

Dr Challoner's High School

Our Values

BEST FOR ALL OUR GIRLS

We will only ever act with integrity and
only ever do what is best for girls.

BOLD

We believe in an openness to taking appropriate risks;
we are a school where all can be confident and courageous.

INTELLECTUALLY AMBITIOUS

We believe that high expectations and aspiration are essential goals.

JOYFUL

We believe that girls learn best when all are valued,
inspired, curious and happy



About Dr Challoner's High School



'This is an outstanding school. Outstanding education is rooted in a well structured curriculum that amply meets needs. Students further benefit from numerous opportunities to excel in varied extra-curricular activities and to exercise responsibility and leadership.' Ofsted

OUR VISION

We are here to provide the best possible education for girls.

Our tradition of excellence will never change but we are also passionate about breadth of aspiration and opportunity. At the heart of our inspirational school we strive to free girls to be themselves whilst developing strong relationships.

We believe that girls deserve an environment that enables them to be confident, resilient and ready to contribute significantly to the world.

OUR VALUES

Best for all our girls: We will always act with integrity and only ever do what is best for girls.

Bold: We believe in an openness to taking appropriate risks; we are a school where all can be confident and courageous.

Intellectually ambitious: We believe that high expectations and aspirations are essential goals.

Joyful: We believe girls learn best when all are valued, inspired, curious and happy

The world is ever changing; Challoner's Girls will shape that world



About Dr Challoner's High School



"I would like to congratulate your staff and pupils on the outstanding progress your pupils are making and your school's high level of Ebacc entry in 2018."

Rt Hon Nick Gibb MP (School Standards Minister) 2019

What can we offer you?

Our culture: how we live our values

Be brilliant at the basics: there are some basics that we all need to deliver consistently and with a strong sense of commitment and focus. 100% support of the basics removes the stress that ambiguity brings, meaning we can all focus on the best possible education for all our girls.

Be supportive:

We help each other deliver the best outcomes graciously based on mutual respect. All of us want to enjoy working in an environment that leads to great outcomes. By being supportive, we will give each other the confidence and courage needed to achieve our individual and shared goals.

Make a difference:

We unlock our own passions to inspire colleagues and pupils to great outcomes. We all challenge ourselves to grow as professionals and as a school. If we share our passions, we will provide a greater breadth of aspiration and opportunity to our girls. We believe girls learn best when all are valued, inspired and curious; we foster an environment that role models this for our girls.

- Exceptional students who consistently attain outstanding results and make teaching an absolute pleasure
- A supportive and highly capable and committed teaching team
- Excellent facilities with a committed Premises improvement plan for future years
- Excellent opportunities for professional development, including a proactive and highly regarded CPD programme
- London Fringe allowance
- Two week October half term; refer a friend incentive; staff recognition scheme; long service awards; weekly yoga classes; weekly fitness classes with professional coaches; free soup at lunch;
- NQTs considered; ECT's can be paid from 1st July on UQ3 (currently £22,955) until the 1st September when, upon successful completion and acquisition of QTS, will move straight onto point two on the Main Pay Scale (point 3 with significant transferable experience)
- Subsidised gym membership; staff discounts at local shops and restaurants in Little Chalfont
- Admission benefit for qualified children of staff even if out of catchment

The world is ever changing; Challoner's Girls will shape that world



About Dr Challoner's High School



“I have visited and inspected many grammar schools but Challoner's High is very different to other grammar schools. Don't let go of those things that are making you wonderful.”

Ralph Batten (Senior Ofsted executive)

Dr Challoner's High School was founded in 1962 to meet the local needs of an expanding population and sits on a 20 acre site in Little Chalfont, Bucks.

We are here to provide the best possible education for girls. Our tradition of excellence will never change but we are also passionate about breadth of aspiration and opportunity. At the heart of our inspirational school we strive to free girls to be themselves whilst developing strong relationships. We believe that girls deserve an environment that enables them to be confident, resilient and ready to contribute significantly to the world. We are rated **'Outstanding'** by **Ofsted** and we achieved the **Exceptional Schools Award**. Our reputation means that the School is consistently oversubscribed.

