



## **DIOCESE OF BRENTWOOD**



### **Inspection Report**

**Name of School: The Campion Catholic Academy**

**Unique Reference Number: 137040**

**Inspection Date: 21<sup>st</sup> November 2012**

**Reporting Inspector: Mrs M Shinkwin**

**This inspection was carried out under Section 48 of the Education Act 2005.**

**Type of School: Academy Converter**  
**School Category: Voluntary Aided**  
**Age range of pupils: 11 - 18**  
**Gender of pupils: Boys with mixed 6<sup>th</sup> Form**  
**Number on roll: 1020**  
**Appropriate Authority: The governing body**  
**Date of previous inspection:**  
**11.05.2007**

**School Address: Wingletye Lane**  
**Hornchurch Essex RM11 3BX**

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**Chair of Governors: Mr P Davis**  
**Headteacher: Mr Keith Williams**

**THE CAMPION SCHOOL, HORNCHURCH.**  
**SECTION 48 Inspector: Mrs M. Shinkwin**

**Information about the school**

The Campion School is an 11-18 Catholic Science Academy, having acquired this status in August 2011. There are 1020 students on role, of whom the majority are boys; girls, who number 50, are admitted to the Sixth Form. More than 98% of students and 71% of teaching staff are Catholic. The proportion of students known to be eligible for free school meals is below average as is the proportion of those who have a statement of special educational needs. Students attend from the parishes of Grays and South Ockendon and from the deaneries of Havering and Brentwood. Because The Campion School is oversubscribed each year, the specified admissions criteria are applied in allocating places to applicants. The retention rate into Sixth Form is exceptional at more than 90%, an indication of the school's popularity.

**Record of Evidence Base**

- The study of pre-inspection documentation including the Self-Evaluation Form
- Participation in a Year 10 Mass
- Participation in Year 10 and Year 8 assemblies
- The observation of lessons and scrutiny of students' written work
- The study of Departmental Handbook, policies and booklets made available to staff and students.
- Meetings with the Headmaster, the Data manager, the Head of Religious Education, the School Officials, the Chaplain, the School Council, the Priests, the Counsellor, the Vice-Chair of Governors and other Governors.

**Overall effectiveness**

**Grade 1**

The Campion School is an outstanding school, impressive in its dedication to the centrality of the Catholic faith and in the many ways this is communicated to the students. The school motto, "Auctore Deo," is lived out in the inspirational leadership of the Headmaster and is to be found at the top of each page in the students' books. Their spiritual and moral development is nurtured by the weekly opportunities for Mass and from other forms of liturgy and collective worship as well as by student-led prayer at the start of lessons and motivational assemblies on such topics as the Canterbury Walk. Chaplaincy is exciting and innovative, reaching out to the students with humour and compassion. Teaching and learning are good and often excellent, the students are attentive and eager to contribute. Assessment is regular and promotes progress; results at both KS4 and KS5 are improving steadily. The subject leader, who is new to the position, shares the vision of the Headmaster and is committed to the high achievement of the students which she conveys successfully to her department.

## **The school's capacity for sustained improvement**

## **Grade 1**

The school has initiated significant changes since the last inspection and has an outstanding capacity to improve. Years 7-11 now have at least 10% of curriculum time and the department has three full-time Religious Education teachers. Departmental meetings are weekly and the use of ICT is standard in all lessons observed. The school's commitment to the pursuit of excellence is emphasised in all sections of the documentation and in classroom practice. A lay Chaplain was appointed in January 2012, which has allowed the Head of Department to concentrate on academic improvement by increased rigour in planning, assessment and monitoring. The Chaplain himself is described as having made a huge impact since his arrival and the chapel, which has been redecorated and rededicated, "has become the heart of the school". The Years 11/12 trip to Rome has now become an annual pilgrimage while at home relationships with the deanery priests and links with feeder primary schools have been strengthened and regular contact has been established. A new rewards and sanctions system has been adopted after consultation with students and parents. The "culture of vocations" is manifest in the board which lists the names of former students who have become priests. The school "wears it like a badge of pride". The frequent presence of priests from the parish and deanery reinforces the ease of partnership between school life and faith. The clergy are "made to feel wanted" and identify completely with the ethos and aims of the school; the large numbers of Mass-attenders among Old Campions is a tribute to their early formation in the faith.

