



# BISHOP CHALLONER CATHOLIC COLLEGE

## Recruitment Pack





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# A warm Welcome

A sincere welcome to Bishop Challoner Catholic College, one of the highest performing comprehensive schools in the country.

In placing Christ at the centre, our school ensures that our Gospel Values are implicit in daily school life and in the way in which we reach out to serve the wider community. We believe it is vital that our young people are fully equipped to face the demands of a constantly evolving and often uncertain world. Bishop Challoner Catholic College works tirelessly for the pupils it serves, ensuring all leave the school with the highest of academic outcomes, spiritually and culturally developed and equipped with the necessary moral compass, so they are fully prepared to be strong and active members of our society for themselves, their families and the wider community.

The excellent relationships of mutual respect between pupils and staff that are fostered across the school means the Bishop Challoner community is one that is empowered to serve. Our Religious Education, Spiritual Life, Citizenship and PSHE programmes both taught and lived in our community are essential to achieving this mission. The vibrant student leadership programmes championed by the school, the countless community projects, the work within parishes and with our feeder primary schools ensures all pupils have the opportunities to develop their social conscience. We have a proud tradition of charitable giving to support those of most need within society.

Academic standards and supporting our young people to achieve their full potential is fundamental to Bishop Challoner Catholic College. There is a hardworking and inspirational learning culture in our school. For the staff we appoint, teaching is a passion and a vocation. For our young people, learning is a fulfilling, engaging and aspirational experience, reflected by the fact that we have a large, vibrant and dynamic Sixth Form. Our rich and dynamic extra-curricular and educational visit programmes provide opportunities for all pupils to enhance their learning beyond the classroom and take great joy in the wonderful experiences these provide.

Alongside providing an outstanding Catholic education, Bishop Challoner Catholic College is at the cutting edge of national educational developments. As one of the first 100 Teaching Schools we are a nationally recognised leader in the fields of Initial Teacher Education, research and development and also in supporting school improvement. Our exciting and dynamic professional development programmes provide support for thousands of colleagues both within and beyond our Training School Alliance. Through our role as the lead school for the Central Maths Hub we work with hundreds of schools across the Midlands. We are at the heart of the development and delivery of programmes to support non-specialist teachers in physics, maths and MFL and we work in partnership with the Royal Society to develop STEM projects and resources that benefit pupils across multiple schools, including our own.

As Pope Francis reminds us, "Teachers must aim to build an educational relationship with each student, who must feel welcomed and loved for what he or she is, with all of their limitations and potential."

Bishop Challoner Catholic College is focussed on the needs of the individual - the child and their gift of life - to be cherished, nurtured and valued.

We are a warm and welcoming school that is immensely privileged to serve our community of faith.

Dr James Coughlan  
**Principal**



# BISHOP CHALLONER CATHOLIC COLLEGE

## MISSION STATEMENT

“ ... Our Catholic School is a living and caring community of Faith, an extension of the home, and an integral part of the Catholic community ...”

**IN OUR COMMUNITY OF FAITH IN  
BISHOP CHALLONER CATHOLIC SCHOOL  
WE GIVE GLORY TO GOD  
BY DEVELOPING OUR FULL POTENTIAL  
AND IN OUR SERVICE TO OTHERS  
IN THE NAME OF THE FATHER  
AND OF THE SON AND OF THE HOLY SPIRIT**

## AS A CATHOLIC SCHOOL WE AIM:

- To provide the highest standards of Catholic Secondary Education.
- To deliver a broad, balanced, relevant and differentiated curriculum; within which specific moral, ethical and religious issues are taught in the light of the teaching of the Catholic Church.
- To place worship of God and Prayer at the centre of School life through assemblies, Holy Mass and other liturgies.
- To develop the desire in each student to progress academically, spiritually, morally, culturally, mentally and physically.
- To provide a caring and secure atmosphere based on mutual respect within the entire School community.
- To promote respect for, and understanding of, the culture and religious principles of others and to challenge any form of discrimination.
- To promote equal opportunities for all.
- To encourage personal and professional commitment of all staff.
- To encourage the development of each student's unique talents and gifts.
- To promote, a wide range of opportunities for a healthy lifestyle including high quality sporting opportunities in Physical Education and Sport.
- To prepare students to contribute to and cope with today's modern society and to develop the ability to respond positively to change.

## TEACHING AND LEARNING

We have built a nationally recognised reputation as a dynamic and innovative school for teaching and learning. We are committed to using the best methods drawn from evidence based practice to promote the most effective learning. All of our classrooms have interactive whiteboards to enable our teachers to create a stimulating environment. Currently all students in Years 7-9 have netbooks which enable our learners to access a purposeful learning environment with all the resources of the internet available

at the touch of a button. This helps students to take an active part in their own education. As an established provider of Initial Teacher Training (ITT), with over 20 years of experience, we deliver an exceptional teacher training programme which is evidence-led and built through collaboration with expert, subject specialist, practitioners. At the heart of our partnership is an innovative and ambitious curriculum that is created by teachers, for teachers.