What do our students say? “She's really understanding, she gets on our level, doesn't put pressure on us but makes sure we achieve our potential. SUCH a great teacher.”

Academic excellence

- Our Progress 8 for 2022 is 1.02 and our Attainment 8 is 81.1 (the highest in Bucks and top 1% nationally)
- GCSE results: 43% Grade 9; 69% Grade 9/8
- A Level results: 67% A*/A; 88% A*/B
- 87% of Year 13 secured their first choice university place
- 100% achieved grade 5 or above in GCSE English and Maths
- English Baccalaureate (EBacc) average point score 7.96 (APS)
- The EBacc entry rate was 95%
- The percentage of pupils staying in education or going into employment after key stage 4 was 97%

The best advert however for working at Dr Challoner's High School will always be our hugely rewarding students



About Dr Challoner's High School

Valuing well being and the promotion of good emotional and mental health is central to our school community

Pastoral and Wellbeing

We strive to provide every student with a supportive and caring environment, whilst providing the best possible education for girls. The happiness, security and welfare of the girls is of central importance at Dr Challoner's High School; we aim to ensure they are free from gender stereotypes and supported to be themselves, so they can become confident, capable and resilient in whatever path they choose. We believe that freeing girls to be themselves; confident, and ready for the world is a much bigger vision than academic performance alone.

The value we place on the well-being of our students and the promotion of good social, emotional and mental health is central to our school community.



Beliefs so often shape reality. For decades our values have led to a supportive, joyful and intellectually ambitious education. We believe that girls learn best when all are valued, inspired, curious and happy. We believe that all girls, whether naturally quiet or gregarious, can become confident, resilient and courageous; free to follow their own paths; discover their own passions and achieve their personal bests. Therefore, at the heart of our school is a tightly-knit and highly purposeful community of students and teachers –a warm-hearted community characterised by compassion, commitment and a strong instinct for the fun, creative and clever.

The team also provide support, training, information and advice to staff to help them support students. Promotion of the Student Support and Pastoral Care service is part of ensuring that all students feel valued and supported.

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Safeguarding at Dr Challoner's High School



Safeguarding is everyone's responsibility

Dr Challoner's High School is committed to Safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We are fully committed to ensuring that consistent effective Safeguarding procedures are in place to support families, children and staff. Staff are aware of their duties and responsibilities in Safeguarding as explained in Part 1 of Keeping Children Safe in Education. At Dr Challoner's High School we raise awareness of child protection issues including radicalisation, to equip staff and children with the skills needed to keep them safe.



All concerns are passed to the Designated Safeguarding Lead in compliance with 'Keeping Children Safe in Education September 2022' and our Child Protection Safeguarding Policy. At Dr Challoner's High School we practice safer recruitment practices and ensure that successful applicants are subject to Safeguarding checks.

If you have any Safeguarding concerns about students at Dr Challoner's High School please do not hesitate to contact the Designated Safeguarding Lead or one of the Deputies.

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/835733/Keeping_children_safe_in_education_2019.pdf

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/836144/Keeping_children_safe_in_education_part_1_2019.pdf

[All our policies are available at www.challonershgh.com](http://www.challonershgh.com)

[Child Protection Policy](#)



Governance and Leadership

As an Academy, Challoner's High is led by a strong team of Governors, the Headteacher and the Senior Leadership Team (SLT), working together towards a common vision and goals.

The Governing Body, comprising 19 governors, provides advice on strategic direction and policy and seeks to support with specific expertise as needed. Governors work through a number of committees with full delegated powers to achieve fast and effective decision making.

The Headteacher (Alan Roe) acts as 'Chief Executive', responsible for the management and operation of the School. The Head leads the Senior team, which comprises two Deputy Heads (Nisha de Alwis (Academic) and Caroline Russell (Pastoral)); a Business Manager (Kate Locke) and three Assistant Heads (Andy Bird, Kate Brown and Jody Dardis).