There has been much change since the last inspection with the appointment of the new Headmaster, Head of the Religious Education Department, a full-time RE teacher and the Chaplain. The enthusiasm and energy generated by these changes have invigorated the whole community and give promise of sustained growth in the life of the school.

## **What the school should do to improve further**

- evaluate carefully the balance between examination technique and the importance of content to continue the school's focus on securing the best grades for the students
- Check and pursue targets for the assessment of written work so that they are more fully effective
- Increase governor involvement in the monitoring and assessment of academic standards in the school
- review provision for the most able students through student-led lessons and more independent learning.

## **Outcomes for students**

## **Grade 1**

The pride and loyalty the students feel towards their school are uplifting. They identify wholeheartedly with its aims and are eager to participate in activities. They appreciate the care and thoroughly prepared teaching they receive and the effort of the members of staff who "are willing to go the extra mile". Sports are varied and popular, rugby being particularly successful. There is a passion for the school and what it stands for, not only academically but in terms of their beliefs. The camaraderie and sense of community will remain with them through their lives. As one boy said: "This is more than just a school. It has improved me as a person. It has brought me close to my faith". The School Officials have sole responsibility for the successful organisation of the party for three hundred senior citizens which involves boys across the years. Boys speak at Assemblies, distribute roles and tasks and manage

the operation. They develop skills of communication, administration and team-building in addition to the empathy and understanding required to entertain an older generation. Other charitable activities include supporting Lourdes pilgrimages, working in the St. John Bosco Camp for underprivileged children and volunteering for mission work in Kenya.

Chaplaincy provision is outstanding and provides a new dimension in the life of the school. The programme of Morning Prayers, Masses and Exposition of the Blessed Sacrament is displayed centrally. For December, boys are engaged in creating an Advent Calendar which will stretch across the back of the chapel. Colourful perspex will be shaped to represent the Stations of the Cross around the walls and, again in conjunction with the D&T department, life-size figures will be carved and placed in the grounds. The Emmaus group meets weekly for prayer and fun and there are over-subscribed workshops in altar-serving and liturgical reading. The Year of Faith is proclaimed by two large, specially commissioned banners in the main hall and events to celebrate it are publicised around the school. It was also referred to in almost every lesson observed.

Students are benefitting from the drive and enthusiasm of RE teachers who set high expectations of behaviour and attention, response and presentation. Students enjoy the lessons and participate in a variety of learning strategies such as pair and group work, discussions and feedback, true or false activities and the effective use of electronic equipment. The pace of work is usually appropriate to the year and topic; in a Year 8 lesson on Confirmation, questions on the Holy Spirit were challenging yet the teacher prefaced them by saying "I am expecting hands to go up here". In a Year 11 lesson on Christian attitudes to Euthanasia, students explored different viewpoints in depth. In both cases, significant learning took place. A Level grades improved strongly in 2012 to 86% A\*-C from 71% in 2011. GCSE results at 84% A\*-C showed a similar improvement, though 2011 had been a less successful year. The school is aiming to return to and surpass pre-2011 levels.

### **Leaders and managers**

### **Grade 1**

The Headmaster, Senior Leadership Team, Head of the Religious Education Department and the Chaplain provide outstanding leadership in guiding the school towards their vision of excellence in every aspect of education. The spiritual development of each student is the priority and the Headmaster's own passion and commitment energise the staff to share his ambitions for the school.

The Departmental Development Plan links directly to the School Development Plan so that spiritual and educational objectives harmonise and complement each other. Resources have been allocated to the training of teachers on the CCRS course or the MA in Catholic School Leadership and opportunities for professional development are promoted. Regular observation and monitoring ensures the high quality of delivery of assemblies and liturgical celebrations and these are evaluated by all sections of the community. Surveys and questionnaires allow parents, students and staff to express views and opinions which feed into improvements in policies, practices and equipment.

Data is closely scrutinised to channel resources into specific areas and to identify students with particular needs and gifts. The Headmaster is appreciative of the contribution and support of the Leadership Team, of staff and of the diocese in promoting the prayer life and the call to social action which are salient features of the school.

