



**Castle View
School**

Pursue Excellence | Be The Best

Recruitment: Teaching
2019/20

**“Around the school,
pupils are extremely
polite, friendly and
courteous to staff,
visitors and to each
other.” - 2017 Ofsted report**



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Headteacher's Introduction

Dear colleague,

I am delighted to be the Headteacher of Castle View School – a place where students are put first in everything we do. We value and invest in our colleagues to enable them to truly put the interests of our young people first. Our aims are to pursue excellence, to be the best we can be and we achieve this by working together with parents and the wider community to bring out the very best in our young people.

I am really pleased that you are considering Castle View as the place, if you join us, that you can truly make a difference. It is an exciting time to join the school as we move closer to joining a Multi-Academy Trust working in partnership with two secondary schools within the region – judged Good and Outstanding. Through the work that you do with our young people, their families, our colleagues, the school and wider community, you will change lives and futures. We value the impact that adults can have on children and we are committed to investing in them to enable them to do their job to be the best. Our recent Ofsted Inspection commented that, “staff have professional development that is successfully improving their practice, including opportunities for teachers to work with other schools.”

A good education inspires, opens doors and makes the difference to the lives of individuals, their families and the wider community. Therefore, we take our responsibilities as educators very seriously, doing all we can to help our students achieve anything and everything they set their minds to. We also take great pride in providing a happy and harmonious learning environment – one where every student is known as an individual. Despite the current challenges within education we are committed to be ever mindful that every decision has a human impact, be that on our students, our colleagues, parents and local community and this is a driving force behind our approach at Castle View School.

As well as valuing academic success, we strive for every child to become a well-rounded, caring and confident individual who plays a part in their community, and has the skills and mind-set to contribute positively to our wider society. Therefore, all our students have opportunities to develop not only their academic potential, but also their artistic, sporting and leadership talents.

Everyone who visits us always comments about the atmosphere and the ethos, which when seen in action makes us very different. We actively Pursue Excellence and there is a desire to Be the Best as our motto says but when you see, hear and feel it, I guarantee you will be keen to be part of it. You are very welcome to visit us and get to know how we do things and discover what it is that makes Castle View School the right choice for you and your career.

Mr Steve Durkin

Headteacher

The Governors, Leadership Team, staff and students at Castle View School are seeking to appoint a passionate and energetic Teacher to join our team.

We are looking to appoint an outstanding Teacher in the following subject/role:

Deputy Director of Learning: Business Studies

Required January 2020 or sooner

Teacher's Main Scale + TLR 2C £6,829

An additional R&R is available for the right candidate with an opportunity to work on a whole school focus. As this is a new role we anticipate this could develop into a more senior role in the future as the Vocational Department grows, develops and performs. A Director of Learning for Vocational Studies could be a future opportunity.

Castle View School is seeking to appoint a dynamic, enthusiastic and highly organised individual to take on the leadership of the school's vocational courses; Health & Social, Food, Construction. A background in teaching vocational courses, and experience of the associated administrative processes, would be beneficial, but applications are welcome from candidates from all subject areas. The role will encompass the management of all aspects of the various vocational curricula and resources, as well as monitoring the quality and consistency of provision. A commitment to raising standards and forming positive relationships with students is essential, along with an attention to detail and an ability to communicate suitably with colleagues at all levels. A successful candidate taking on this position would join a creative and supportive Middle Leadership Group, which

plays a key role in driving improvement at the school. We are therefore seeking resourceful, motivated applicants, with a track

record of outstanding classroom practice and evidence of effective leadership.

Castle View School is a welcoming, diverse innovative place to work where children are given the opportunity and inspiration to pursue academic excellence as well as develop personally. We, as a school community, have developed a growth mindset; where failure is an opportunity for growth and that nothing is impossible. We have the ethos that students, staff, parents/carers, governors and local businesses can and will collaborate and work effectively in partnership to create an environment where students can "be the best that they can be."

Our school is committed to safeguarding and protecting the welfare of children and expects all staff to share this commitment. A Disclosure and Barring Service Check at enhanced level will be required for this post.

Closing date: 25/10/2019.

Interviews to follow.

Castle View School is committed to safeguarding the welfare of children and young people. The successful candidate will be subject to an enhanced DBS check, medical clearance and good references. We reserve the right to close this vacancy early if there is a good level of response. Therefore we would recommend that you submit your application as early as possible.

Castle View School is a Zenith Multi Academy Trust School as part of the Zenith Multi Academy Trust.



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Deputy Director of Learning for Business & Enterprise

Job Description

Accountable to: Director of Learning.

The Deputy Director of Learning is responsible for:

Leadership

- Leading and managing staff working within the Curriculum Area focusing on school improvement
- Supporting teaching staff to secure GOOD and towards OUTSTANDING
- Establishing the learning climate of the Curriculum Area in line with whole school policy
- Ensuring priorities within the Curriculum Area are developed and implemented through curriculum focused development in line with whole school priorities
- Contributing significantly to raising standards in every aspect of school improvement
- Contributing to the School Development Plan
- Regular tracking and monitoring of students through Review Days, Learning Walks and monitoring.
- Working with the Business Enterprise team to ensure maximum impact
- Working with the Director of Learning to ensure maximum impact.

