



Copthill School

# Applicant Information



ISA

INDEPENDENT  
SCHOOLS  
ASSOCIATION

ISA Awards 2022  
Winner

ISA Junior School of the Year Award



INDEPENDENT  
SCHOOLS  
ASSOCIATION



independent  
schools  
council



"ISA are proud to recognise  
**Copthill School** as  
our **Junior School**  
of the Year."

Rudolf Elliott Lockhart, Chief Executive Officer,  
Independent Schools Association



2022 ISA  
Junior School of the Year  
"Pupils benefit from a diverse range  
of learning across the curriculum and  
extensive enrichment opportunities in  
sports, arts, within their communities  
and beyond. It is evident that the  
provision has been tailored to  
embody the school's values."

Rudolf Elliott Lockhart, Chief Executive Officer,  
Independent Schools Association



2022 ISA  
Junior School of the Year  
"Copthill School  
truly lives up to its  
mission statement of  
'The Child at Heart!'"

Rudolf Elliott Lockhart, Chief Executive Officer,  
Independent Schools Association



# The Copthill Way

Copthill is a truly unique school. Founded in 1969 by Mr and Mrs Teesdale, the school's first pupils were the three Teesdale sons. The sons are now Directors with day-to-day roles as Principal, Bursar and Director of Sport. Mrs Teesdale recognised the importance of childhood and this is a principle we stand by today, the most important phase of our vision statement being 'the child at heart'.

The staff and I are privileged to uphold Mrs Teesdale's vision. We want our children to grow as Copthill Learners—responsible citizens, independent explorers, team players, problem solvers, creative thinkers, reflective learners—respecting each other, their environment and themselves.

**If you have the passion and expertise to instil our children the curiosity, excitement, desire and drive to be lifelong learners, seizing every opportunity to pursue their dreams and to write their own success stories at each stage of their journey, then we will very much welcome your application to join our dedicated, enthusiastic and experienced team.**

**Helen Schofield—Headteacher**





# The Copthill Journey

A broad, comprehensive and creative education with the highest expectations

## Early Years (2yrs to 4yrs)

The ideal start to school life. A nurturing, stimulating and safe environment, run by an experienced and dedicated team. We continually keep in touch with families about their child's progress, learning outcomes and development.



## Lower School (4yrs to 7yrs)

A strong emphasis on literacy and numeracy across a broad curriculum with small classes. Specialist teachers in modern foreign languages, music, physical education and dance help ensure our children receive the best possible foundation to their education.

## Middle School (7yrs to 9yrs)

The emphasis on reading and writing remains plus a thematic approach to science, history, geography, citizenship. Class teachers teach these along with RE and PSHE. There are specialist lessons in Art, Computing, Music, French, Reasoning and PE. All children have Chromebooks where digital learning takes place to enhance and transform experiences.



## Upper School (9yrs to 11yrs)

Tutors work alongside subject teachers to identify our children's strengths and target areas for development, closely monitoring progress. The broad curriculum is delivered by specialist teachers and adapted to each child's individual needs.



# Working at Copthill School

## Our vision for our team

Members of staff at Copthill are the school's greatest asset

At Copthill we:

- ◇ care for our staff as individuals within a supportive, family community, learning and growing together - happy staff help children learn;
- ◇ have the highest expectations of all our staff across all areas of school life but be flexible in our approach;
- ◇ challenge and support our staff to be confident in recognising their own and each other's strengths and talents;
- ◇ acknowledge that working life can be difficult and reassure our staff that support is available;
- ◇ instil in our staff the curiosity, excitement, desire and drive to be lifelong learners, seizing every opportunity to pursue their dreams and to write their own success stories at each stage of their journey;
- ◇ grow as Copthill Learners (responsible citizens, independent explorers, team players, problem solvers, creative thinkers, reflective learners), respecting each other, our environment and ourselves.





# What our team say about... Working at Copthill

## Members of staff at Copthill are the school's greatest asset

A recent ISI inspection returned overwhelming positive responses through the questionnaires, proving that we all work well together for the best possible outcomes for our children.

Pupil questionnaire 96% positive responses  
Parent questionnaire 99% positive responses  
Staff questionnaire 99% positive responses

"I couldn't have asked for a more welcoming introduction to Copthill School. The team of staff are exactly that, a great team. Working together, supporting each other and being approachable makes the group of teachers that you work alongside, an asset to the job.

Coming from a large, private school in London, one of the most appealing things about Copthill is it's setting. Having the outdoor space just on your doorstep provides you with endless opportunities to take your teaching outside, not just in the classroom."



"Copthill School is truly unique for all the best reasons! I feel unbelievably lucky to work in such an incredible environment, which champions the outdoors and nurtures every child so very well."