## CURRICULUM

We are proud of our broad and balanced curriculum. We encourage all students to pursue excellence and to work to the best of their ability. Every encouragement is given to our students to enjoy learning, take responsibility for it and develop good learning habits including cooperation, collaboration, persistence and resourcefulness.

Our curriculum asks students to think about how they learn and solve problems and make decisions, in order to become independent and life-long learners, equipped to deal with work

in the twenty first century. We believe setting students by ability is the most efficient way to ensure individuals work at the appropriate pace. All students follow National Curriculum core and foundation subjects: English, Maths, Science, Religious Studies, Geography, History, Modern Foreign Languages, Music, Technology including Food Technology, ICT, Art, Physical Education, Games, PE and Science.

Through our Citizenship programme we include a detailed Health Education Programme that includes Drugs and Sex Education.

## TEACHING GROUPS

Students are placed in general teaching groups based upon their prior attainment from KS2. In this group they will be taught all subjects with the exception of: English, Mathematics, D&T and PE. English and Mathematics are taught in bands and this allows students to change their English or Mathematics teaching group without impacting upon their general teaching group. D&T and PE are also taught in bands.

Additional information received from Primary Schools is also used, as is information from the screening process carried out by the School's

Special Educational Needs Co-ordinator and her team. All the above ensures that students are placed appropriately according to ability and those with learning difficulties receive prompt attention.

Progress is monitored regularly and, where appropriate, students may transfer between teaching groups.

All children are organised into mixed ability Form Groups for registration.



## SIXTH FORM

We have a happy and flourishing Sixth Form with an excellent reputation. Students consistently achieve impressive results which open doors to future success.

Students in our Sixth Form enjoy excellent working relationships with their teachers and Sixth Form Team. Our Student Services Department ensures that each student receives personalised guidance, be that invitations to master classes tailored to their needs and interests, mock interviews, individual support with university, apprenticeship and job applications.

Students in our Sixth Form continue to live out our Mission Statement "giving glory to God by fulfilling their potential and in service to others". There are

numerous opportunities to get involved in volunteering: Sixth Form students have served as subject mentors in several departments, volunteered with charity shops, care homes and food banks and run a fortnightly Seniors' Tea Party, to name just some of their activities in the wider community in recent years.

Our Sixth Form students have a rich and varied curriculum. We offer an extensive range of A Level courses and vocational qualifications, which build on students' talents and strengths, fostering in-depth learning and lead to excellent rates of progression to top universities and to other high quality Post 18 opportunities.'

The majority of our students progress to university and on average, around 45% of our students' university destinations are to Russell Group universities. An increasing number of students are pursuing and securing prestigious and competitive apprenticeship opportunities, some of which leading to degree level qualifications.

Students are carefully monitored and closely supported with information, advice and guidance throughout their time with us. Our enrichment programme offers students the chance to develop new, and nurture existing skills, such as within the Duke of Edinburgh award, so that they may play a full part in their local community.

## EXTRA-CURRICULAR/ GIFTED AND TALENTED

There is an extensive extra-curricular programme run on a weekly basis, providing pupils with an opportunity to get involved in a large variety of clubs. Clubs are run by many departments and students in all year groups are welcomed to take part. Clubs available include; a variety of Sports, Drama, Music and Homework. In addition sports clubs run both before and after school and include fixtures in many of the clubs. These include football, netball, basketball, cricket, rounders rugby, table tennis and badminton.

Furthermore there are numerous extra-curricular trips that run across year groups on a regular basis allowing pupils to develop holistically and gain access to an enriching educational experience outside of the curriculum. Some of these trips include Spiritual retreats, sport development tours, Outdoor

Adventurous trips, University and Science visits and international visits to Europe and America.

It is hoped that all students choose to take up some of the opportunities that are on offer to them. We would particularly encourage students that are gifted and talented to attend as there are a vast array of opportunities that we hope would encourage them to further develop their skills and abilities including an extensive Performing Arts programme, numerous Sports activities including Ball Crewing for the Nature Valley Classic Tennis tournament and other international tennis events. Additionally clubs such as STEM and Debate Mate help prepare students for Inter school competitions such as the Catholic School Games and even some National competitions, in which Bishop Challoner students have achieved very well in in previous years. We also run a very successful Duke of Edinburgh bronze and silver awards.





## A SUMMARY OF THE SCHOOL'S SEND POLICY

At Bishop Challoner Catholic College all children are entitled to a broad, balanced, relevant and differentiated curriculum. As a Catholic school, we acknowledge the unique creation of every person and endeavour to meet the individual educational needs of all students. We are committed to providing the right support in order to meet the needs of all students so that they can reach their full potential. Every teacher is a teacher of every student, including those with special educational needs and disability (SEND).

