



Castle Phoenix Trust

Leading learning and excelling together



Application Pack

Hill Farm Primary



“Warm and respectful relationships are evident throughout the school. Pupils like and trust their teachers and teaching assistants. Pupils enjoy learning. They are articulate when talking about what they are learning. They are polite, well-mannered and welcoming. Pupils are proud to belong to the school.”

OFSTED, 2019

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Welcome from our CEO and Chair of Trustees

Do you want

- to be part of a committed and forward-thinking team?
- to have excellent opportunities to continue to grow as an effective leader?
- to collaborate with other leaders across our Trust?

If yes, then we are the Trust for you!

When you join us, you become part of a team that together make a difference. Each member of our team has an important and unique role to play and is equally valued.

Growing confident learners through leading, learning and excelling together is the Trust's motto and the principles remain golden threads of our Trust's work. Our motto relates to staff as well as to the children that attend our schools.

The climate and culture of the Trust to thrive supports honest and 'safe' conversations which include challenge and reflection on future action. There are high levels of professional trust.

We are very proud of our schools and their commitment to ensure all our children thrive and achieve well. We want our children to be well prepared for the future ahead and to have the tools to experience success and happiness.

We welcome your application and an opportunity to discuss this exciting role in more detail.

Michele Marr, CEO and Peter Freeth, Chair of Trustees



Welcome



Thank you for your interest in this position.

Hill Farm is a vibrant and diverse school that strives to achieve academic excellence, character development and community engagement.

Learning at Hill Farm is more than just classroom based, our curriculum is a comprehensive framework designed to inspire curiosity, critical thinking and a lifelong love of learning. Rooted in innovation and tailored to meet the diverse needs of our pupils, our curriculum fosters academic achievement while nurturing the development of essential skills, knowledge and human values to prepare our pupils for their next stage of education and beyond.

To help achieve this we are looking for an individual who is committed to:

- Delivering excellence and innovation in the classroom
- Developing their knowledge and skills in order provide the best educational outcomes
- Understanding the importance of developing strong relationships with staff and pupils to support emotional well-being
- Our vision and values

I would warmly encourage you to visit our school prior to making an application to see for yourself our inviting learning environment and warm and welcoming staff.

We hope you will consider joining us in shaping a future generation and making a meaningful impact in the lives of our pupils and community.

I warmly welcome your application.

Dawn Wilson, Headteacher



Our School



Curriculum, Character, Community

Hill Farm is a happy and vibrant school where we aim to provide a broad, rich and character building education for all pupils living in our community. We have a friendly and caring staff who are dedicated to providing children with an exciting, challenging and opportunity rich learning experience that celebrates the differences and diversity within our school.

We are proud to be an accredited Enhanced Values based school. Our values are threaded through all we do as we teach and inspire children and adults to adopt and live positive human values to create an exceptional environment for teaching and learning. The focus on ethical and emotional intelligence, deepened relationships and a strong values-culture help children to study effectively, be resilient to setbacks and take pride in their achievements.

We believe our strength lies in the combination of values and the extensive provision offered, not only the quality of our teaching and learning but in the all-encompassing range of trips, activities and extra-curricular opportunities available.

The school was last inspected in May 2019 when the overall effectiveness continued to be judged

as 'good'. The inspection report said:

The curriculum and extracurricular activities are explicitly and carefully planned to provide pupils with '101 experiences' that broaden their horizons, raise their aspirations and prepare them for life after primary school. (Ofsted 2019)

The staff at Hill Farm are proud to be supported by the Castle Phoenix Trust that offer a strong leadership culture for both staff and pupils. The Trust's six ambitions underpins the curriculum to ensure that every child, regardless of circumstance or background, experiences an education that values the importance of academic achievement but recognises the importance of the wider curriculum to provide happy memories of school and a love of learning that takes them into adulthood.

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OFSTED, 2019

Coventry, West Midlands

Combining world famous history with technology, innovation and forward thinking, Coventry and Warwickshire is a region rich in imagination, culture and diversity.

Home to a unique selection of family friendly attractions, popular eateries, charming country pubs, trendy bars and lively clubs. Our venues will fascinate, delight and captivate in equal measure. Within an hour of London, Coventry and Warwickshire is the beating heart of the UK visitor economy. From Cathedrals and Castles to Shakespeare and Godiva; we have legends, stories and history unrivalled and matched.





Work for Castle Phoenix Trust

What is Castle Phoenix Trust?

The Castle Phoenix Trust is a Multi-Academy Trust which was founded in February 2013 on the success of the Caludon Castle Teaching School (the original Trust member). Currently there are 6 schools within the Trust – Caludon Castle Secondary (Coventry), Kingsbury Secondary (Warwickshire), Hill Farm Primary (Coventry), Foxford Secondary (Coventry), Charter Primary (Coventry) and Richard Lee Primary (Coventry).



Developing Leadership Capacity to Accelerate School Transformation

The Trust specialises in 'Leadership'. Leadership development underpins all of our work. We believe that most school processes - change, talent, teams, engagement, innovation, collaboration – stand or fall on the quality of leadership. All our leaders are unique and there is not an ideal character for leadership.

We want all our leaders to develop emotional intelligence and deepen their knowledge skills and leadership attributes to be effective. We develop leadership capacity at every level, building self-awareness, confidence and initiative; we work with the talent that is in every school for future leadership and we support the development of a leadership culture. This includes developing student leaders.

The best future leaders are probably already in our schools. There is no better way to ensure our Trust stays effective than by challenging, nurturing and enabling our most talented staff.