The Governors care deeply about the school and support the Headmaster in his drive for excellence. The board encompasses many skills and professions which contribute to the stability and wise counsel which affirm and advise the leaders. The Governors play an

active role in the recruitment of new staff which is a rigorous process. They are proud of the community, which they visit frequently, seeing it as “different to any other school, a living witness to the Catholic faith”. The Governing Body was proactive in the school’s transition to an academy and in the creation of new policies and documentation which they review regularly. They meet monthly to discuss the Catholic life of the school and, though not directly involved in the assessment of religious education, the Governors applaud the rise in standards and see themselves as custodians of the Catholic ethos. As members of the local parish, they are in regular contact with parents and Old Champions who praise the high standing of the school. Over the past decade, the proportion of students from minority ethnic background, predominantly Black African, has increased to above average and the numbers of students for whom English is an additional language has also increased. Although the majority of the school is Catholic, the Sixth Form welcomes students of other faiths. The cultural diversity is approached with sensitivity both within the school and in communication with parents and carers. The Headmaster encourages a strong culture of service not only to each other but to the local and wider communities. Work places in primary schools and a Leadership Day for Year 12 both develop individual skills and effectively promote community cohesion. Charitable work is extensive for causes such as CAFOD, the Operation Christmas Child and the involvement in the Jesuits XVP programme for gap year students, among many Jesuit - centred activities which link the academy to schools nationally and on different continents. The social teachings of the Catholic Church and the Christian message of love for one another are lived out in relationships within the school and in concern for the needs of others.

## **Provision**

## **Grade 1**

At the heart of the school are prayer and liturgical worship. The students start their day either with Mass or morning prayer, and observed lessons began with student-led intercessions. Assemblies have a Christian message and texts from the gospels or from motivational writings line the boys’ route between lessons. The Chaplain is a “man for others” and gives inspirational witness in a calm, creative way of the power of God in his life. The boys are attracted by his enthusiasm and creativity so that the chapel has become for many the centre of their school day. They are taught to look outwards to see the needs of their neighbour and last year achieved the admirable total of more than £81,000 in fundraising for charity. One hundred and fifty bags have been taken to the Foodbank and CARJ has a large following. During November and throughout the year, comfort and support are offered to those within the community who have suffered bereavement. Every Year Group has an annual retreat, each with a different theme. In Years 9-13 these are residential and are much valued both by the staff and students. Non-Catholic staff are welcomed and inducted into the spiritual life of the school. Care is taken at appointment to explain to prospective members of staff the school’s priorities and they experience a ‘dry run’ Mass so that the parts may be clarified.

The Religious Education Department seeks to challenge its own quality of teaching in its weekly meetings, assessing and self-evaluating to ensure best practice for the students. The subject leader encourages open questioning so that teachers are giving the same explanations to their classes, that knowledge is secure, that resources are used appropriately and that students receive the best learning experience. Improving grades are being delivered by a successful, lively team and the enjoyment in lessons is marked. There is evidence that the aim of “making their faith real to the boys” is bearing fruit. The

prominence given to the Year of Faith is indicative of the primacy of Catholic teaching, in and outside the classroom.

The curriculum provides well for students of all abilities though more could still be done to extend the most able while responding to the needs of less academically gifted students. The "Stretch and Challenge" booklet goes some way towards a recognition of the issue. The department follows the Icons programme which it supplements with additional material. All Years 12 and 13 study the NOCN General RE Courses and the uptake in AS and A Level Religious Education has increased significantly over the last three years. A new full-time teacher joined the department this year and has integrated well. Stamps have been introduced into work books for the recording of targets. A series of escalating rewards are given in recognition of effort and excellence, ranging from a postcard home the same day as the praiseworthy work, to a number of points which, when a set total is reached, can be traded for a chosen prize or outing. This new system is proving very popular both on account of the immediate feedback and the long-term gain. It is already having a marked effect on standards.

The Champion School is a fine academy where the Catholic faith is taught and lived with love, energy and joy. The Headmaster's own deep spirituality permeates the structure and fabric of his school and will influence the lives of his students long into the future.