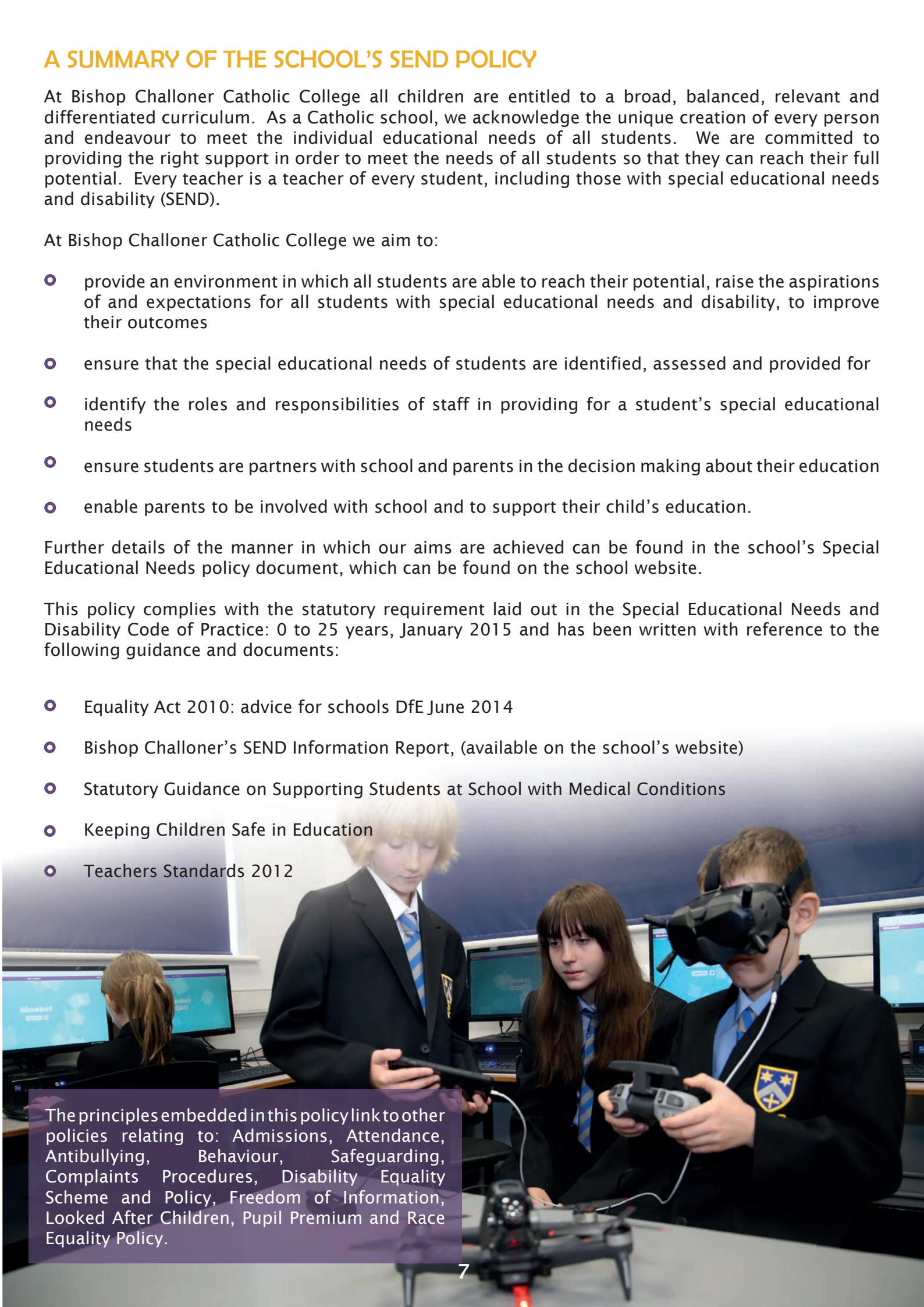
At Bishop Challoner Catholic College we aim to:

- provide an environment in which all students are able to reach their potential, raise the aspirations of and expectations for all students with special educational needs and disability, to improve their outcomes
- ensure that the special educational needs of students are identified, assessed and provided for
- identify the roles and responsibilities of staff in providing for a student's special educational needs
- ensure students are partners with school and parents in the decision making about their education
- enable parents to be involved with school and to support their child's education.

Further details of the manner in which our aims are achieved can be found in the school's Special Educational Needs policy document, which can be found on the school website.

This policy complies with the statutory requirement laid out in the Special Educational Needs and Disability Code of Practice: 0 to 25 years, January 2015 and has been written with reference to the following guidance and documents:

- Equality Act 2010: advice for schools DfE June 2014
- Bishop Challoner's SEND Information Report, (available on the school's website)
- Statutory Guidance on Supporting Students at School with Medical Conditions
- Keeping Children Safe in Education
- Teachers Standards 2012

A photograph of three students in school uniforms in a computer lab. A boy on the right is wearing a VR headset and holding a controller. A girl in the middle is looking at a tablet held by a boy on the left. In the foreground, a drone is on a table. The background shows computer monitors and other students.

The principles embedded in this policy link to other policies relating to: Admissions, Attendance, Antibullying, Behaviour, Safeguarding, Complaints Procedures, Disability Equality Scheme and Policy, Freedom of Information, Looked After Children, Pupil Premium and Race Equality Policy.

