



**Castle Phoenix Trust**

*Leading learning and excelling together*



**APPLICATION PACK**

# **Ambition Lead: Achievement**

## **Foxford School**



“The best parts of Foxford are the teachers and the friends that I’ve made.”

YEAR 7 STUDENT

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## **Welcome from our CEO and Chair of Trustees**

Growing confident learners through leading, learning and excelling together is the Trust's motto and the principles remain golden threads of the Trust's work.

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.

The uniqueness of each school is recognised to encourage innovation, empowerment and ownership from schools.

Our key approach to school improvement is through collaboration. Clearly defined systems, structures and expected outcomes provide a robust framework to work within. Schools are expected to be both givers and receivers of school improvement.

Leadership underpins everything we do and there is a commitment to grow future leaders. There is a wide range of opportunities for leaders to work together developing their own leadership skills and learning from others.

There is a rigorous approach to making sure standards and expectations are high for all children using quality first teaching. A common approach to pedagogical development creates a shared language which aids collaborative working. Our 6 Ambitions which are valuable for all but vital for our most vulnerable are adopted by all schools.

I am 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 our Ambition Lead roles. These are new roles which we have created as we are at an exciting time in our journey with school improvement. Foxford School has been growing in popularity and size since 2020 and we now need to expand our staffing in order to ensure that school improvement is embedded in all that we do and that we continue to provide our students in our school with the best possible educational opportunities and outcomes. We are currently rated as a Good school by Ofsted (December 2022) and we are committed to sustained improvement.

Foxford serves a richly diverse community in Coventry, with a high proportion of disadvantaged children who recognise that you can make a real difference to their lives. We are seeking 6 Ambition Leads who can build relationships with students and staff rapidly and make impact from day one. As a school we are building our success on our core values: having Pride, being Responsible, Independent, Determined and Responsible. Respect is a core value and one we are very proud about in our school. We place no limits on our aspirations for our students.

We are passionate about developing the most effective classroom practice and to offer our students a curriculum that inspires them as well as securing their futures beyond school. We want our students to be successful with their oracy, reading and learning.

This is an exciting time to join our staff with a balance of experience and expertise. The successful applicant will have the drive, integrity, resilience and capacity for sustained hard work, to lead the team to deliver consistently good outcomes within an evidence-informed and sustainable framework.

If you:

- Have a passion for educational excellence
- Are a strategic thinker who has experience of whole school improvement
- Have the talent to inspire, challenge and empower staff
- Have a solid grasp of progress management strategies for all students
- Are committed to our vision and values

I would warmly encourage you to visit our school prior to making an application if you are able to, to really understand the community of staff and students you would join. Please read our Ofsted report which demonstrates we are a good school.

If what we are doing resonates with you, and you are keen to work with us, please do apply. If you have any questions relating to this role, please contact: [peopleteam@castlephoenixtrust.org.uk](mailto:peopleteam@castlephoenixtrust.org.uk).

I warmly welcome your application.

***Alison Gallagher, Headteacher***

# Our School



Foxford School serves an area of north-east Coventry for students aged 11-18. We are an over-subscribed school with over 1000 students including a growing Sixth Form community. We were last inspected in December 2022 and were rated Good in all categories, by Ofsted, which all stakeholders were very proud about.

We have high aspirations for our students and want our students to succeed in their studies. We want our students to challenge themselves, own their learning, have good dialogue, as communication is key in their lives and to be engaged in their learning. Above all though we want our students to leave our school as well-rounded, lifelong learners and global citizens that are ready for sixth-form, college and beyond.

*"Pupils enjoy attending this school. They are happy and polite. They are well prepared for the next stage in their education, training or employment. Pupils take part in a range of visits, sports, music and drama clubs. This extends their learning. Pupils are keen to make a positive contribution to the local community."*

**OFSTED 2022**

Therefore, we provide a curriculum that challenges students to solve problems, show creativity and resourcefulness, but also to act with integrity and participate actively in our community.

