much a community school, and whilst the community we serve is enormously proud and supportive of the school, a significant proportion of our students come from low-income or deprived households, with more than 46% of our cohort eligible for the Pupil Premium. Even before Ofsted began emphasising the importance of long-term learning and cultural capital we had begun the process of reviewing and developing our Key Stage 3 curriculum in order to put a greater emphasis on them, something you will see reflected in our 2019 Ofsted report. Cultural and curricular changes take time to work through the system, however, and you will see this reflected in the dip in our academic outcomes which we experienced in 2018 and 2019 following the introduction of the reformed 9-1 GCSEs. Ironically, we were confidently expecting to see this trend begin to be reversed this summer had students sat their exams.

Qualifications and academic outcomes are only one aspect of what we consider to be our role. Following my appointment in February, I have worked with our senior and middle leaders, governors, and staff to reflect on and revisit our core purpose.

We concluded that Churchill Community College exists to...

- 1) ...inspire, support and challenge our students to achieve their best possible outcomes and have the widest possible opportunities when they leave school.
- 2) ...enable our students to form and develop the best possible character traits which allow them to flourish as kind, happy and fulfilled individuals.
- 3) ...equip, prepare and provide our students with the experiences to actively engage with and make positive contributions in their relationships and communities, both locally and more widely.



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The second and third of these in particular are aspects which you will see reflected in the accompanying role descriptions, and we are looking to appoint to each post only someone who is 100% committed to helping achieve this vision. The successful applicants for both roles to which we are seeking to recruit will be expected to work closely together within what will be a broadly pastoral sub-team which will also include one of our existing Assistant Headteachers. It is important you have a clear understanding of how the three roles fit together, and for that reason we have included in the application pack an outline description for all three roles. Please therefore read all three descriptions carefully, however we would expect your letter of application to focus only on the specific role for which you are applying.

The successful postholders will be joining what is already a very strong and dynamic leadership team and will be expected to be highly visible, good communicators, well-organised, principled and highly motivated team players. You will need to balance compassion and a commitment to inclusion and support with high expectations and a willingness to challenge and hold to account both staff and students when those expectations are not met. You will be reflective, thoughtful, pro-active and willing to listen to and respect the views of others. You will be someone who leads by example, demonstrates deep integrity, personal humility, unwavering loyalty to the team and a passionate belief that children and young people from disadvantaged backgrounds deserve the same opportunities to flourish and succeed as those who come from more advantaged areas. Above all, you will have the determination and drive to make it happen.

Churchill Community College is a vibrant, exciting and rewarding place to work, and the role would be perfect for someone looking to take the next step in their leadership journey, including those whose ultimate aspiration is headship. If, from what you have read, you feel that you would like to join us, please submit a completed application form and a letter of application (not exceeding two sides of A4) outlining how your skills and experiences make you the best candidate for the post. As we are advertising two senior leadership roles, you should ensure you make clear the role for which you are applying. A CV is not required. **The closing date is 9.00am on Monday 21 September.** Please email your application to Heather Bell, Headteacher's PA: heather.bell@churchillcc.org

We expect interviews for the Deputy Headteacher role to take place in the week commencing 28 September 2020, and the Assistant Headteacher interviews to take place in the week commencing 5 October 2020. If you have not heard from us by the relevant date, you should assume you have not been shortlisted and your application was unsuccessful.

I very much look forward to receiving and reading your application.

Yours sincerely,

A handwritten signature in black ink, appearing to be 'PJ' followed by a long horizontal stroke.

Paul Johnson
Headteacher