



ELTHAM

CHURCH OF ENGLAND
PRIMARY SCHOOL
SINCE 1814



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ELTHAM CHURCH OF ENGLAND PRIMARY SCHOOL

Preparing children for a responsive and
contributive role in society.

Eltham Church of England Primary School:
Roper Street, Eltham, London, SE9 1TR



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Welcome

Our school has been at the heart of the community since 1814. Its rich history, combined with our innovative approach to teaching and learning within a strong Christian ethos, makes our school a unique and vibrant place of learning.

Working at Eltham Church of England Primary School means that you are part of a rich history, a dynamic present and an exciting future. This is because of the deliberate and forward thinking teams that operate across the school.

The Senior Leadership Team is determined that the children will receive an exciting, contextual and vibrant curriculum. This is established by genuine distributed leadership, not just distributed tasks.

Senior and Middle Leaders are encouraged and supported through appraisal, development opportunities and CPD, including accredited NPQ courses. They in turn lead, develop and

evaluate each aspect of school. Similarly, the Middle Leaders are clearly managed and encouraged in their career development, working in teams so that the school has a single vision, purpose and direction.

Fundamentally, the school is built upon focussed, successful and reflective teaching and learning. You will be ably supported by a Deputy Headteacher, Assistant Headteachers and Phase Leaders who are single minded in their pursuit of high quality teaching.

Teachers who were NQTs in 2012 are now Assistant Headteachers, homegrown Phase Leaders and Subject

Leaders who are clear about what it means to be a school leader at Eltham.

The school has successfully completed a multi million pound rebuild, including a sensitive modernisation of our 150 year old Victorian building, creating a vibrant entrance, shared space, Early Years Department and outside play areas, each designed with children and inspiring learning environments as the primary focus. The newly built teaching block includes 12 bright contemporary classrooms as well as a large multi-purpose hall and studio.

We hope this document gives you an insight into our school, award winning Governors and wider community.



Welcome from Our Vicar

Rev. Caroline Risdon

I am proud to welcome you to this staff prospectus about Eltham Church of England school.

Eltham Church of England is a happy and friendly school. The children and staff like being here and this is borne out in the way people treat each other- with respect and encouragement. The parent body are active and supportive and the Governors drive forward the strategic aims of the school.

In terms of connection with the Church, I am in school weekly to lead whole school collective worship and visit classes periodically to help with RE discussions. Each term there are services lead by the children in the Church building and we are pleased to have several school parents as part of the congregation and Governing body.

All this to say, Eltham Church of England school is an excellent place to be. It is excellent because our Christian values are not just 'talk', they are the very way in which we 'walk' as a school community. Prayer, praise, serving each other and enjoying the fullness of life offered by God, makes this the much loved and much respected school that it is.

I look forward to working with the new Headteacher to maintain the strong connections between the Church and school, and to deepen the living faith that binds our community together. I would also like to be a source of personal support to you as you lead the school into this next chapter.

God bless you in your deliberations, and thank you for your interest.



Welcome from Our Chair of Governors

Rupert Osborn

I have been a parent governor and co-opted governor for over 12 years and Chair of Eltham's governing body for the last 7.5. During my time we have maintained our outstanding status for over 10 years, rebuilt the school into an exceptional teaching environment having been utilising a building that was 150 years old. The success of this project was recognised by our local heritage society with an award for protecting the heritage of the original school and by the National Governance Association where we were joint second in their awards in 2019 for outstanding governance in a single school.

In addition we, at the request of Royal Borough of Greenwich and the Southwark Diocesan Board of Education, supplied support and leadership to another school in Greenwich for 3 years whilst their finances were put back into a positive position allowing them to appoint a new headteacher.

We have an excpetionally strong, challenging and supportive Governing Body who are always looking to take the school on its next stage of development. This is both in terms of education as well as looking to be ground breaking in other ways – we are for example in the process of looking at a number of ways to start a business that will contribute funds to the school.

We have an effective senior management team and a stable staff which reflects the happy nature of the school and the good working environment for both pupils and staff. We have strong links into the local community and with our Local Education Authority. We are looking for a new leader to enhance and develop the ethos and approach of the school on the next stage of its journey. Assuming the challenge has not put you off we look forward to welcoming your application.





Our Ethos

The ethos of Eltham Church of England Primary School, including our times of Collective Worship.

Eltham Church of England School seeks to serve its community in the name of the Church by ensuring excellent education in a Christian setting.

Our 21st century school is a stimulating learning environment that prepares students for living and being an active member of their community. We encourage them to value the rich diversity of cultures they will encounter, and pupils are empowered to achieve their highest possible in academic, creative and sporting achievement, both as members of a community and as individuals. The school provides pupils and staff with many opportunities to explore the significance of Christian faith and values to their own lives and the issues facing people locally, nationally and globally. The school is committed to ensuring that the learning, social, and personal needs of all its students are met by its curriculum

and extra-curricular activities.