"Teaching in the Copthill family is fun, but more importantly, I feel valued and trusted in my role. "



# Our Excellent...

## Teaching and Learning

### The Child at the Heart

- ◇ Children are comfortable and safe
- ◇ Take time to listen
- ◇ Differentiation - know children as individuals and use this knowledge to inform planning and delivery
- ◇ Know a child's learning journey - where have they come from, where are they now, where can we help them go next?
- ◇ Teacher moves to the child - the teacher's desk is not the focal point
- ◇ Opportunities to learn outside are embedded in our approach

### Learning and Growing Together

- ◇ Hold all pupils in equal, unconditional, positive regard
- ◇ Build positive relationships based on mutual respect, warmth and kindness
- ◇ A creative approach based on the children's interests
- ◇ Children and teacher work as a team
- ◇ Classrooms are bright, organised, tidy and welcoming
- ◇ Rewards according to the school's policy, with flexibility regarding individuals' needs

### Highest Expectations

- ◇ Believe that all children can achieve
- ◇ Acknowledge that potential is limitless
- ◇ Set ambitious targets for ourselves and our children
- ◇ The school's Promoting Positive Behaviour Policy is used consistently with flexibility regarding individuals' needs
- ◇ Allow children responsibility with a "firm but fair" approach
- ◇ High expectations of ourselves with regard to punctuality, preparation and focus

### Challenge and Support

- ◇ The school's Marking and Feedback Policy is used consistently
- ◇ Children of all abilities find their work challenging but rewarding
- ◇ Children understand their areas of strength and how they can improve
- ◇ The pace of the lesson keeps the children engaged and working hard
- ◇ Enquiry and endeavour are expected

### The Process of Learning

- ◇ Provide constructive feedback and guidance for improvement according to school policy
- ◇ Use a range of teaching and learning activities encompassing different learning styles, enabling all to succeed
- ◇ Use quality resources, including ICT, to complement teaching and learning
- ◇ Allow children to make mistakes and give them the courage to do so
- ◇ Children are allowed time to think and reflect

### Lifelong Learning

- ◇ The teacher has an obvious excitement for, and enjoyment of, the topic taught and an awareness of cross-curricular links and transferable skills
- ◇ Learning is meaningful and relevant to the children
- ◇ Lesson activities and assessments are used to ensure that children achieve and that they make progress
- ◇ Use a variety of questioning techniques to facilitate and extend learning
- ◇ Excellent subject knowledge but an acknowledgement that further research might be necessary



# Enriched External Learning



Our extensive grounds allow us to incorporate Forest School and outdoor learning experiences for all – Enriched External Learning (EEL). All children up to Year 3 spend one afternoon every week outside; Years 4-6 every other week. The outdoor environment complements and extends learning across all areas of our curriculum. For example:

- Year 6** recounted their own African traditional tales in our woods
- Year 5** cooked Spanish paella over the fire
- Year 4** sailed a Viking longboat along our stretch of river
- Year 3** lived as Celts for the day, making improvements to our straw huts
- Year 2** used our playground obstacle course for pirate feats and to observe how London burned in 1666
- Year 1** learned about the parts of a flower
- Reception** hunted dinosaurs
- Nursery/Pre-School** children enjoyed a teddy bears' picnic.

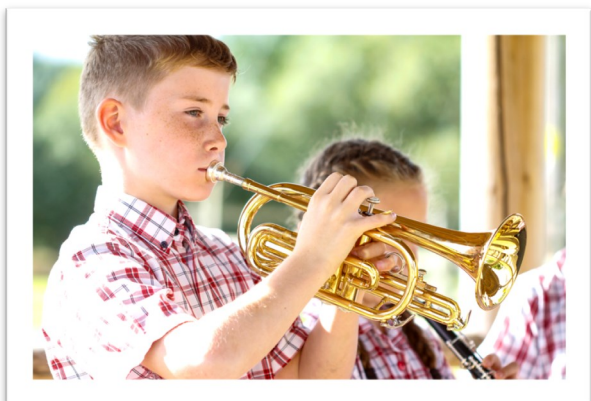
To learn lessons from the past, we have a Celtic fort, Saxon village, Roman road, World War 1 trench and World War 2 Anderson Shelter. For learning through play, there is a dam, a piano bar and a Land Rover! Parents get involved too, competing with their children in our 5k obstacle 'stampede' and go-kart grand prix.

Our farm, with sheep, pigs, goats, alpacas and donkeys, allows our children to learn more about their wonderful world. They can visit the animals if/when learning in the classroom or social relationships in the playground become a bit overwhelming.





# Our Success Stories



Proof of the success of Copthill's all-round education is the next steps our Year 6 children make, moving on to such schools as **Bourne Grammar, Oakham, Oundle, Stamford Endowed** and **Sylvia Young Theatre School** as well as a number of **other independent** and **state schools**. Awards often include all-rounder scholarships, academic scholarships, music scholarships and talented athlete awards.



Standardised scores in reading and maths across the year groups prove that our children are, in general, working above the national average. Being a non-selective school we also support children with SEND and EHCPs.

