



# Dr Challoner's High School

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





# 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 May 2012

**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. In May 2012 we were rated '**Outstanding**' by **Ofsted** and in July 2014 we achieved the **Exceptional Schools Award**. Our reputation means that the School is consistently oversubscribed.

## **Academic excellence**

We were the top Bucks grammar school by most GCSE measures in 2017 and feature in the top 50 in most national league tables for GCSE and A Level results each year. Our Progress 8 score was 0.8 in 2017.

## **Our Values**

We are a school with a clear sense of purpose based on long-standing values that underpin everything that we do.

- **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.

# Assistant Head Vacancy

This role is an exciting opportunity at the core of school life and is central to our vision of providing the best possible education for girls.

The post-holder will lead the strategic development of key aspects of enrichment including school trips, charity events and assemblies. We expect the new post-holder to continue to ambitiously and creatively develop these areas.

This post also oversees all aspects of staff professional development and teacher training and is critical to ensuring that our staff, along with staff in other schools, receive the training, guidance and support they need and deserve. With the national teacher recruitment crisis deepening and the profession going through a huge period of change and pressure, this work has probably never been more important. Professionally, this is a great opportunity to work across our school and also with many other partner schools, a TSA and a SCITT.

The successful applicant will work with an experienced, collaborative, driven and very upbeat Senior Team who are ambitious for the future of Dr Challoner's High School and are passionate about doing what is best for all of our girls. The post has become available due to internal promotion.

Suitable for both experienced and first-time Assistant Heads, plenty of support and professional opportunities will be available to the successful applicant. The post is also supported by experienced and highly capable administrators.



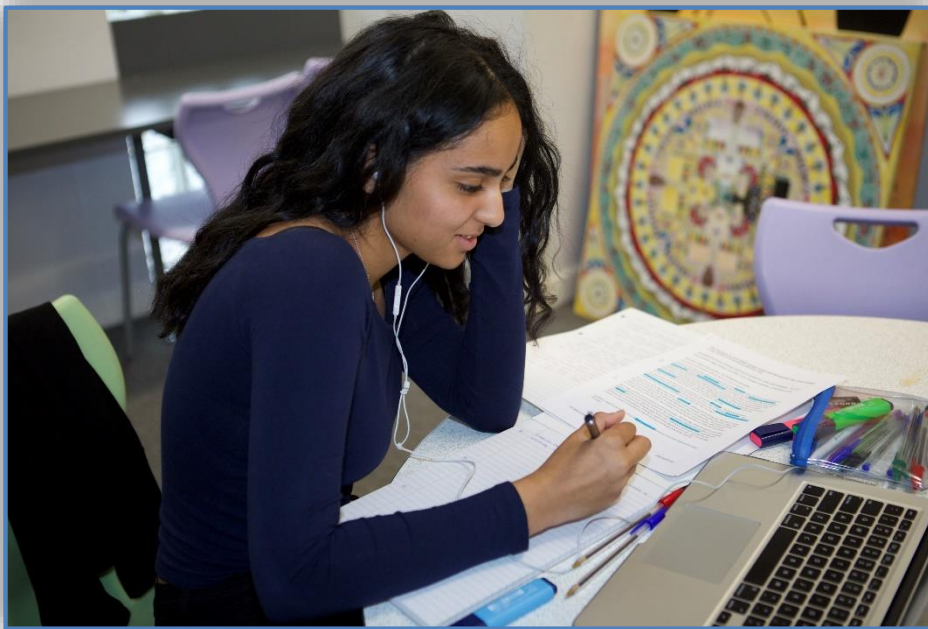
Our School is characterised by our commitment to giving girls the best opportunity to succeed. We believe that girls deserve an environment that enables them to be confident, resilient and ready to contribute significantly to the world.

We place strong emphasis on high moral and personal values. Girls are encouraged to accept full responsibility for themselves and others, and for the development of a 'collegiate' and mutually supportive ethos and atmosphere.

We look forward to welcoming a capable and compassionate professional with a real heart for providing the best possible student enrichment and top quality professional training and development to staff.