## SAFEGUARDING AND CHILD PROTECTION

At Bishop Challoner Catholic College we believe that every individual is special and made in the image of God. In living out our mission statement it is the duty of all to respect each other and offer an environment where all feel secure and valued.

Bishop Challoner Catholic College is committed to safeguarding and fully recognises its responsibilities for protecting all members of our community and promoting the welfare of all its students.

We believe that all staff and visitors have an important role to play in safeguarding and all staff, including temporary staff and volunteers are subject to stringent background checks including clearance with the Disclosure and Barring Service (DBS) to ensure their suitability for working with children.

Safeguarding is defined as:-

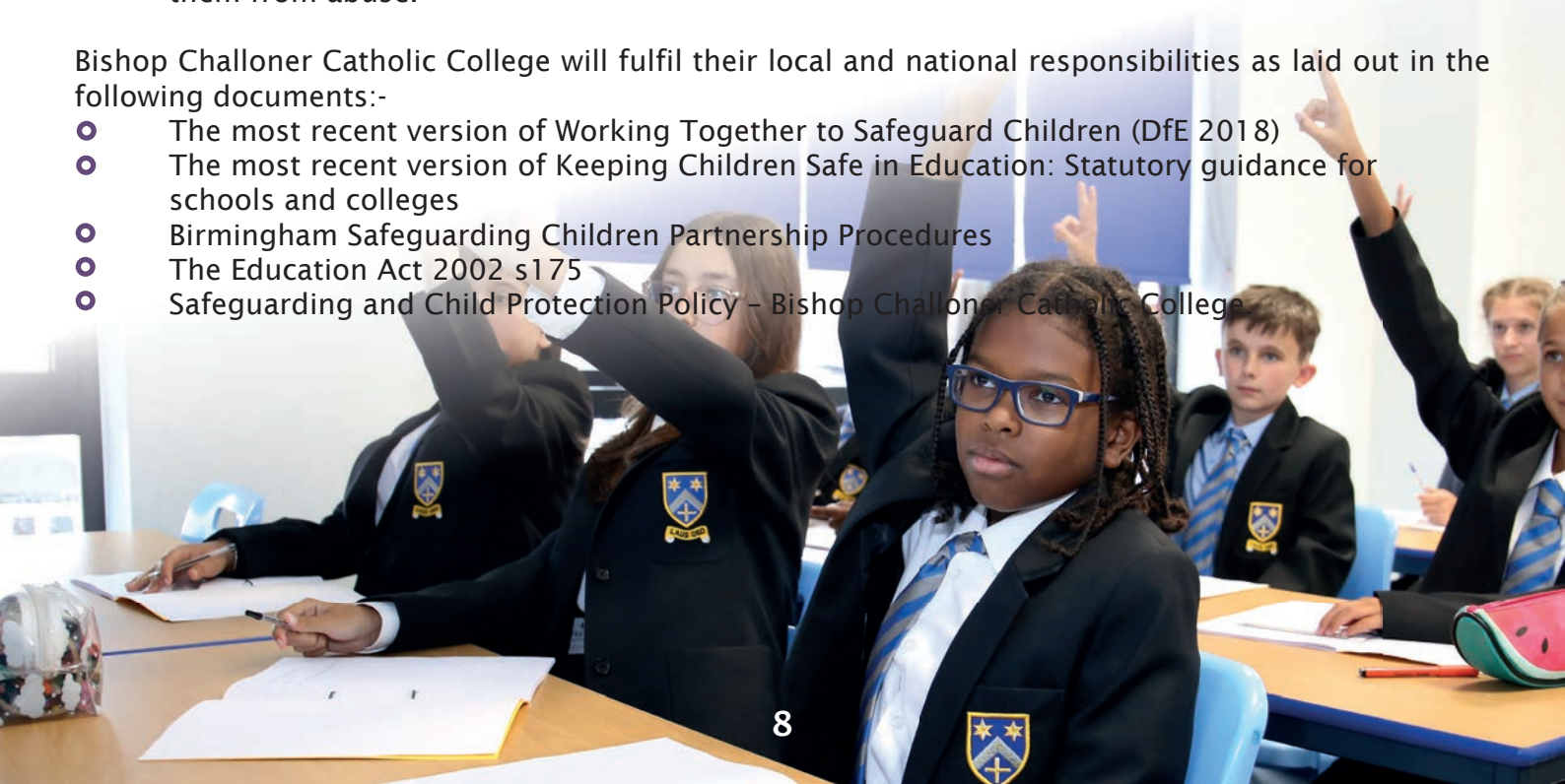
- Providing help and support to meet the needs of children as soon as problems emerge
- Protecting children from maltreatment, whether that is within or outside the home, including online
- Preventing the impairment of children's mental and physical health or development
- Ensuring that children grow up in circumstances consistent with the provision of safe and effective care
- Taking action to enable all children to have the best outcomes

