



**Castle Phoenix Trust**

*Leading learning and excelling together*



# **Application Pack**

Richard Lee Primary



“Pupils have access to a broad curriculum and many subjects are led effectively by specialist teachers.”

OFSTED

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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

Richard Lee Primary School is a hidden gem tucked away in the heart of Wyken. We have an incredible, enviable school building which is fully fit for purpose, enabling our dedicated and hardworking team of staff to ensure high quality learning in the 21st Century.

We have bright, attractive learning environments set in fantastic grounds with lush green spaces and playing fields, boasting 3 large playground areas along with our early years outdoor learning environments and woodland area.

As a two-form entry school, we pride ourselves on knowing our children and families well. We promote a strong sense of community and create a vitally important sense of belonging for all of our children.

We have approximately 440 pupils ranging from 3 year olds to 11 year olds and we thoroughly enjoy watching our delightful and friendly children flourish, grow and develop during their time with us.

As a proud member of the Castle Phoenix Trust, we work collaboratively with our other schools to be forward thinking, to be leaders of learning and to promote and share the most effective practice. This assists us in securing excellent learning experiences for our children which are shaped and developed to ensure that they make great progress and achieve strong outcomes by the time they leave primary school.

Everyone in our school community strives to 'be the best that they can be'. Our school values of Unity, Pride, Honesty, Resilience and Kindness are drivers in developing our children as unique individuals and enabling them to become young people who are able to fully contribute to their communities and the world beyond.

Ultimately, above everything, we have high expectations and are passionately ambitious for our pupils. We strongly believe that all of our children deserve to be proud of who they are and to feel proud of what they have achieved during their primary school experience with us here at Richard Lee.

I would warmly encourage you to visit our school prior to making an application if you are able to, to really understand our wonderful community of staff and pupils. Please do read our Ofsted report which demonstrates the positive school improvement journey we are currently on. 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 would warmly welcome your application.

**Jenny Stafford, Headteacher**



# Our School



Richard Lee Primary School serves an area in the north-east area of Coventry for pupils aged 3 – 11 year. (Nursery to Year 6) We are a two form entry school with capacity for 60 pupils in each year group and have, on average, 440 pupils. We were last inspected in May 2023 and whilst the overall grade was 'Requires Improvement' we had many 'Good' areas identified and were very proud of the positive report which details our school improvement journey so far. We have a highly dedicated and passionate team of leaders and staff who continue to drive the improvements required to ensure that our children achieve the best possible outcomes. Over the last three years we have seen improving outcomes at the end of key stages which we are incredibly proud of. There are some areas which have been particularly celebrated: Our percentage of Year 1 pupils passing the Phonics Screening Test was above national at the end of 2023. (83%) and the rising trend of KS2 children achieving ARE across all three subject areas. (55% and in line with Local Authority Data 2023)

Our curriculum is highly ambitious and accessible for all. It enables pupils to create, problem solve, explore, discover and design, it promotes confident communicators and it ensures that all pupils make good or better progress from their individual starting points, breaking down barriers to secure the best life chances. Our children are taught by a

team of staff who are dedicated to delivering the highest quality provision and every child will be championed and challenged!

Every child also has the chance to access learning through the enhanced use of technology. iPads are becoming an integral part of learning and teaching at Richard Lee meaning that we are shaping the future for our children in the digital age.

Richard Lee Primary School is fortunate to be part of a successful multi-academy trust with a strong leadership culture for both staff and pupils. 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 pupils will only benefit from this outward looking approach through which our own future leaders will no doubt emerge!

We have high aspirations for each and every one of our pupils, we celebrate our diversity and the uniqueness of all individuals whilst promoting a strong inclusive culture. Our children will have a strong sense of self-worth. They will go out into the world as happy, confident, independent and successful individuals who value their learning experiences, their knowledge and skills, knowing these will assist them in securing their futures!

"The curriculum offers opportunities to write across a range of subjects, and teachers use these to maximum effect. Pupils learn skills and techniques in English lessons and have a chance to apply these in other subjects as well."

OFSTED

## 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 facilities. ”

“ 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](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)  
[www.caludoncastle.co.uk](http://www.caludoncastle.co.uk)