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

**Ralph Batten 2016 (Senior Ofsted executive)**



## 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 (Amanda Meredith (Academic) and currently Giles Monks (Pastoral) who is leaving and will be replaced by Caroline Russell who has been internally promoted, hence this post); a Business Manager (Debbie Grimsdale) and three Assistant Heads (Nicola Renyard (Sixth Form and Learning), Ed Walter (Innovation) and this vacancy).

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 1180 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.

## Exam results

Over a half of all A level grades are A\*/A and about three quarters of GCSE grades are A\*/A.

Virtually all Year 13 girls (2017: 96%) go on to higher education. About 75% gain admission to their first choice university, with a similar proportion going to Russell Group universities including Oxford and Cambridge.

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

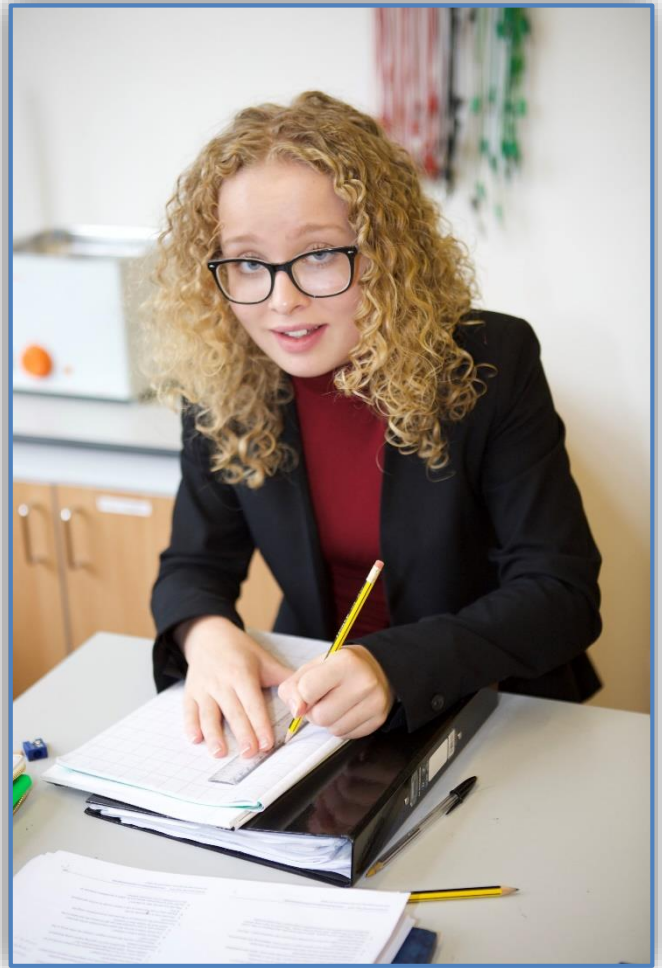
**Best Practice Network 2014**

## 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 24 A Levels.

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



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

*'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 May 2012**

## **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. This year we have had a record number of external applications (160 for about 50 places).

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.

**Pastoral Care:** We place high value on strong, compassionate pastoral care through an experienced Sixth Form Team, specialist Form Tutors, a professional Counsellor 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.

**Extra-Curricular:** Many additional activities 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 70 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 five 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 include new Art and Technology rooms. We're currently constructing two new cutting-edge Science labs, a centre-piece languages room and will begin work refurbishing and enlarging the Music block in the Summer. Our longer term vision includes building a new Sixth Form Centre for which planning permission has been granted. Fundraising is an important source of income.

## 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 27 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 8 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 2014**



# Working at Dr Challoner's High School



Buckinghamshire is considered an “area of outstanding beauty” and Dr Challoner’s is set in the heart of the Chiltern Hills surrounded by unique 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. Amongst the many benefits of teaching at Challoner’s, we offer a proactive and highly regarded CPD programme, supporting newly qualified teachers and middle leaders alike; London Fringe; subsidised gym membership; and staff discounts at local shops and restaurants in Little Chalfont.

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. NQT’s can be paid from 1<sup>st</sup> July on UQ3 (currently £21,158) until the 1<sup>st</sup> September when, upon successful completion and acquisition of QTS, will move onto the Main Pay Scale.

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 ethos of hard work and excellence in our profession is combined with a keen sense of fun, students and staff alike.