Bishop Challoner Catholic College is committed to safeguarding and promoting the welfare of all its students. We believe that:

- All young people have the right to be protected from harm, abuse and neglect.
- That every child has the right to an education and young people need to be safe and to feel safe in school;
- Young people need support which matches their individual needs, including those who may have experienced abuse;
- All young people have the right to express their views, feelings and wishes and speak freely and voice their own values and beliefs;
- All young people must be encouraged to respect each other's values and support each other;
- All young people have the right to be supported to meet their emotional, and social needs as well as their educational needs – a happy healthy sociable young person will achieve better educationally;
- School must contribute to the prevention of abuse, victimisation, bullying, exploitation, extreme behaviours, discriminatory views and risk taking behaviours; and
- All staff and visitors have an important role to play in safeguarding children and protecting them from abuse.

Bishop Challoner Catholic College will fulfil their local and national responsibilities as laid out in the following documents:-

- The most recent version of Working Together to Safeguard Children (DfE 2018)
- The most recent version of Keeping Children Safe in Education: Statutory guidance for schools and colleges
- Birmingham Safeguarding Children Partnership Procedures
- The Education Act 2002 s175
- Safeguarding and Child Protection Policy – Bishop Challoner Catholic College





## STUDENT SERVICES

Every student matters to us. Our pastoral system is committed to ensuring our children feel secure and happy in their learning. Even before our children come to us our teachers will meet with their Year 6 teachers, so that we know a lot about our students before they arrive. To learn more about our students we have taster days and an open evening in July. In September we have Settling in Evening, where we meet parents/carers to discuss any concerns or anxieties. All of this is to ensure an easy transition from primary to secondary school.

All of our students have three named adults who can support them if they are worried: Form Tutors meet our students everyday and Heads of Year are also available to deal with more serious issues should they arise.

Additionally to this, we have a well established Student Services Department, which can offer even more support, advice and guidance where it is required.

### FORM TUTORS

Form Tutors have a pastoral overview of the needs of their students. They pray with their students every day, call the register, monitor attendance and punctuality, uniform and homework and respond to routine enquiries.

### CONSULTATION TUTORS

Consultation Tutors meet with parents/carers at Parents' Evenings and Consultation events to review progress and discuss parental reports.

### HEADS OF YEAR

Heads of Year oversee the students' general academic progress, pastoral welfare, attendance, punctuality, appearance and good conduct.



# ASPECTS OF SCHOOL LIFE

## SPIRITUAL LIFE

This is at the centre of all we do. In learning about the world we are learning about God's world and so everything we do in school is part of our spiritual life. We know that we are unique and created in God's image (Genesis 1:26) and we seek to recognise God in each person, in all our words and actions. In recognition of this, our spiritual life programme is vibrant. We pray together each morning in form time as well as in assemblies and we have retreats for all students of all age groups.

Our liturgies, special services, teaching group and year group masses are interwoven throughout the year. The liturgical season is linked into our daily collective worship and we celebrate the monthly devotions. Advent and Lent are given prominence in our school calendar and are linked

to a number of charitable events that regularly take place. These offer increased opportunities for prayer; collective worship and the Sacrament of Reconciliation. All of these experiences ensure that we remain a community centred in prayer.

As a community we remain connected in our ethos by giving Glory to God in all that we do and encourage each other to be the person God has called us to be.

The school adheres to the Church Authorities' guidelines for healthy relationships education based on the Church's teaching on morality, the sanctity of life and family life education. Healthy relationships education is taught in the context of Religious Studies, Science and Personal and Social Education.

## RELIGIOUS EDUCATION

Our Religious Education is firmly founded in our faith. We follow the directives from the Catholic Archdiocese of Birmingham, who are the trustees of the school. We continue to follow the Religious Education Catholic Directory for our curriculum. At Bishop Challoner, our outcomes in Religious Education are exceptional with 100% pass rate for A-Level and GCSE with 90% gaining level 4 or above, as well as 92% enjoyment from key stage 3 pupil surveys.

We continue to root our learning in the development of the whole person as a child of God, offering opportunities to dialogue and encounter other faiths and perspectives from Dharmic religions, Abrahamic and non-religions with an informative stance and Catholic lens.

We aim to offer opportunities to show Jesuit Values, which are virtues we as Christians strive to exhibit, such as compassion, attentive, faith-filled, eloquent, etc. In addition, to moments to live our faith, encounter God and go forth in bringing our best selves to this world and others by giving Glory to God through service. *Laus Deo.*

## RECOGNISING AND REWARDING ACHIEVEMENT

As our mission statement suggests, we give glory to God through our service to others and by fulfilling our potential. Such actions are commended at Challoner.

We are extremely proud of our students and their achievements. Recognition is given on a day-to-day basis with rewards and praise for excellent work and attitude. The Key Stage 3 and 4 "Commit to Character" reward scheme encourages students to develop character virtues as well as rewarding their academic achievements. Teachers reward students using our online platform Class Charts, which is assessable to parents and carers. Students with the most praise are invited to reward activities and have included rock climbing, cake decorating and cinema trips, to name a just a few.