Teaching and Learning

- Overseeing the implementation and reviewing regular of differentiated schemes of work
- Setting and monitoring progress towards Curriculum Area targets
- Monitoring the use of displays in all Curriculum Areas
- Contributing to cross curricular work
- Ensuring the highest standards of teaching, learning and progress throughout the Curriculum area, in line with school targets and School Development Plan.
- Overseeing accurate assessment all KS3 and KS4.
- Early identification of underperformance and recovery of progress
- Ensuring regular tracking and monitoring
- Ensuring impact in students' progress and attainment
- Analyse student progress attainment.
- Managing behaviour for learning within the Curriculum Area including behaviour and safety.
- Ensuring quality assurance in all aspects of the Curriculum Area

Resources

- Prioritising, allocating and monitoring the Curriculum Area budget to impact student progress and meet student need
- Ensuring the Curriculum Area fulfils health and safety requirements.

People and Relationships

- Identifying and communicating curriculum area staff development needs with Director of Learning in line with whole school policy
- Appraising staff as required in line with the school's performance management policy
- Building a Curriculum Area 'team'
- Co-ordinating links with Special Educational Needs Staff
- Inducting new staff within the Curriculum Area.

- The governing Body is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment.

Person Specification in addition to that for a Mainscale Teacher

Qualifications

- Evidence of professional development relevant to the role and linked to teaching standards expectations.

Knowledge and Understanding

- Excellent knowledge of the National Curriculum for Business & Enterprise at KS3 & KS4 in order to help other curriculum areas as necessary.
- Excellent understanding of the assessment processes at KS3 and KS4 and how to use these to support planning and raise student achievement
- Excellent knowledge of a wide range of pedagogic approaches to cater for different learning styles and ensure that all students are engaged.
- Excellent understanding of what constitutes effective teaching for learning
- Excellent knowledge and understanding of strategies for promoting good relationships with students and effective behaviour management techniques
- Excellent knowledge of a wide range of software for use with interactive technologies and the application of these to engage and interest students.
- Excellent knowledge of Ofsted requirements, ensuring keeping up to date.

Experience

- Experience of leadership roles within a team including designing and developing resources to support learning.
- Experience of working with other teachers and support professionals to extend their understanding of educational issues.
- Experience of robust self-evaluation and development planning linked to this.
- Experience of coaching other staff so that their classroom practice develops.
- Experience of preparing and leading training sessions. .

Skills and Attributes

- Excellent communication skills orally and written, including confident presentations.
- Excellent use of ICT to make learning engaging and dynamic and to support assessment and management functions.
- The capacity to form positive learning - centered relationships with other professionals at different stages in their careers.
- The capacity to consistently perform to a high level of success and act as a role model for other professionals.



“[The] headteacher is relentless in his drive and determination to provide the very best education for all pupils.”

- 2017 Ofsted report



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About Us

Canvey Island: our local community

Castle View School is proud to sit in the heart of the Canvey Island community. Our values and ethos reflect the pride we feel in our students, staff, parents and local businesses. Whilst we look to the future we also embody the ethos of Canvey Island- we are aware of our strong cultural heritage whilst embracing change.

Canvey Island has an intimate village feel whilst retaining a central location within both Essex and the south-east. Our location is unrivalled being only 45 minutes away from London by direct rail, and a short distance from a number of major London airports. Canvey Island has dedicated citizens who are all embracing the positive changes and support the rebranding of our school to enable us to pursue excellence and be the best.

Our school: more than just a building

Our school itself is situated in the centre of town placing us literally at the heart of the community. We are surrounded by the local hustle and bustle of community life and have plenty of shops, cafes and restaurants around us. We ensure that what we do every day keeps us at the heart of the community and we ensure we uphold our values on our doorstep too.

Our building is exceptional and we moved onto our new site in 2012. We benefit from outstanding facilities within an open, bright and modern learning environment situated in 17.5 acres of landscaped grounds. All of our classrooms and corridors are well cared for and have displays that encourage aspiration or demonstrate imagination. In turn, learners are inspired to be creative, free thinking and ambitious. We also have:

- fully equipped IT rooms
- recording studio
- radio station
- fully equipped gym
- dance studio
- well-resourced science and design technology suites
- community science lab
- students rewards room
- 250 seat performance space
- mac suite
- music performance space

Our colleagues –developing people

We work collaboratively with our local primary schools for the benefit of our students and the professional development of our colleagues. We have strong links with the local Teaching Schools Alliances and colleagues attend and host professional development sessions as part of this relationship. We have a history of developing our own colleagues from within: giving early opportunities for responsibility, ensuring we retain and grow our talented team.

Colleagues receive their own laptop computer and have access to a wide-range of innovative technology to support and improve their teaching and improve learning.

We also invest heavily in the wellbeing of our students and colleagues in order to develop the whole person. Focusing on wellbeing, mind-set and physical and mental health means we have dedicated colleagues who lead yoga sessions, positive thinking and physical health sessions for our young people and separate sessions for our colleagues.

38, 47, ?



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