

# THE CASTLE PARTNERSHIP TRUST

Executive Headteacher: Sarah Watson



## The Castle Partnership Trust

ACHIEVE | BELONG | PARTICIPATE

### THE CASTLE SCHOOL

Wellington Road, Taunton,

Somerset TA1 5AU

Tel: 01823 274073

[www.castleschool.co.uk](http://www.castleschool.co.uk)

### COURT FIELDS SCHOOL

Mantle Street, Wellington,

Somerset TA21 8SW

Tel: 01823 664201

[www.courtfields.net](http://www.courtfields.net)

May 2017

Dear Applicant

I am delighted that you are interested in working at The Castle School and look forward to welcoming you to our School for a visit if you can so that you can see first-hand what we are about and what we can offer you. We are a friendly and welcoming school and our parents and students are always very appreciative of what staff do for them. We frequently have appreciative compliments from parents and members of the community, which I like to read out in staff briefings so people get the recognition they deserve. This builds a positive and warm school community where everyone is valued.

At The Castle School, we value teachers. We have an outstanding record of training teachers and investing in our staff, believing that potential, enthusiasm and good subject knowledge leads to outstanding teaching. Our excellent CPD programme supports that; even the best teachers need to keep refreshed and interested, and given opportunities to develop themselves. We are serious about education for our students AND our staff.

We love diversity and richness on our school so we welcome teachers at the beginning of their career equally to teachers who are further on in their careers, perhaps looking for something different and wish to bring up their families or enjoy the beautiful Somerset landscape and quality of life.

Whatever stage you are at now, if you are ambitious to progress in your career, we will give you opportunities to develop leadership and management, to work with some of the best teachers in the country and to learn leadership from some of the best in the profession. We have programmes for school leadership, Head of Department or Faculty, Pastoral leaders, aspiring strategic leadership and our Exemplary Teacher programme. 80% of the 20 participants on the school leaders course went on to gain promoted posts either within or beyond the Trust.

I hope you will understand from this our commitment to your professional development. As a result of our belief in investing in staff, we have just submitted an application for Teaching School status. I do hope that the successful candidates will find this interesting and exciting.

Staff at all levels have a strong visible presence and are responsive to students. I want students and parents to know that if there is a problem, we will deal with it quickly - within one working day- and to take any action quickly and fairly. There must be no child invisible at The Castle Partnership Trust and incidents must be dealt with quickly and effectively so children know and trust that we will take care of things and will go the extra mile with them. We are also committed to widening participation so that every child participates in learning and enrichment and all members of the school community are expected to pursue these aims.

## **Context**

The Castle School is an outstanding school; it is good to have this recognised by OFSTED but it is more important that our students continue to receive the best education we can give them. Our students achieve some of the best exam results in the UK. In our most recent results, 81% of students achieved at least 5 GCSE passes at grade C or above including English and Maths. We have been ranked 29th in the UK by the Daily Telegraph and 7th in the UK by the Times for %A/A\*. We continue to achieve the top attendance rate in Somerset and that seems to me to be a good indicator of how much students enjoy school. We have been one of the top schools nationally for a number of years and are heavily oversubscribed with about 550 applications a year for 240 places.

This doesn't just happen of course. We work hard for our students and instil a positive learning ethos that is appreciative of others and supportive. Students have high aspirations and expectations of us as we do of them. Students will tell you the best thing about the school are the teachers and teachers will say the best thing about the school are the children and the staff who they work with. Children here achieve more than expected progress and most achieve more, but it is critical to me that every child has a sense of belonging and worth, and that every child participates in enrichment and learning. We all know that exam results matter, they allow our students to progress in their education and to embark upon careers, but no less important is the kind of person they become that matters, that leads to happy positive relationships, good health and to go on and live happy, prosperous (in every sense) and fulfilled lives. That is what we want for every single one of our children.