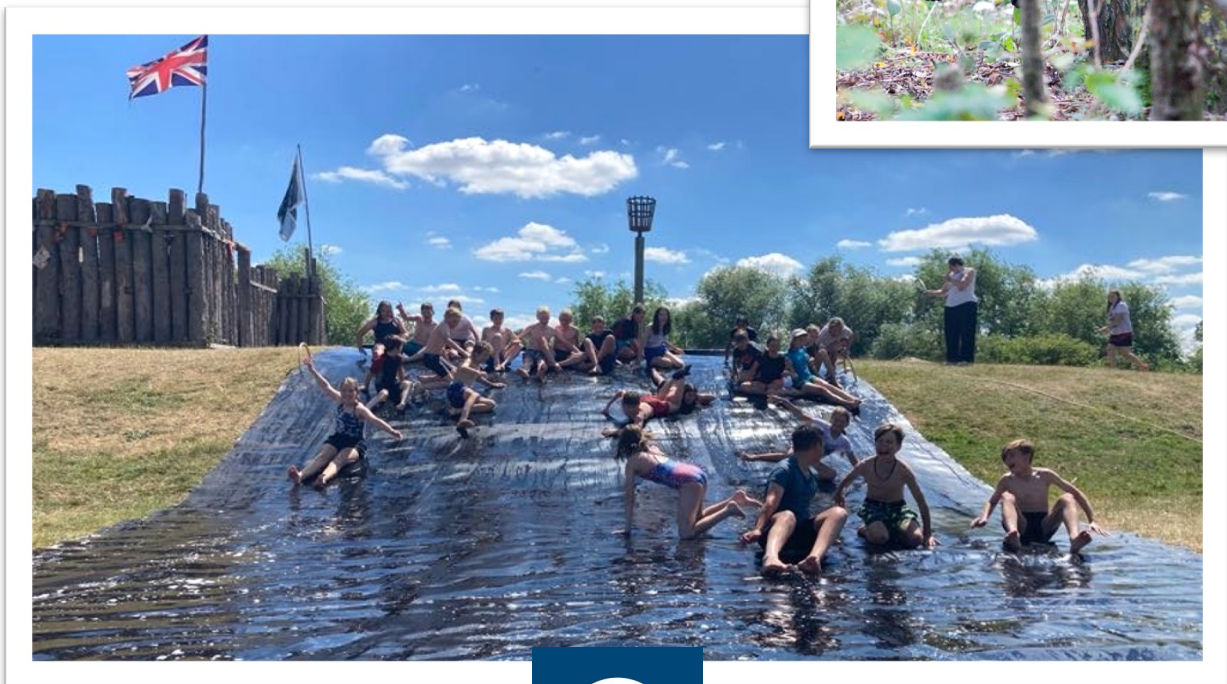
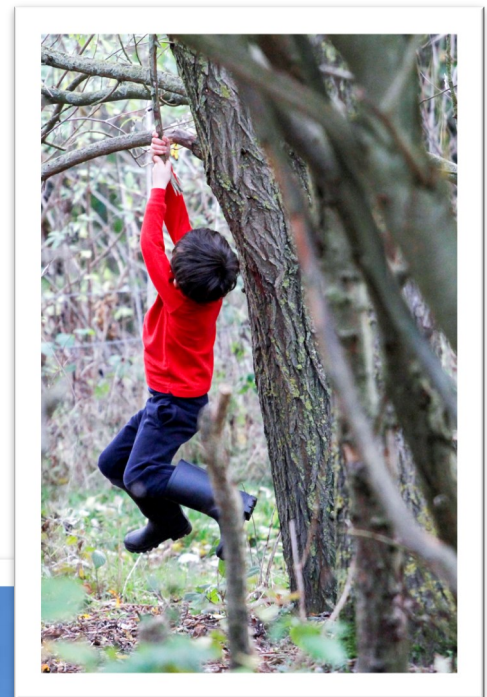




# Wellbeing at Copthill

Gaining Optimus Education's Wellbeing Award for Schools (in partnership with National Children's Bureau) is an achievement of which we are proud. Our Wellbeing Committee promotes the emotional wellbeing and positive mental health of our children, staff and parents. Our pastoral coordinator is available to support our children and families when they need us most – for example, bereavement, separation, difficulties with behaviour. Form Teachers and Year 5/6 tutors know their children well and are very aware that learning happens best when children feel happy and safe.

Every member of staff genuinely cares for the children, as expected through our definition of 'Excellent teaching and Learning @ Copthill', criteria based upon our vision and to which staff and children contributed.



# How we reward you

- ◇ Cophill has its own competitive salary structure, rewarding experience and responsibilities
- ◇ Excellent company pension scheme
- ◇ 34 teaching weeks per year
- ◇ Small class sizes
- ◇ Commitment to additional classroom assistants to support all our teachers and children
- ◇ Generous time off allowance for dealing with day-to-day issues out of school and a paid day off during term time
- ◇ Excellent staff culture with an active staff social scene
- ◇ Supportive and understanding management
- ◇ Free lunches & refreshments
- ◇ Opportunities for responsibilities and career development
- ◇ Easy free car parking and accessibility



## How to apply

Please complete an application form, referring to the person specification and job description and email this to our Directors' PA and HR Administrator, Paula.Rayner@cophill.com. For further information please call Paula on 01780 757506 for an informal discussion. We encourage visits to our school to see our children in action.

**Cophill School values and champions equality and diversity in everything we do. If you require adjustments, please let us know. Cophill School is fully committed to safeguarding and promoting the welfare of children. Applicants will undergo safer recruitment background checks and a DBS check.**

