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

COURT FIELDS SCHOOL

Mantle Street, Wellington,
Somerset TA21 8SW
Tel: 01823 664201
www.courtfields.net

April 2018

Dear Applicant

I am delighted that you are interested in working at The Castle Partnership Trust and look forward to welcoming you to our school sites for a visit if you can, so that you can see first-hand what we are about and what we can offer you. Our schools are friendly and welcoming 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.

The Castle Partnership Trust is seeking new staff interested in joining this outstanding Trust comprising two secondary schools and a growing number of primary schools and a successful and thriving Teaching School which offers a range of opportunities to teachers wanting to pursue a career in leadership or training. We are committed to reducing workload for teachers by reducing class size and so we are looking for a cheerful and committed Teacher of History/Humanities to join our warm and supportive teams from September 2018. A part time post is available.

At The Castle Partnership Trust, 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 great learning. Our excellent CPD programme supports that; even the best teachers need to keep refreshed and interested, and to be given opportunities to develop themselves. We are serious about education for our students AND our staff.

We love diversity and richness in our school so we welcome teachers at the beginning of their career, as well as teachers who are further on in their careers, perhaps looking for something different and who wish to bring up their families in beautiful Somerset landscapes, enjoying a better quality of life. We are committed to reducing workload and are determined to reduce class sizes so that teachers too can have a quality of life. This is part of our Resilient Classrooms strategy that seeks to ensure good mental health for staff and for children.

An exciting new opportunity for our staff is to deliver the International Baccalaureate (IB) at the Bridgwater and Taunton College site which is our closest neighbour. We are very interested in candidates who have experience of delivering the IB or A levels. The Castle School and Court Fields are natural catchments for the IB and we have many students who already progress onto the IB at the various Post 16 providers in the area.

Whatever stage you are at now, whether you are focused on your classroom practice or if you are looking to further your career, we have a superb CPD programme for everyone through our Teaching School. 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 are aligned to the LSSW who are the providers of the NPQ programmes and many of our leaders will be delivering these programmes. We also have internal 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. We regularly offer secondments to SLT for those interested and the Trust is a growing and thriving community where there are joint faculty meetings and CPD so that we all learn together and serve all the children in our Trust. There are increasing opportunities to develop leadership across the Trust and across phases as we open our first new primary school in 2019.

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 a thriving and successful Teaching School and work closely with other Teaching Schools. 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 will 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.

Court Fields School, Wellington

The Castle has been working closely with Court Fields since January 2013 and some of our very best staff have moved to Court Fields, including leadership positions, to ensure the progress of students is as good as The Castle. 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, 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. Staff say that you never have to open a door for yourself, and there is never any litter.

The Castle School, Taunton

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. 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 is 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 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. This 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.

This is an exciting stage of our growth as a Trust. 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.

Somerset

Somerset is a beautiful county. It is full of pretty villages and bustling market towns. It sits perfectly between Exeter and Bristol, both excellent shopping and entertainment centres, and between the Blackdown Hills, an area of Outstanding Natural Beauty, and Exmoor. Taunton itself is a thriving market town with superb connections to other parts of the UK. The M5 and railways connect us to London, with the average journey time by rail taking a little over 2 hours. According to www.trainline.com, on an average weekday there are 36 trains per day travelling from Taunton to London Paddington, and Bristol airport is an easy 50 minutes drive.

Whether you are looking for a change of pace to bring up a family, or for a great centre for outdoor pursuits and exciting cities, Taunton is a perfect location. There are plenty of options for sports enthusiasts, with the Rugby Club, Somerset Cricket Club, as well as Taunton race course. There is even a Polo Club as well as water sports clubs for those who really want to branch out into new sports. Music is very important in Taunton and it is a venue for lots of acts where it feels like the whole of Taunton turn out. An unmissable local cultural event is the Carnival, especially nearby Bridgwater Carnival which claims it can be seen from space! Bright it certainly is but we're not sure it can be seen from space. Property prices are reasonable and there is an increase in the available housing market with attractive new developments in the local area.

Wellington is a rural town that sits conveniently between Junctions 26 and 27 of the M5 motorway. International factories Swallowfield and Relyon are the main sources of employment. The Fox family have been a huge part of Wellington's history and the textiles

company of Fox Bros, is still an important employer. The town's population is growing, thanks to new housing developments. There are 4 primary schools in the town, plus 3 in outlying villages, that all feed into Court Fields. Due to the new housing developments, another primary school will be built within the next few years, which will be part of The Castle Partnership Trust. It is a friendly town, with many sports clubs, including rugby, football, cricket and bowling. There is also a very popular sports centre, with swimming pool. The Oake Manor Golf Club is between Wellington and Taunton, and is a venue for live entertainment, as well as golf. The Wellington Monument is situated 2 miles away, on the Blackdown Hills, which is a popular walking area.

Further information about the post
All staff are appointed to the Trust and are welcome to express a preference for a school but are encouraged to explore both schools. Teachers are also 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 Partnership Trust.
- 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 main scale teacher. NQTs have a reduced load.
- Enjoy the friendship and interaction with a vibrant and dynamic staff.

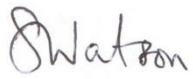
On a personal note, this is a fabulous Trust and it is a pleasure and privilege to work for our students and with our staff. This is the best school I have ever worked in and the best team of people I have ever worked with. They willingly give up time and invest enormous energy in educating our young people. We want people to join us who are similar and who have very high expectations of themselves and those they work with. 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 part time Teacher of History/Humanities (0.6 approx) to join us from September 2018. NQTs and experienced teachers are equally welcome to apply.

Applications should be emailed to 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 Monday 23rd April 2018 at 9.00 am, however early applications are encouraged as shortlisting may take place as applications are received, enabling candidates to maximise their preparation time. We look forward to hearing from you.

Yours sincerely





Sarah Watson
Executive Headteacher
The Castle Partnership Trust

Rachael Bennett
Headteacher
Court Fields School

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.