*"Trustees, leaders and staff are ambitious for pupils. They have put in place a broad, enriched curriculum, including in the sixth form. The subjects that form the basis of the English Baccalaureate sit at the heart of the curriculum. Curriculum leaders have considered the order in which topics are taught. This ensures that pupils' learning builds logically on what they already know."*

**OFSTED 2022**

Furthermore, we pride ourselves on our digital offer to our students and in being at the forefront of digital development within our curriculum offer. iPads are becoming an integral part of our learning and teaching at our school meaning that we are shaping the future for our children in the digital age. This also means that our staff have access to a wealth of digital training opportunities. In a recent survey one member of staff stated, ***"I love being part of our journey and being part of taking the school to the next stage in it's school improvement."***

Foxford School is fortunate to be part of a successful multi-academy trust with a strong leadership culture for both staff and students. As well as attracting and developing excellent professionals, our school community also has much to share as we collaborate with partner schools realising opportunities to continually learn and grow. Our students will benefit from this outward looking approach through which our own future leaders will no doubt emerge!

## 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:  
<https://www.castlephoenixtrust.org.uk>



# Ambition Lead:



## Achievement FOXFORD SCHOOL

*Permanent*

*L1-5*

*Required from September 2024*

Specific roles and responsibilities dependent on the successful candidate's experience

Due to the growth of our school the governors, staff, parents and carers wish to appoint a highly motivated and inspirational individual with excellent leadership and management skills to join our staff team.

This post is an opportunity for an ambitious leader to join the Headteacher and staff in driving the school towards its goal of providing an exceptional education for the students in our community.

The successful candidate will be an outstanding and innovate classroom practitioner. The candidate may be someone who is looking for their next step in their career and wants to be able to demonstrate a strategic approach to ensure that all students achieve their full potential. You will lead on Achievement across the curriculum alongside an Assistant Headteacher. Achievement is very important to us as a school, our philosophy and vision can be seen in this pack.

You will be a strong communicator, with natural empathy, who works positively with other professionals upholding our value of 'Respect all, from all'.

It is an exciting time to join our school as you will have the opportunity to work with a dedicated team of educational specialists who have identified and embody the following leadership behaviours:

- Influential profile within the school.
- Has passion for educational excellence.
- Are a strategic thinker who has experience of whole school improvement.
- Leading by example, demonstrating learning agility.
- Communicating effectively, embodying resilience and adaptability.
- Committing to professional learning, including modelling great teaching practice.
- Perceptive and logical in identifying problems and solving them effectively.
- Maintaining a focus on what benefits our students.
- Motivates others to achieve goals, engages and empowers colleagues, students and stakeholders.
- Experience within a senior leadership role.
- Possess energy and enthusiasm.
- Committed to our vision, values and ambitions
- Knowledge and experience of safeguarding

We are proud to be part of Castle Phoenix Trust that specialises in leadership. Leadership development underpins all of our work. This facilitates an opportunity to develop emotional intelligence and explores effective leadership attributes.

We will play to your strengths and provide excellent collaboration between colleagues and leaders across the Trust. You will have access to effective CPD, leadership conferences and professional leadership profiling using tools such as motivational maps and insights to facilitate your development. The Trust is committed to investing in all staff and, most importantly, bring about the best possible outcomes for our students.

As an Ambition Lead for Achievement, you will have an integral role in working in partnership with the Headteacher, our Trust, governors and staff to ensure the continuous improvement of the school.

In addition we can offer you:

- Opportunities to network with leaders across the Trust and beyond
- Leadership profiling
- Bespoke leadership development for you
- A strong commitment to staff wellbeing and recognition
- Annual Conferences across the Trust
- A professional, hardworking and supportive team of staff with the capability and desire to raise students' achievements even further
- Enthusiastic students who are willing to learn and are proud of their learning environment
- A caring and supportive working environment within a vibrant school community

**Application deadline: 9:00am Friday 12 April 2024**

**Shortlisting date: w/c 15 April 2024**

**Interview date: 25/26 April 2024**

*We reserve the right to close this vacancy early should we receive an overwhelming response.*

*If you have not heard from us within 2 weeks, please assume you have been unsuccessful.*

*Please note, an online search may form part of this recruitment process following recommendations from Keeping Children Safe in Education (KCSIE) 2023.*

*These posts are exempted under the Rehabilitation of Offenders Act 1974 and as such appointment to these posts will be conditional upon the receipt of a satisfactory response to a check of police records via the Disclosure and Barring Service (DBS). 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.*



# Ambition Lead:



# Achievement

## FOXFORD SCHOOL

**RESPONSIBLE TO:** Deputy Headteacher

### **JOB PURPOSE:**

As an Ambition Lead for Achievement, you will be required to meet the general requirements and standards of this post as specified in the School Teachers' Pay and Conditions Document. In addition, you will be required to fulfil any reasonable expectations from the Headteacher and undertake reasonable duties in line with a Lead's responsibilities and accountability.