The spiritual, moral, social and cultural development of the students is set in the context of Christian faith as taught and lived in the Church of England.

The school's distinctive ethos and approach are offered to all members of the school community. Christian students find their faith affirmed and valued, and they meet and work with people who hold to other faiths and philosophies, including those of 'no faith'. All students encounter, in the lives of Christians in the school and in the school's ethos, a living Christian witness which welcomes and affirms. All members of the school's community are equally valued and are encouraged to contribute their understandings and abilities to the school's work and ethos. The beliefs of those from other religious traditions are treated with respect and openness.

Our Values

At Eltham Church of England Primary School, we strive to provide learning experiences that inspire a love of learning. We aim to make learning truly irresistible through developing an engaging, creative, active and investigative curriculum that meets all of the aspects of the National Curriculum and is made relevant with tasks and activities being planned through a central 'core text'.

Our Approach

It is ours, and every school's responsibility "to promote the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs". At Eltham Church of England Primary School we promote these values in the following ways:



Mutual Respect

The respect demonstrated by the staff, children, parents and school community at Eltham Church of England Primary School is a feature of the school's ethos and values.

The school and children are continually receiving positive and complimentary comments from parents, visitors and the general public when out on trips.

The ethos of our school nurtures this understanding of mutual respect and it underpins the engaging and exciting teaching and learning that happens here.

School life at Eltham Church of England Primary School abides by our values of: Friendship, Honesty, Love, Resilience, Forgiveness, Understanding, Wisdom, Enthusiasm, Respect, Sharing and Humility.

The children and all staff connected to our school understand these and work in a manner that encourages everyone to achieve to their highest ability.



Individual Liberty

Our School is a safe place for children with a culture in which children can make choices about their school life in a supportive environment.

We educate our pupils to know that they have boundaries within which they may make choices safely, through the provision of a nurturing mindset and empowering education. Pupils are encouraged to know, understand, and exercise their rights and personal freedoms and are advised on how to exercise these safely, for example through our E-Safety and PSHE lessons.

Eltham provides an extensive range of extra curricular activities and pupils are given the freedom to make choices. From the start of their school journey, children are encouraged to challenge their personal best by making them owners of their own learning. Children regularly have next steps shared with them, both verbally or by written feedback in books so they know exactly how to progress.



The Rule of Law

Behaviour and safety at Eltham Church of England Primary School is outstanding and is seen as a key feature of life at the school and the entire school community.

Children know what is expected of them, why rules are so important, and what the consequences are if they do not follow them. Children at Eltham Church of England Primary School are well aware of what an exciting curriculum they learn in and that their sustained excellent behaviour enables them to become learners of the highest calibre.

Eltham Church of England Primary School is also undertaking becoming a Restorative Approaches School that means that if incidents happen, relationships break down, or someone is harmed then all staff and children will use Restorative Approaches to restore, repair and reintegrate to balance the outcomes from the rule of law with forgiveness and restoration.



Collective Worship

We recognise that God is at the heart of the school, and so collective worship has a high priority in the school's daily life. Collective worship is wholly Christian and parents may withdraw their children on religious grounds. Our times of Collective Worship are of high quality and planned to engage all members of the school's community. The school

is a place in which children and staff are cared for and where they learn to care for one another.

Eltham Church of England School seeks to achieve its aims and develop its life and ethos through answering God's call to "Act Justly, Love Mercy and Walk Humbly with your God".



Tolerance of those with Different Faiths and Beliefs

This is achieved through enhancing pupils' understanding of their place in a culturally diverse society and by giving them opportunities to experience such diversity. We are lucky to be situated in a London Borough that is rich in both cultures and languages.

Rev. Caroline regularly holds times of Collective Worship in the school and furthermore, we learn about the other faiths and beliefs held at Eltham Church of England Primary School through whole-school assemblies where we celebrate and learn about the religious festivals that happen throughout the school year. We harness these cultural links in our classes and because Religious Education is taught as a core subject at Eltham Church of England Primary School, alongside Christianity each year group learns about another major religion each year.

Therefore the carefully planned creative curriculum, alongside the fully embedded ethos of "What does the Lord require of you" to "Act Justly, Love Mercy, Walk Humbly with your God", which ensures that children who attend Eltham Church of England Primary School are fully prepared for life in modern Britain.



Working in Partnership

Working in partnership with other church schools in Greenwich, Eltham Church of England Primary School is part of an innovative network of schools that work closely together. This is called the 'Alliance of Greenwich Anglican Schools'.

Vision

To build on the relationships and shared Christian values that Greenwich church schools have established so that its structure supports school improvement and pupil outcomes as a result of structured School Improvement through School to School Support (SISS).

