



**Churchill Community College**  
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**Headteacher: Paul Johnson**  
**Deputy Headteacher: Lucy Roderick**

January 2023

## Deputy Headteacher - Quality of Education

Thank you for your interest in joining our senior leadership team. This letter is written to provide you with some context and background to the role we are seeking to recruit to.

Over the last 20 years, the school has undergone a period of change from being a small community high school with a poor reputation and falling rolls to our current position as a heavily oversubscribed, well-regarded secondary school, hosting the Northumbria Art, Craft and Design Partnership ITT programme, and associate lead school for the North East Partnership PE SCITT, which remains one of only a handful of ITT providers to be rated outstanding in every area under the new Ofsted framework.

Following the retirement of the previous Headteacher and Deputy Headteacher after 20 and 30 years at the school respectively and my appointment as Headteacher in September 2020, the senior leadership team has been growing and developing to reflect the larger school population. The current Deputy Headteacher (Pastoral) leads a team of Assistant Headteachers responsible for:

- Culture, Character and Behaviours
- SEND
- Student Support

As Deputy Headteacher (Quality of Education), the successful candidate will lead a similar team of Assistant Headteachers responsible for:

- Teaching & Learning
- Options and Post 16
- Staff Development (Associate AHT)

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 38% currently receiving Free School Meals, and 45% 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. However, cultural and curricular changes take time to work through the system, and our academic outcomes saw a decline in 2018 and 2019 following the introduction of the reformed 9-1 GCSEs. We were confidently expecting to see this trend begin to be reversed in 2020 had students sat their exams, however this did not happen and the school and community were subsequently heavily impacted by Covid.

The successful postholder will therefore have a key role in ensuring that we see a sustained reversal of this trend.

Qualifications and academic outcomes, however, are only one aspect of what we consider to be our role. Our core purpose is to...

- ...inspire, support and challenge our students to achieve their best possible outcomes and have the widest possible opportunities when they leave school.
- ...enable our students to form and develop the best possible character traits which allow them to flourish as kind, happy and fulfilled individuals.
- ...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.

This 'why' drives all that we do and the decisions we make. However, we expect our actions, our 'how', to exemplify our values - aspiration, care, community, integrity, perseverance, and respect - and the successful candidate would be expected to model these values all of the time.

The successful candidate will therefore be joining a dynamic, committed, and mutually supportive leadership team and will be expected to be highly visible, a good communicator, well-organised, principled and a highly motivated team player. 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, proactive and willing to listen to and respect the views of others. You will be able to think and plan strategically, but balance this with close attention to detail and a dogged determination to see things through. 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 a serving Deputy Headteacher looking for your next move or an experienced Assistant Headteacher looking to take the next step in their leadership journey. 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. A CV is not required.

We would strongly encourage prospective candidates to visit the school to look around in order to get a sense of whether our school community is one which you would want to be a part of. We have the following slots available:

Monday 23rd January	3.30pm - 4.30pm
Tuesday 24th January	9.00am - 10.30am

Monday 30th January	12.00pm - 2.00pm or 3.30pm - 5.00pm
Tuesday 31st January	2.00pm - 5.00pm
Wednesday 1st February	9.00am - 12.00pm

To arrange a visit please contact Heather Bell, Headteacher's PA on 0191 2347227 or email [heather.bell@churchillcc.org](mailto:heather.bell@churchillcc.org)

The closing date is **9.00am on Monday 6th February 2023**. Please email your application to Heather Bell. Interviews are expected to be held week commencing 13th February. We will only contact those candidates who have been shortlisted. If you have not heard from us by Friday 10th February you should assume you have not been shortlisted and your application was unsuccessful. Please note we do not pay expenses for candidates invited to interview.

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

Yours sincerely



Paul Johnson  
Headteacher