The post will require you to work in partnership with the Headteacher, the Trust, governors and staff to ensure the continuous improvement of the school.

You will be responsible for specific tasks for our Achievement agenda.

The main expectations of the role are as follows:

To work in partnership, and to support and assist the Senior Leadership Team, by providing dynamic and professional leadership and management to reflect 'policy in practice' by sharing and modelling the school's Achievement vision and values in everyday work and practice; developing and motivating staff, setting high expectations, embedding learning and teaching strategies and raising secure further school wide improvements.

### **DUTIES AND RESPONSIBILITIES:**

#### **SHAPING THE FUTURE**

- Support the Senior Leadership Team and the Trust in establishing a vision and strategic direction for our Achievement agenda. Articulating and modelling the school's vision and strategic direction, developing and implementing coherent operational plans which promote and sustain continuous school improvement.
- Play a leading role in the school improvement planning process for Achievement, taking account of the agreed priorities of the school.
- Work to a high standard in implementing agreed policies, priorities and expectations, so as to set a good example for other colleagues.
- Promote a culture of teamwork, in which the views of all members of the school community are valued and taken into account.
- Lead on the self-evaluation for Achievement in the school.

- Provide support for staff in developing their skills.
- Embedding the Achievement ambition and driving improvement.

### **LEADING LEARNING AND TEACHING**

- Ensuring the analysis of Achievement data has an impact on overall outcomes.
- To ensure the Achievement priority is appropriate and improvement in standards is promoted.
- Provide training for staff
- Promote the active involvement of students in their own learning.
- Support strategies to promote high standards of behaviour and attendance.
- Contribute to the development of a broad and rich Achievement curriculum which meets the needs of the range of students in the school.
- Promote the use of ICT to enhance and extend students' learning.
- Provide support for colleagues in improving their classroom practice for the Achievement agenda.
- Leading by example and consistently modelling good practice in building students' learning power.
- Establishing innovative, creative, responsive and effective approaches to learning and teaching.
- Encouraging an ethos which enables everyone to work together, share knowledge and understanding, celebrate success and accept responsibility for outcomes.

### **DEVELOPING SELF AND WORKING WITH OTHERS**

- Promote and safeguard the safety and welfare of children and young people.
- Contribute to the creation of a positive school ethos, in which every individual is treated with dignity and respect and the safety and welfare of children and young people is paramount.
- Support the development of collaborative approaches to learning within the school and beyond.
- Support the induction and integration of staff new to the school.
- Set high expectations for your own performance and that of others.
- Engage in relevant professional development activity as necessary.

## **MANAGING THE ORGANISATION**

- Take a shared lead in:
- Developing action plans in Achievement, in order to bring about improvements.
- Taking responsibility for the Performance Growth of identified staff.

## **SECURING ACCOUNTABILITY**

- Contribute to the reporting of the performance of the school to parents, carers, the Trust and other key partners as necessary.
- Lead in the effective use of Achievement data to track progress and raise achievement.

## **STRENGTHENING COMMUNITY**

- Gain an understanding of the diversity of the school community.
- Contribute to the development of an Achievement curriculum which provides students with opportunities to enhance their learning within the wide community.
- Promote and model good relationships with parents, which are based on partnerships to support and improve students' achievement.
- Strengthen and promote further links with the community.

## **SAFEGUARDING**

- To be accountable for promoting and safeguarding the welfare of students responsible for, and in contact with.