Structure

Alliance of Greenwich Anglican Schools (AGAS) has a 'flat' structure, where each school maintains its unique identity, leadership and governance, having an equal voice in discussions and decisions, made up of the Headteachers from each school. The schools are proudly Christian within the Diocese of Southwark and are committed in using school to school support to develop teachers' practice, leadership capacity and pupil achievements for their local community.

School to School Support

There is a recognition that place-based school improvement networks develop professional expertise, leadership capacity, effective sharing of resources and improved outcomes for children through;

- Moderation of pupil outcomes and sharing of good practice in each year group and end of key stage published outcomes – Using AGAS, RBG & SDBE expertise
- School to School Subject Reviews and Subject Leader Meetings – Using internal experienced subject leaders & agreed Self-Evaluation Templates
- Whole School Teaching & Learning Review – using Headteachers as well as Improvement Partners as required
- Coordinated access to NPQ programmes (RGTSA)
- Curriculum Projects – As curriculum opportunities present
- AGAS wide CPD – Access to key note speakers and pedagogical support

How Well Do Our Children Achieve?

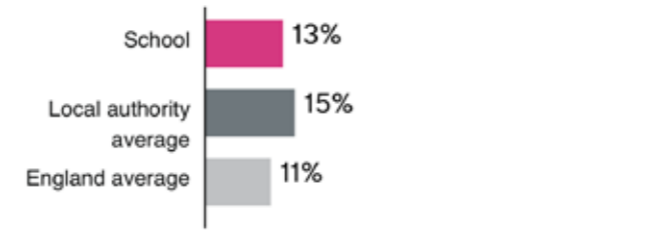
Teaching and Learning at Eltham Church of England Primary School has been judged as Outstanding since 2008. Since our Ofsted Inspection we have undergone a rigorous programme of self evaluation and review each year to ensure that we maintain our Outstanding expectation and practice.

Therefore, children consistently achieve highly at every point in their journey with us. Our results are regularly above National and Royal Borough of Greenwich averages at Early Years, Key Stage 1, Phonics check-up and End of Key Stage 2 tests.

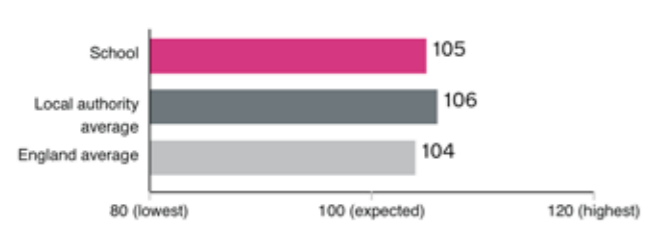
Pupils meeting expected standard in reading, writing and maths



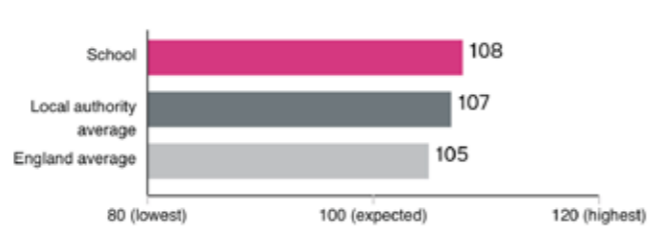
Pupils achieving at a higher standard in reading, writing and maths



Average score in reading



Average score in maths



What can you expect?

The school is continuously improving, with a strong staff team in place to ensure every child reaches their potential. We have excellent pastoral support and our students report that they feel very happy and enjoy their time at the school.

We are proud of the strong relationship between staff and students. A recent survey showed a high degree of parental satisfaction with the responses indicating the majority of children feel happy and safe at school. Community engagement is also an important feature

You will join a committed and enthusiastic team with strong leadership, who are committed to providing professional development and opportunities for all colleagues.

You will be working in an environment that inspires pupils to succeed and a friendly, supportive staff.

What the Staff Say

Feedback and observations from current staff members at Eltham Church of England Primary School:

Teacher KS1

Assistant HT – From NQT to AHT in 8 years

- Walking round has an instant community feeling
 - Teachers are welcoming and approachable (they were familiar as if you had already worked with them)
 - The classrooms, building and resources stand out – bright, consistent and exciting
 - Children are genuinely engaged and wanted to learn
- Relationships are strong, between staff, and between staff and children
 - People are here ‘for the right reasons’ to help children and families
 - Strong understanding of ‘the individual’ – not a corporate approach
 - Eltham CE is the heart of the Eltham community. The 200 year presence is strong. The community love and have a high regard for the school
 - The children are delightful because of the relationships with the staff

Since working with us (2 years)