## **The Trust**

We are a Multi-Academy Trust with Court Fields School, one of The Castle School's neighbouring schools. Court Fields was put into special measures in November 2012. In January 2013 the DfE asked The Castle to sponsor Court Fields as an academy, which means it became part of the Trust in 2014. However, The Castle has been working closely with Court Fields since January 2013 and Court Fields is now the most improved school in Somerset. The progress was recognised by the monitoring inspection team in November 2013 and in an unprecedented move, the lead inspector decided to make the monitoring visit a full section 5 inspection and took the school out of special measures in recognition of its dramatic improvement. Court Fields is well on its way to 'good' and the Headship Team (the Head of The Castle School and the Head of School at Court Fields) is determined and focused on raising standards. The staff at Court Fields have risen to the challenge and, like The Castle School, the students at Court Fields are the best thing about the school. They are motivated and keen to learn but they are proud of their school and want to see it improve.

Although you will be appointed to The Castle School post, if you wish to develop leadership, there are opportunities to do so around the development of the Trust when you are ready and only if you wish.

A key theme in our next phase of development is to strengthen progression for all children through the Key Stages by working with primary partners to identify families, who are vulnerable early on, and to plan and implement strategies to support the children in their education. By doing this we think it will ensure that all students in The Castle Partnership

Trust will achieve their full potential and become productive and happy members of society. All members of the Trust will contribute to and benefit from this relationship over time and we are working hard to develop these relationships. We have recently developed even stronger links with our primary schools and they are key partners in our successful bid for Teaching School.

This is an exciting stage of our growth as a Trust. We are contracted to work with Rebecca Clark, the Regional School Commissioner as well as developing the Trust so that other schools see the benefit of working with us and joining us in our partnership. If you wish to be involved in any of this, you will be very welcome. For those of you who are ambitious to progress in your career, this is an excellent opportunity to build up skills and experience that will prepare you for promotion at the right time. Equally, we want teachers who want to focus on their own practice and enrich children's lives and give them opportunities to become happy, prosperous adults with a strong moral compass and self esteem, to contribute to society and participate.

The most important thing for our children is their safety. We foster a culture of vigilance amongst staff, students and parents. We always listen to children and take their concerns seriously. The Castle Partnership Trust is committed to safeguarding and all staff have a duty of care towards our young people. All complaints and concerns are fully investigated. Please note that for posts working with children the successful candidate will be required to undergo Disclosure and Barring Service checks in line with the Local Authority and School Child Safeguarding Policy.

#### **Further information about the post**

All teachers appointed to the Trust are allocated a tutor group.

The successful candidate will be privileged to work with highly professional and enthusiastic teachers. You will:

- Enjoy high quality professional development that will support you to be outstanding and exemplary. Our aim is to help every teacher not already on UPS, to achieve that.
- Have opportunities to progress in your career should you wish, including opportunities to apply for special school projects at Strategic Leadership level, and participation in a variety of excellent programmes for your development.
- Have opportunities to work with and in other schools
- Enjoy the positive atmosphere and supportive ethos of The Castle School
- Work with some of the best staff in the UK who are here to help and support you. We believe we are a team and all want the best for our children and each other.
- have a teaching load of 22 lessons per week as a mainscale teacher. NQTs have a reduced load.
- Enjoy the friendship and interaction with a vibrant and dynamic staff.

On a personal note, this is a fabulous Trust and it is a pleasure and privilege to work for our students and with our staff. This is the best school I have ever worked in and the best team of people I have ever worked with. They willingly give up time and invest enormous energy in educating our young people. We want people to join us who are similar and who have very

high expectations of themselves and those they work with. If you are like us, please apply to me, Executive Headteacher of The Castle Partnership Trust, and tell us why you think you are the right person to join our Trust and how you will inspire our children.

We are currently looking to appoint a full time Teacher of Maths, full time Teacher of Art and a Teacher of Boys' PE from September 2017. NQTs and experienced teachers are equally welcome to apply.

Applications should be emailed to [Recruitment@castle.somerset.sch.uk](mailto:Recruitment@castle.somerset.sch.uk) or posted to

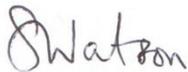
Mr Rob Trowbridge  
Assistant Business Manager  
The Castle School  
Taunton  
Somerset  
TA1 5AU

The closing date for applications is 9am on Wednesday 17 May 2017, however early applications are encouraged as shortlisting will take place as applications are received enabling candidates to maximise their preparation time.

Interviews are provisionally expected to take place on Monday 22 May 2017 for Maths, Tuesday 23 May 2017 for PE and Wednesday 24 May 2017 for Art.

Best wishes.