The SLT leads the School and is collectively responsible for the day to day operation of the School as well as strategic planning.

There are seven faculties: Creative Arts, Humanities, Maths & Computing, Languages, Physical Education, Science and English & Drama. Each has a Faculty Head reporting to a member of SLT with heads of subjects reporting to Faculty Heads as appropriate.

Whenever possible, Form Tutors and Heads of Year move up the School with form/year groups until Year 11. Years 12 and 13 staff remain with tutor groups in the Sixth Form.

Significant additions to the School budget are provided by parental donations, covenants, gift aid contributions and the Parents' Association.

The Challoner's Girls Foundation was created to support three key areas - funds, time and skills - in recognition of the many people interested in the School's continued excellence who support through their energies, ideas and talents. For example, our innovative 'Girls' Gift' scheme sees girls fundraising for specific school projects of their choosing.

Admissions

Challoner's High is a popular selective girls school with 1300 girls. One of 13 Grammar Schools in Buckinghamshire, applicants are required to achieve the qualifying score in the 11+ Transfer Test which is centrally administered. Tests are taken each year in September for admission the following year.



“Your school’s Progress 8 score shows that you are amongst the top 1 per cent of state-funded mainstream schools in terms of the progress your pupils make .”

Rt Hon Nick Gibb MP (School Standards Minister) 2019

Curriculum

We offer a broad curriculum and we teach with a strong sense of commitment, focus and mutual respect, whilst having an instinct for the fun, creative and clever.

Our commitment to breadth is reflected in all Year 7s studying French, German and Spanish before opting for two in Year 8 but then taking up Latin. At the top end of the school we offer 25 A Levels.

All girls follow ten GCSE courses of which a number are compulsory elements of the curriculum.

Our policy is to recruit and retain the BEST TEACHERS		THE BEST ACADEMIC RESULTS AND PROGRESS
Smaller class sizes SO WE CAN FOCUS ON YOU	OUR SIXTH FORM	A proven culture where girls thrive We're experts in supporting high performing girls
Wide range of subjects We aim to cater for all passions and run subjects with small numbers	We help you PREPARE FOR LIFE AFTER SCHOOL	WE'RE JUST AS PASSIONATE ABOUT YOUR wellbeing
£3 MILLION INVESTED IN OUR FACILITIES over 3 years	3/4 of girls go to Russell Group Universities	COMMUNITY We're distinctly Challoner's High Feel at ease, do well, have fun

The Sixth Form provision involves 3 or 4 A Levels, an EPQ, volunteering and lectures. We aim to provide:

- A broad and challenging curriculum
- Rich and varied extra curricular activities
- Imaginative and innovative teaching
- Regular opportunities for responsibility, teamwork and leadership
- A nurturing, sparky, warm and stimulating learning environment
- Support, challenge and encouragement

“Teachers are knowledgeable and passionate about their subject which engenders interest and enthusiasm in the students.”

Best Practice Network



'The sixth form is outstanding. Students make outstanding progress gaining very strong examination results because the well-planned curriculum meets their needs so well. Teaching is outstanding and demanding, as are leadership and management. Students thrive in the challenging, but highly supportive, environment.'
Ofsted

The Head Girl Team provides an important role in key decision-making within school

Sixth Form

Most of the girls meet the entry requirements for Sixth Form and so progress from Year 11, where they meet external candidates who meet the same entry requirements.

We offer to support Sixth Form girls through:

Excellence: In academic work but also in our desire for every girl to achieve her best wherever her strength lies. We encourage girls to stretch themselves and go on to the best possible future, whether in higher education or the world of work.

Student Support and Wellbeing: We place high value on strong, compassionate pastoral care through an experienced Sixth Form Team, specialist Form Tutors, three professional Counsellors and our School Matron. Form Tutors lead a wide programme of PSHE studies. The school is grounded in traditional values.