# Person Specification

We would like to appoint a person who:	Experience/Knowledge/Qualifications	Measurement	Essential / Desirable
Educational	<ul style="list-style-type: none"> <li>Degree and qualified teacher status</li> </ul>	A	
Knowledge	<ul style="list-style-type: none"> <li>An understanding of high quality teaching and effective learning</li> <li>An understanding of the potential of student voice and parental engagement</li> <li>Understanding of strategies and tactics to secure whole school improvement</li> <li>Clear understanding of the current educational agenda</li> <li>Clear vision for this school's future</li> <li>An understanding of the potential of this role</li> <li>Outstanding subject knowledge</li> </ul>	<p>A, I, R</p> <p>A, I</p> <p>A, I, R</p> <p>A, I</p> <p>A, I</p> <p>A, I, R</p>	A, I
Experience	<ul style="list-style-type: none"> <li>Strong professional development record</li> <li>An outstanding classroom practitioner who also has had a strong positive impact in a senior leadership role</li> <li>Experience of successful change management</li> <li>Experience in more than one school welcomed</li> <li>Educational roles beyond current school</li> <li>Record of success in more than one team</li> <li>Experienced in contributing to raising standards in teaching and learning to improve achievement</li> <li>Experience of dealing with day-to-day issues while remaining focused on longer-term goals</li> </ul>	<p>A, I, R</p> <p>I, R</p> <p>A, I,</p> <p>A, I, R</p> <p>A, I, R</p> <p>A, I,</p>	<p>A, I, R</p> <p>A, I, R</p>



We would like to appoint a person who:	Experience/Knowledge/Qualifications	Measurement	Essential / Desirable
Skills & Abilities	<ul style="list-style-type: none"> <li>• A proven ability to design monitor and evaluate classroom provision based on the identified learning needs of individual students</li> <li>• A proven ability to use data on a whole school level to raise performance</li> <li>• A proven ability to work sensitively and effectively with colleagues in helping them to improve their everyday classroom practice</li> <li>• Positive profile with students/staff/parents</li> <li>• Excellent written and oral communication</li> <li>• Good professional networks/contacts</li> <li>• Good team player/builder with the ability to set aspirational standards, provide professional direction and develop high performing teams</li> <li>• Ability to lead and manage people to work both individually and in teams Decision making skills including the ability to think creatively, problem solve and identify opportunities.</li> <li>• Ability to prioritise, plan, organise, work under pressure and meet deadlines</li> <li>• Empathy with young people of all levels and backgrounds</li> <li>• Capacity for, and interest in, further promotion</li> <li>• Ability to work effectively in partnership with the Headteacher</li> <li>• Success at promoting inclusive practice across a school that leads to high expectations for all learners</li> <li>• Able to think strategically but have an 'eye for detail'</li> </ul>	<p>A, I, R</p> <p>A, I, R</p> <p>A, I, R</p> <p>A, I, R</p> <p>A, I, R</p> <p>A, I, R</p> <p>A, I, R</p> <p>A, I, R</p> <p>A, I, R</p> <p>A, I, R</p> <p>A, I, R</p> <p>A, I, R</p> <p>A, I, R</p>	<p>A, I</p>
Qualities	<ul style="list-style-type: none"> <li>• Patience, persistence, flexibility, tact, imagination, intelligence, commitment, resilience, sensitivity, sense of humour.</li> </ul>	<p>I, R</p>	<p>I, R</p>



We would like to appoint a person who:	Experience/Knowledge/Qualifications	Measurement	Essential / Desirable
Safeguarding	<p>In addition to candidate's ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:</p> <ul style="list-style-type: none"> <li>• Motivation to work with children and young people</li> <li>• Ability to form and maintain appropriate relationships and personal boundaries with children and young people;</li> <li>• Emotional resilience in working with challenging behaviours; and</li> <li>• Attitudes to use of authority and maintaining discipline.</li> </ul>	I, R	
Special requirements	<p>Good attendance records in line with school's Promoting Health at Work Policy</p> <p>This post is exempt from the provisions of the Rehabilitation of Offend Act 1974. An Enhanced Disclosure and Barring Service Check will be required prior to appointment</p>	A, R	



**THIS POST IS EXEMPT FROM THE PROVISIONS OF THE REHABILITATION OF OFFENDERS ACT 1974. A CRIMINAL RECORD DISCLOSURE WILL BE REQUIRED PRIOR TO APPOINTMENT.**

**SPECIAL REQUIREMENTS**

**SAFEGUARDING**

Staff are accountable for the way in which they exercise authority, manage risk, use resources, and protect students, who they are responsible for or in contact with, from discrimination and avoidable harm. All staff, where paid or voluntary, have a duty to keep young people safe and to protect them from harm. When an individual accepts a role that involves working with children and young people, they need to understand acknowledge that the responsibilities and trust are inherent to that role. There will be a requirement that staff observe their obligations in accordance with the Trust's safeguarding procedure and report any concerns in accordance with the procedure to the appropriate person.