Our Vision & Values

Leading learning and excelling together

OUR VISION

Growing Confident Learners

By
Leading learning and excelling together

OUR VALUES

We will demonstrate:



Respect to all, from all A positive attitude Resilience and a determination to achieve our best Passion for learning Innovation Collaboration

OUR PEOPLE STRATEGY

We will:

- **PROMOTE AND SECURE** excellent leadership and management
- **ATTRACT AND RECRUIT** the best staff
- **GROW AND DEVELOP** our staff to fulfil their potential
- **RETAIN AND REWARD** our staff through recognising their contribution to our Trust's vision, values and strategic aims
- **CREATE AND MAINTAIN** an innovative, nurturing and collaborative environment



Castle Phoenix Trust

Ambitions



READING

We will develop confident and competent readers



ORACY

We will create a learning environment where pupils become confident communicators with the aim of improving their social mobility



CREATIVE LEARNING

We will develop creative thinkers. We will promote thinking that relates to discovery and enquiry using a blended learning approach involving digital learning



ACHIEVEMENT

All our pupils make good progress and we support our most vulnerable to overcome barriers to learning so they achieve in line with other pupils



IMPACTFUL TEACHING

We grow great teachers who impact positively on pupil learning



ASPIRATIONS

We want children to have high aspirations for their future through developing self-belief, valuing learning and broadening horizons (including careers related learning)



Our school improvement ambitions have been co-constructed by our headteachers. All schools set priorities linked to each of these 6 ambitions.

What do our staff say?

“ I am trusted by SLT (and those I work with) to deliver on everything I do, that has made me very committed to the school. I feel like I make a real difference to student’s experience of school life. ”

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“ I personally feel supported by the leadership team and feel I have positive relationships with them. ”

“ I was offered a way to gain and develop leadership skills. ”

“ The move to professional growth is a positive one, allowing staff to focus on bespoke needs rather than a target-based approach. Feedback is helpful, and the dialogue that exists promotes positive working relationships. ”

“ Would certainly stay here at Foxford. ”

“ I have made some strong connections and have found friends for life from working here. ”

“ I maintain positive relationships in and out of my faculty, and in my time at the school, significant progress has been made as a result of strong connections with people. ”

“ Good team and communication within faculties. ”

“ My department is super supportive. ”

“ I am fortunate to work in a tight-knit and supportive faculty, where ideas are shared and valued. ”

“ I feel included and valued in my position and maintain good relationships both in and outside of my direct team. ”

Why work for us?

Growing confident learners, both young people and staff, is key to understanding how and why we are driven to invest in you. We pride ourselves on being the kind of place people want to work. Our Trust values; respect to all from all, a positive attitude, resilience and a determination to achieve our best, passion for learning, innovation and collaboration are the foundations that underpin what the Trust offers to staff and its continuous improvement philosophy. We invest in ensuring the quality of our relationships, fostering and building strong teams to share good and innovative practice, to promote learners' achievements and to be the best that we can be.

Our framework ensures that everyone can be included in professional development opportunities, that school plans are responsive to each school's priorities and that bespoke mentoring and coaching opportunities can be designed to meet schools' identified goals. Our approach to central services (such as school improvement, finance, premises, HR, ICT) means that staff can enjoy business focussed support whilst concentrating on their own objectives.



Benefits



Free Car Parking

Free car parking on all sites



Employee Pension

Pension contribution of over 20%



Hot Food

Hot food available on site



27 Days Holiday

Minimum 27 days holiday for support staff, rising depending on service



Term Time Working

Term time working for most of our roles



Outstanding CPD

Outstanding CPD for teaching and leadership development



Conferences

Annual Learning & Teaching Conference and Support Staff Conference



Employee Discounts

Employee discount scheme on over 900 brands

Plus more, listed on our website [HERE](#)

How to apply

We would love to show you the heart of our School and the Castle Phoenix Trust to really understand the community of staff and students you would join.

Castle Phoenix Trust's strength lies in our commitment to collaborate and share excellent practice between all our schools. Our unique offer is one of growing leaders. We nurture new and inexperienced leaders and provide opportunities for children and staff to demonstrate their leadership skills. We value inspirational leadership and the value this brings to our Trust.

We have a long history of leadership development through national leadership programmes, bespoke leadership development and training and includes headteacher events tailored to meet their needs. We have a dedicated virtual Leading Learning Academy which schools use to challenge their thinking as leaders. We want teachers to enjoy their learning journey and to be supported to perfect their teaching so that together we can better meet the needs of all our learners. Our online platform offers many exciting resources to complement our courses.

Our Trust has 6 ambitions which we believe are the foundation for school and children's life long success. Our schools drive school improvement through these ambitions.

If what we are doing resonates with you, and you are keen to work with us, please have a look at the Trust website and the individual school websites to see evidence of the life of the schools within the trust.

The application process is through eteach and can be accessed through our website Careers at Castle Phoenix Trust - Coventry, United Kingdom, CV2 5BD | Eteach

If you have any questions relating to this role, please contact either the school or a member of the people team via email peopleteam@castlephoenixtrust.org.uk

Click to apply now!



References

The interview panel may take the opportunity to follow up any relevant issues arising from references during the interview.

The Trust is committed to safeguarding, promoting the welfare of children and young people and creating a culture of vigilance and expects all staff and volunteers to share this commitment and vigilance.

The successful candidate will be subject to a satisfactory enhanced disclosure from the Disclosure and Barring Service (DBS).



www.castlephoenixtrust.org.uk
www.caludoncastle.co.uk