A Broad Curriculum: Alongside A Levels and EPQ, girls can study additional subjects to attain a further qualification or skill.

The current Year 12 also attend weekly lectures and can learn Italian, Russian, train as Sports Leaders or attend Music Appreciation classes.

Co-Curricular Clubs: We offer over 50 co-curricular clubs including drama, music, debate, Young Enterprise and spiritual fellowship as well as overseas trips and expeditions. We encourage girls to be active members of the wider community and to celebrate diversity and tolerance.

Clubs, Societies & Community Projects

Extra-curricular activities and participation in the community are enthusiastically encouraged from the moment girls join the School. Numerous clubs and activities are on offer. Over 50% of girls currently take part in extra-curricular sport, 300 are learning a musical instrument in School and around 80 trips take place each year.

Participation in charity events and community projects gives girls an informed and responsible attitude to the world around them and helps them develop vital leadership and teamwork skills.

House System

The School operates a house system with girls placed in one of six houses when they first arrive and in which they stay throughout their time at the School. Houses are named after notable women in history and play a part in School music and sport as well as a pastoral role.

Estate and Facilities

Our School was built to accommodate around 500 girls but now serves over twice that many. Over the years we have added new facilities which more recently our new Sixth Form Centre and in previous years our new Art and Technology rooms, two new cutting-edge Science labs, a centre-piece languages room and full refurbishment and an extension to Music.



Sports Partnership

The Dr Challoner's High School Sports Partnership is a highly successful collaboration of 5 Secondary Schools (each with a dedicated Teacher Release position) and 25 Primary Schools across the Chiltern area. Our ethos is very much about every child, no matter their ability or previous experience of activities, having the opportunity to experience high quality Physical Education, Sport and Physical Activity.

Over the past 9 years, specialist secondary PE teachers have been able to work alongside Primary Teachers in the classroom to increase confidence in the delivery of Physical Education. We assist them in the introduction of new schemes of work and provide ongoing CPD. In an academic year, 10,000 young people participate in the 60 festivals we provide, which is a reflection of the dedication of the Primary School staff, Teacher Release staff, young people and parents.

"There is a warm and caring environment where mutual respect and courtesy prevail."

Best Practice Network



Working at Dr Challoner's High School



Buckinghamshire is considered an area of outstanding beauty and Dr Challoner's High School is set in the heart of the Chiltern Hills surrounded by picturesque villages, endless country walks and National Trust properties but within a 30 minute journey to the centre of London.

There is a tube station in Little Chalfont, which is a five minute walk away, and a mainline train station in nearby Amersham and Chesham with fast and easy links to London and all its vibrant nightlife and culture, as well as the north of England. We are within easy distance of the M25, M4 and Heathrow Airport.

Our aim is for Dr Challoner's High School to be a great place to work. We have staff social gatherings at the end of each term and a regular social coffee morning in the staff room each week as well as a number of not so traditional opportunities to join in with the real spirit of Challoner's! We have introduced a two week half term in the autumn term, a break that has been much appreciated by all of our staff, and demonstrates our proactive approach to staff welfare.

Each member of the team has a unique place at Challoner's High and the team covers a vast

spectrum of roles and responsibilities that support our purpose of providing the best possible education and school experience for girls.

The Support Staff at Dr Challoner's High School are an integral part of the successful daily running and life of our school. Support staff have a defined status, are supported and encouraged with continued professional development, and hold a respected and significant role within the school community.

Our school culture is purposeful, respectful and supportive. We have an instinct for the fun, creative and clever and are focussed on providing the best for all of our girls.

Being a member of staff at Challoner's High, whether in a support or teaching capacity, is rewarding and is underpinned by a strong moral purpose.

The best advert however for working at Dr Challoner's High School will always be our hard working, sparky, capable and hugely rewarding students.

Our Vision

To provide the best possible education for girls so that they will shape the world



Our Values

Best for all our girls

Bold

Intellectually ambitious

Joyful

The world is ever changing;
Challoner's Girls will shape that
world