Assemblies, post-cards home, reward trips and our annual rewards evening ensures achievement is publicly recognised and celebrated. Our School Council evaluates the success and development of the reward scheme at three different points in the year to ensure it best represents how our young people would like their achievements recognised.



## PERSONAL, SOCIAL, HEALTH AND ECONOMIC EDUCATION (PSHE)

At Bishop Challoner we recognise the importance of high quality PSHE. We provide our students with the knowledge and understanding of matters that affect their everyday lives within and outside of school, in order that they are able to make best and well-informed choices.

We deliver PSHE through a spiral curriculum of timetabled PSHE lessons, form tutor curriculum and activities, collapsed timetable days, assemblies, individualised pastoral support and through the use of external agencies.

Students engage with issues such as homelessness, safe relationships, online safety, alcohol and drug awareness, knife crime etc.

The national Citizenship curriculum is also taught through PSHE lessons and the wider PSHE curriculum time. Students engage with topics on modern politics, British and global values, community cohesion and how to live healthy and safe lives. Each year group is challenged with completing projects that helps them develop civic virtues at a local, national or global level, in relation to promoting British Values and our own Character Virtues.

## DESIGNATIONS

### TRAINING SCHOOL

Bishop Challoner Catholic College is a Training School. As Bishop Challoner Training School Alliance, we coordinate and run training for teachers at every stage of the career, across the West Midlands and beyond.

As part of this work, teachers and leaders in our school deliver teacher development courses including the Early Career Framework, and National Professional Qualifications for teachers at all levels of their careers. These include Specialist NPQS, and NPQs on Senior Leadership (NPQSL), and Headship (NPQH), the national gold standard training courses in education.

Our staff also write and deliver bespoke programmes, such as the Aspiring Middle Leader Programme, or the Teaching in a Catholic School programme. These attract teachers at all stages of their careers, from a huge variety of locations, and mean that teachers at Bishop Challoner are at

the forefront of delivering training, reflecting their expertise in the classroom.

Our Training School Alliance works with many partners, including national partners such as Best Practice Network, or more local partners such as Multi-Academy Trusts who choose to collaborate with us on teacher training.

The work of Bishop Challoner Training School Alliance draws on the expertise of all our teachers, recognising their work as national best practice, and attracting new teachers who are excited by the opportunity to work in such an outward-facing organization with such a strong reputation for excellence.

More can be found about the work of BCTSA on the website, [www.bctsa.org](http://www.bctsa.org)



### BISHOP CHALLONER TRAINING SCHOOL ALLIANCE SCITT

We have been successful in our application for accreditation to become a SCITT and deliver Initial Teacher Training (ITT) from September 2024 onwards.

This means we will be accrediting our own teacher training course for new teachers. We will be offering a large range of courses, with over 17 Secondary subjects, and 5 Primary specialisms offered. Trainees can also choose to achieve QTS and a PGCE (accredited by Bath Spa University), do QTS only, or take up the option of a Part Time route.

We are very excited to be working with a number of Lead Partner Multi-Academies who have chosen to partner with us to offer our brand new programmes to their trainees next year.

The SCITT will be offering training 'by teachers for teachers', with Bishop Challoner teachers designing the programmes and curriculum for our trainees. Our new trainees will be truly learning from the best experts in the region: the Bishop Challoner teaching staff.

## MATHS HUB

Since 2014, Bishop Challoner Catholic College has been proudly serving as the lead school for the Central Maths Hub.

The core purpose of Maths Hubs is to help schools and colleges lead improvement in mathematics education in England. They seek to harness all the maths leadership and expertise within an area, to develop and spread excellent practice, for the benefit of all pupils and students. They are part of the wider development of school-led system leadership in England, fully funded by the Department for Education, and coordinated by the National Centre for Excellence in the Teaching of Mathematics.



Bishop Challoner Catholic College identifies strategic partners, who help plan and evaluate the hub's work, and operational partners who help carry out the hub's work. So, the hub is not just us – instead it is more like a maths leadership network involving schools, colleges and other organisations with maths education expertise from across our area, which covers Birmingham, Sandwell and Dudley. This development of excellent practice is conducted through localised Work Groups as part of wider Network Collaborative Projects.

There are 40 Maths Hubs that together serve all the regions of England. Each Maths Hub is open to working with any schools and colleges, from early years providers to post-16 institutions, in the broad geographical area that it covers. The benefits for schools and colleges engaging with their local Maths Hub include:

- Access to free professional development programmes
- Up-to-date information about all local maths education activities
- Participation in a network of Local Leaders of Maths Education (LLMEs)

To find out more, please visit our website [www.centralmathshub.com](http://www.centralmathshub.com), or follow us on X @CentralMathsHub.

## SCHOOL SPORTS PARTNERSHIP PROGRAMME

The Bishop Challoner PE and Sport Premium Primary Programme uses the government funding to provide a wide range of opportunities for primary schools to develop staff confidence and competence to teach PE as well as providing more opportunities for young people to be physically active.