- School community is great – both children and parents
- Most importantly, school staff are genuinely kind, supportive and involved
- All staff relationships are strong and genuine

Workload

- Expectations are high, but workload is managed well
- Leadership structures are clear and messages consistent
- School priorities and improvements are worked on together (we are involved – they have come from HT, but phase leaders and AHTs are leading the teams)

Working at the school

- Quality of the curriculum is a significant strength, and everyone’s commitment to it
- Everyone is a team player and a shared responsibility to be the best

Own journey

- Supported in development in order that I can achieve the next step
- Opportunities were given that were tough, but there was confidence from the SLT that I could do it
- NPQ programmes and IOE courses to develop leadership





School Details

At Eltham Church of England Primary School we believe that every student deserves the very best education, seeking to serve its community in the name of the Church by ensuring excellent education in a Christian setting.

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OFSTED	: www.reports.ofsted.gov.uk/provider/21/100167

Parents' Comments

"Our son's transition to Eltham Church of England School was utterly seamless. Every aspect of the transition had been well considered, with visit days and meetings arranged. As a family we have been supported throughout, welcomed into the School and we are completely confident that we have made the best move for our child. The renovation project has paved the way for fantastically modern resources and teaching facilities, while still holding on to the historic community School charm and strong Christian values.

The Head Teacher, Teaching Staff and Office Staff are always enthusiastic, friendly, approachable and clearly passionate about the success of the School and all pupils who attend. Our son is enjoyably challenged every day and has already built wonderful relationships with his peers and his Teacher. Teaching standards are high and he thoroughly enjoys attending School, he has settled very well and most importantly he is happy and looks forward to School each day. We highly recommend Eltham Church of England Primary School to any Parents/Carers considering the School for their child."

"Eltham CofE is a great school to be part of. All the staff work incredibly hard to ensure the children have the best possible environment in which to learn. The teaching is first class across the year groups. It is creative, interesting and well thought out. The staff are approachable and always on hand to talk to. Our children come home tired but excited about their day and the things they have learnt. The children are always polite, even outside of the school, but they also show kindness towards each other, which really stands out, as it is something you don't see in every school."

"I am really happy with my child's progress this year, and can see that he is being pushed to achieve and learn to his full potential by his teacher. It appears that she gives 100% to each child in her class – thank you!"

"Thank you so much for supporting my child. He has had an amazing year – he is always happy, and can't wait to go to school every day!"



Our Recruitment Partner

Elementa is a support partner for learning provisions in the UK, built on the foundations of strategic partnership. We ensure that we are well equipped to assist learning provisions of all types with extensive experience, open-mindedness, and a desire to have a positive impact on the outcomes of the young people we encounter.

Our rightful priority is the education of the pupils of our school and supporting our staff to have the resources, framework, and skills to provide the opportunities and experiences deserved by our community. With this in mind we approached recruitment specialist to use their expertise to secure our next member of staff. Elementa Support Services were successful in their submission to be our recruitment partner. In addition to recruitment, they offer a range of other services within the education sector. This work in addition to over 40 years of recruitment experience within the team gives them a strong network of schools and individuals to promote our opportunities.

In addition to our own training, staff at Elementa are Safer Recruitment trained and members of the Recruitment and Employment Confederation. This gives both applicants and us peace of mind and assurance of the processes and due diligence that are in place.

Safer Recruitment and our process:

All applicants invited to the next stage of our process after initial application will have initial checks carried out ahead of the Assessment Days. These checks will be:

- Identification
- Criminal Clearance
- Legal Permission to work in the UK
- Referencing information

In addition to the application pack submitted by applicants, Elementa will provide Eltham C of E Primary School with their pre-vetting and telephone interview processes. This is provided in the same format for all applicants promoting fairness and transparency of recruitment process.

Any successful applicant will be subject to complete checks in line with Keeping Children Safe in Education, including an Enhanced Disclosure and Barring Service and TRA check.

Elementa are deeply committed to supporting Eltham Church of England Primary School recruit an exceptional leader to support the school in its next chapter of outstanding delivery and support of its young people. We look forward to the many fantastic applications that this role will attract.

Contact Elementa

Our support offers our partners peace of mind, value for money and the advice of experienced education professionals and consultants network.



As a business and support partner, our ethos has remained the same – to ensure that young people can enjoy a positive experience in education, no matter what kind of setting or structure they are in.

From positive behaviour training & support, to specialist consultancy and intervention, our team of practitioners are well versed in supporting in a variety of settings – all grounded in best supporting the young people in our care. The provisions we work with all benefit from our extensive network of professionals and industry specialists who share the same passion and commitment as us – supporting Partner Schools, Staff, and Students to achieve the very best they can.

LOVE

RESILIENCE

FORGIVENESS

UNDERSTANDING

ENTHUSIASM

RESPECT

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