Yours sincerely



**Sarah Watson**  
**Executive Headteacher**

## Job Description

The Trust's aims and values are fundamental and each member of staff will be expected to promote and develop these in all aspects of her/his work. All duties should be exercised in the context of these aims and values and in line with the Trust's policies.

The Conditions of Employment of Teachers (contained in the School Teachers' Pay & Conditions Document) and the Teachers' Standards Frameworks produced by the Teacher Training Agency form part of job descriptions for teachers.

In line with both the complex nature of the roles carried out and the priority placed on development and improvement in all aspects of our work, job descriptions are written in terms of outcomes rather than simply a list of specific tasks.

The postholder shall perform, in accordance with any directions, which may reasonably be given to her/him by the Headteacher from time to time, such particular duties as may reasonably be assigned to her/him.

The generic job description, which follows, outlines the main areas of responsibility. There will be particular areas of responsibility and accountability, which will be negotiated with the successful applicant based on his/her strengths and the needs of the Department.

**Post Title:** TEACHER

**Purpose:** To plan and deliver an appropriate curriculum that meets the needs of each student.

To monitor and support the overall progress and Development of students as a subject teacher/form tutor.

To contribute to raising standards of student attainment.

To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth.

To create an environment conducive to effective learning.

To support the maintenance of high standards across all aspects of school life.

**Reporting to:** Head of Department/Head of House.

**Liaising with:** School leadership team, teaching/support staff, LA representatives, external agencies, organisations, individuals, parents.

- Working time:** 195 days per year (full time)
- Salary Grade:** Pay scale for classroom teachers plus pay scale for post-threshold teachers where relevant.
- Disclosure Level:** Enhanced.
- Expectations:**
- To have a belief in the importance of working together with all other staff to develop and implement the Trust’s aims, plans and policies.
  - To support and contribute to attempts to achieve continuous improvement in all aspects of the work of the Trust.
  - To work, represent and promote the area and school in a manner that enhances the Trust’s aims and values.
  - To have a well informed vision for the curriculum area and be committed to a culture of continuous improvement.
  - To value the importance of a collegiate approach and the opinions of all members of the Trust.
  - To have excellent communication skills, both written and oral and high competence in the use of ICT, both for learning and administration.
  - To be committed to positive behaviour management.
  - To be committed to enrichment activities in support of effective learning.
  - To be able to work in an inclusive and positive manner and help to promote enjoyment of learning throughout the Trust.

**Operational & Strategic Planning:**

- To assist in the development of appropriate syllabuses, resources, schemes of work, assessment processes and teaching and learning strategies.
- To contribute to the formulation of aims, objectives and strategic plans.
- To plan and prepare courses and lessons that support effective curriculum delivery.
- To implement Trust policies and procedures.

**Curriculum Provision & Development:**

To deliver the curriculum in a manner that meets the needs of individual students.

To assist in the process of curriculum development in order to ensure that the curriculum provided is of high quality and meeting the needs of individual students.

**Staffing Deployment & Development:**

To continue to develop professionally in all aspects of the role including through involvement in a range of professional development activities.

To engage in the Performance Management Review process in support of personal professional development.

To ensure the effective and efficient deployment of learning support within the classroom.

To support the professional development of colleagues to aid their ongoing professional development.

To contribute to the establishment of effective working relationships within teams across the Trust.

**Student Outcomes:** To implement systems for monitoring student progress, both individual and groups, and to use the information obtained to improve student outcomes.

To implement an effective and positive approach to behaviour management that supports high quality learning.

To be accountable for student outcomes within classes and groups for which responsibility is held.

**Quality Assurance:** To implement area and Trust plans and policies in an effective manner.

To implement an effective process of self-review and self-evaluation, including that based on target setting and analysis of data.

To develop and implement action plans based on this self-review/self-evaluation.

**Specific Responsibilities:**

Responsible to the Headteacher via the Head of Department for teaching subject duties, and the Head of House for Form Tutor duties.

To be confirmed following consultation with the postholder.

**This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post is subject to a satisfactory Disclosure and Barring Service (DBS) Enhanced Disclosure Certificate.**

This job description is current at the date shown, but, in consultation, may be changed by the Headteacher to reflect or anticipate changes in the job commensurate with the salary grade and post title.