Throughout the academic year, courses for teaching staff are organised in athletics, OAA, gymnastics, dance, athletics and swimming etc. and schools can also benefit from having whole school training in any PE curriculum area. PE Coordinators in each primary school meet 3 times per year to network, share good practice and receive local and national updates on PE, school sport and physical activity. We have developed excellent links with Newman University and Swim England this year and will be organising specific courses in how to make PE lessons more active (through the SHARP principles) and swimming in 2024-25.

Schools also benefit from Play Leader training whereby 12 pupils and 2 teaching staff attend a training day that provides resources and ideas to play simple, fun playground games. Each play leader then gets allocated 1-2 lunchtimes per week back in their own primary school when they work with younger pupils with the intention that more young people are physically active.



## COMPUTING HUB

Bishop Challoner Catholic College is the lead school for the Birmingham and Central Midlands Computing Hub, working with over 1,000 primary and 300 secondary schools/colleges across the region.

Computing Hubs are led by schools and colleges who are recognised to have excellence in teaching computing. The Hubs support schools to provide a high-quality computing education to all young people. There are 34 designated Computing Hubs nationally.

Hubs work with schools to identify their computing needs and provide a targeted programme of support to help embed this key subject into the curriculum. Support includes providing high-

quality DfE-supported CPD for teachers as well as teaching and learning resources.

The Hub provides training for Crumble, Micro:bits and Raspberry Pi physical computing kits, which can be loaned out to schools. We also support schools and colleges to achieve the Computing Quality Mark.

We work closely with Universities, Initial Teacher Training providers, Teaching School Hubs and Businesses in the region, to improve the teaching of computing and increase participation in computer science qualifications.

Visit: [www.bctsa.org/computing-hub](http://www.bctsa.org/computing-hub) to find out more.

## BEHAVIOUR FOR LEARNING AND STANDARDS

As in every school, there are rules at Bishop Challoner; they exist to ensure that the children are safe, feel secure, work well in each other's company and enjoy good relationships. Happily, most students co-operate, they are sensible, hard-working and courteous to one another and to staff, and for them, disciplinary action is quite unnecessary.

The school is a Christian community and individuals within that community are expected to show self-discipline and be responsible for the consequences of their own actions. Students are encouraged at all times to think about the wisdom of what they are doing and its effect on others. These school rules are displayed around the school.

### BC Basics

**In order to live out our mission statement and develop our full potential, students are:**

- Learned in the classroom, always punctual, organised and prepared.
- Attentive and listen to what is being taught, remaining silent when others are addressing the class.
- Intentional and active and we follow all instructions the first time of being asked.

### BC 7

We have 7 whole school rules that all students must follow:

- Have good attendance and punctuality
- Follow instructions given by adults
- Be polite and show consideration, care and respect for others
- Respect the right of everyone to engage with teaching and learning
- Respect the environment, school property and the property of others
- Abide by the school dress code and come to school with the correct equipment
- Do not bring valuable items into school



**Consequences will apply when either BC Basics or BC 7 standards are not met**

**Students, parents/carers and school will sign a Home/School Agreement in order to work together to promote high standards of academic study and behaviour.**

## STAFF HEALTH AND WELLBEING AT BISHOP CHALLONER CATHOLIC COLLEGE

At Bishop Challoner Catholic College, we are deeply committed to supporting the health and wellbeing of our staff. We recognise that a happy, healthy team is the foundation of a thriving school community. To this end, we offer a wide range of activities designed to promote physical fitness, mental wellbeing and a sense of camaraderie among colleagues.

Staff can participate in a number of organised activities, including regular badminton sessions, mixed netball games and, staff yoga and staff football, all held in our state-of-the-art sports hall. For those who enjoy running, the BC Running Club meets during the week and accommodates all abilities. Our well-equipped fitness suite is also available for staff use outside of student club hours, ensuring everyone has the opportunity to pursue their fitness goals at their own pace in a fully supportive environment.

We dedicate specific INSET time to support staff health and wellbeing, reflecting our commitment to fostering a positive and balanced work

environment. During this time, staff have the freedom to choose how they prioritise their wellbeing, whether by joining organised activities or pursuing individual interests. Options include craft sessions, cookery classes, sports, walking groups, quizzes, games and interest-based groups. Alternatively, you are welcome to use this time for personal pursuits, such as cycling, walking or other activities that bring you joy and relaxation. Whether you join a group or take time for yourself, this dedicated time is about supporting your wellbeing in a way that works best for you.

These activities are open to all abilities and provide an excellent way to unwind, stay active and connect with colleagues. Whether you are looking to improve your fitness, try something new or simply enjoy the company of others in a supportive environment, you will find plenty of opportunities to get involved. Join us and experience firsthand how Bishop Challoner prioritises staff wellbeing as part of our vibrant school culture.