**REHABILITATION OF OFFENDERS ACT 1974**

This job is exempt from the provisions of the Rehabilitation of Offenders Act 1974. Appointment to this job is subject to an enhanced DBS disclosure being obtained, and any relevant convictions cautions, and reprimands being considered. Any convictions cautions or reprimands of relevance, obtained by the post holder after enhanced DBS clearance has been acquired, must be disclosed to the Headteacher by the post holder. Failure by the post holder to do so, or the obtaining by the post holder of a relevant conviction caution or reprimand, may be managed in accordance with the Trust's disciplinary procedure.

**HEALTH AND SAFETY**

The post holder is required to exercise their duty of care by taking responsibility for their own health and safety, and the health and safety of other people who may be affected by their acts or omissions (failure to act). Full guidance regarding health and safety is set out in the Trust's Health and Safety Policy, and in any risk assessments relevant to the post holder's role or circumstances. Which must be observed.

**CONFIDENTIALITY AND DATA PROTECTION**

The post holder is expected to comply with the provisions of the Data Protection Act 2018. Any information they have access to, or are responsible for, must be managed appropriately and any requirements for confidentiality and security observed. Information must not be disclosed to any person or Authority, for example a parent or the Police, without observing the correct procedure for disclosure as set out in the Trust's Data Protection Policy.

**EQUALITY AND DIVERSITY**

The Trust is committed to equality and values diversity. As such the Academy is committed to fulfilling its Equality Duty obligations, and expects all staff and volunteers to share this commitment. The Duty requires the Academy to have due regard to the need to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and foster good relations between people who share characteristics, such as age gender, race and faith, and people who do not share them. Staff and volunteers are required to treat all people they meet, with dignity and respect, and are entitled to expect this in return.

**TRAINING**

The Trust has a shared responsibility with the post holder for identifying and satisfying training and development needs. The post holder is expected to actively contribute to their own continuous professional development, and to attend and participate in any training or development activities required to assist them in undertaking their role and meeting their safeguarding and general obligations.

This job description may subject to review and/ or amendment at any time to reflect the requirements of the job. Any amendments will be made in consultation with any existing post holder and will be commensurate with the grade for the job. The post holder is expected to comply with any reasonable management requests.

Copies of all relevant policies are available through the post holder's line manager and the Trust HR team.

# Achievement Ambition

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.

## Our children learn to:

- Be aware of their aspirational targets and know what they need to do in order to achieve them.
- Be self-motivated and use purposeful revision techniques so that they are prepared to demonstrate their knowledge and skills.
- Understand the importance of retrieval activities in the process of making a change to long-term memory.
- Self-regulate and monitor their learning to achieve the best possible outcomes.
- Act on their feedback so that they continually improve.
- Identify their strengths and areas for development and be proactive in addressing them.

## We believe that:

- All teachers should be empowered to ensure their students achieve positive outcomes and reach their full potential.



*Valuable for all, vital for some*

## Our schools achieve this by prioritising:

1. **Knowledge** – teachers know their students. They have expert knowledge of their children’s progress, attainment, targets and gaps in learning. Through high quality first teaching and impactful interventions, children achieve well and make good or better progress.
2. **Design** – curriculum design allows for continuous assessment opportunities. Retrieval practices are embedded in order to ensure children build meaningful schema and, consequently, know more and remember more over time.
3. **Assessment** – formative assessment is embedded into every learning opportunity. Teachers constantly reshape lessons based on the emerging needs of their children. Summative assessment tests the key knowledge and skills that children need to be successful. Teachers and leaders use these to identify areas for development and implement impactful actions to address these.
4. **Monitoring and Acting** – pupil, class and subject progress is carefully tracked. Relevant stakeholders identify gaps and intervene with appropriate and carefully selected academic and pastoral support to ensure that pupils meet or exceed their aspirational targets.



# 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 or by clicking the link: <https://www.eteach.com/careers/castlephoenixtrust>**

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](mailto: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](http://www.castlephoenixtrust.org.uk)  
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