## SUPPORT TEAM

Our school is a place where every member of staff is valued and supported to achieve their best. We take pride in offering a positive, inclusive working environment with clear opportunities for professional growth. Whether your role is in administration, pastoral care, IT, premises management, catering, cleaning or specialist services, we provide tailored pathways for development and progression.

We support our staff with a structured induction programme, opportunities for shadowing and high-quality INSET training to help all members of staff to build confidence and develop their skills. Our performance management cycles, backed by supportive line managers, ensure each member of our support team receives regular feedback and guidance tailored to their individual roles and aspirations.

As part of our team, staff will have access to the Local Government Pension Scheme, the largest public sector pension scheme in the UK. This offers opportunities for financial security and long-term benefits, including immediate life cover for those who join the scheme. To learn more, visit the West Midlands Pension Fund website for detailed information.

## PROFESSIONAL GROWTH

At Bishop Challoner Catholic College, we have an outstanding Professional Growth offer, underpinned by our bespoke Professional Growth Model document. This details the numerous ways in which we seek to support all colleagues in their development as practitioners; through a robust Performance Management process, in-house CPD Pathway opportunities and access to external courses. We support a number of staff every year through NPQ courses, as well as full free access to Aspiring Middle and Senior Leadership Programmes, facilitated at our training school, situated at Challoner House, directly opposite our main school building.

We are fully committed to providing the structure and expertise to develop our staff and support them in their professional pursuits; as our mission statement promises, “developing [their] full potential.”



## LOCATION

Bishop Challoner Catholic College is located in Kings Heath, Birmingham near the popular area of Moseley.

### KINGS HEATH



#### KEY FACTS

- The Hare and Hounds held UB40's first gig
- It is home to Kings Heath Park and Highbury Park

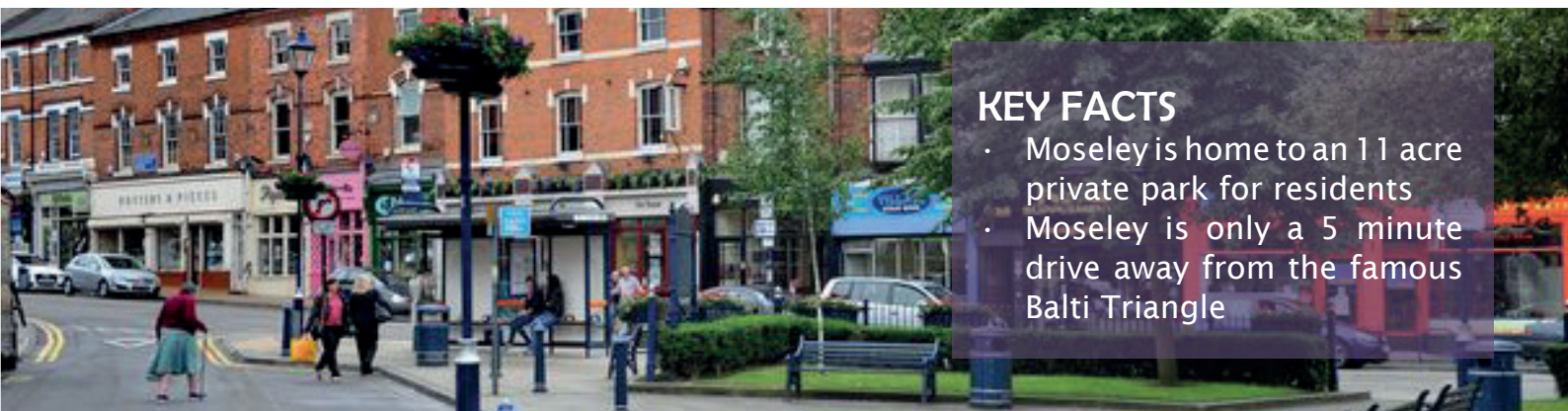
Kings Heath is one of the city's up and coming areas rapidly becoming 'the' place to invest. It's no surprise it has grown in popularity with its high street full of shops, restaurants and bars offering great city living without being in the centre.

The area is well known for its live music scene, particularly the renowned Hare and Hound pub where many famous musicians have played including Ed Sheeran.

It has an eclectic assortment of independent food venues on and off the high street with a variety of cuisines along with a growing street food scene.

There is a lot on offer for families and kids, the vast green spaces make it an ideal location along with its 2 parks. Kings Heath park is over 35 acres and houses a Victorian Tea room and a bowling green, so a great day out for all.

### MOSELEY



#### KEY FACTS

- Moseley is home to an 11 acre private park for residents
- Moseley is only a 5 minute drive away from the famous Balti Triangle

In Moseley you will find an area full of families and young professionals all residing around the suburbs popular centre Alcester Road, which houses an assortment of eateries, pubs and vintage shops.

The area holds a famous farmers market on the last Saturday of every month attracting residents from all over the city.

In the heart of Moseley is the stunning Moseley park, a member's only park especially for the lucky community who hold the key. Inside this unique area you can find 11 acres of green space and a tranquil lake. This is also where the annual music events such as the Mostly Jazz, Funk and Soul festival are held.

