



**The Castle Partnership Trust**  
ACHIEVE | BELONG | PARTICIPATE



**Executive Headteacher: Sarah Watson**

**DEPUTY HEADTEACHER**

**The Castle Partnership Trust**

**The Castle School  
Wellington Road  
Taunton  
Somerset  
TA1 5AU**

**Court Fields School  
Mantle St  
Wellington  
Somerset  
TA21 8SW**

Dear Colleague

Thank you for your interest in the two Deputy Headteacher posts available at The Castle Partnership Trust. I am delighted that you are interested in working at the Trust and look forward to welcoming you for a visit at our secondary schools and hearing about your aspirations for yourself and what you need from us in order to achieve them. These posts have become available due to the promotion of James Lamb to the Headship at Chilton Trinity School and Ben Warrender who is going to work for PIXL. We are delighted that our two deputies have done so well and this is testament to the investment we have made in them.

Our schools are friendly and welcoming and our parents and students are always very appreciative of what staff do for them. We frequently have 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. Our belief is that every child should Achieve, Belong and Participate, and that staff should be supported to fulfil their potential and aspirations, whatever those might be.

### **The role**

We are looking for a Deputy Head for each of our secondary schools due to the promotion of the current post holders. **If you wish to express an interest in a particular school, please feel free although we work together in a strong collaborative team, supporting each other and working closely together.**

At the Trust, deputies lead on either Curriculum or Raising Achievement.

Curriculum: Leading subjects, provision and timetable.

Raising Achievement: Leading the pastoral leaders in the school, removing barriers to learning such as poor attendance, behaviour and raising achievement. Safeguarding lead.

We will invest in you so that you build on your strengths and develop areas where you need it.

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.

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 and strategic leaders who want to focus on their own practice and areas of responsibility, to 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 Castle Partnership Trust**

The Trust comprises two secondary schools and a growing number of primary schools, as well as a successful and thriving Teaching School, Affinity Teaching School Alliance. You will be joining us at an exciting time in our trust development as we are opening a new primary school in 2019 and Wellesley Park Primary in Wellington is also joining our Trust. Our feeder primaries are looking at becoming Associate Members of the MAT and we work closely together in order to benefit our local communities. We are also working hard to develop an alternative provision that will enhance the PRU and ensure that young people who are disengaged or struggle with mainstream school are still part of our communities and feel that they belong. As part of the work we are doing with our feeder primaries we are setting up Early Intervention Teams focused on vulnerable children and their families, and another team for children with SEND so that we know every child in our communities and work together to ensure that we have maximum support in place, so that no child is invisible and every child achieves, belong and participates.

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. 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.

## **Affinity Teaching School Alliance (ATSA)**

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.

If you are local to the West Country you may be aware of ATSA already, for its work in raising achievement across the region and for its leadership programmes. We work with a number of outstanding schools in the South-West. The fact that we are proactive is vital so that we always stay fresh and ahead of the curve. The strategic partners for Secondary include Kingsmead, Bridgwater College Academy, Haygrove, Huish Episcopi and Whitstone. Our work with our feeder primaries is focused currently on Literacy and Mastery maths.

We are affiliated through the CEO/NLE to Leading Schools South-West, which has the franchise for the NPQs. If you do not already have one of the NPQLs we will want to invest in you and support you in achieving this. ATSA hold a termly conference in association with PIXL which is very well attended and draws teacher from Weston, Dorset, Devon and Somerset. Our current leadership programme, Women into Leadership, is in its second year and promotes equality and diversity. Our three projects for next year are to set up an ITT provision with Bridgwater College, to continue with our ATSA/PIXL conferences and to develop our leadership programmes. Within our own local community of schools, we have begun to develop one agreed pedagogy for literacy, working together on mastery maths, and have joint INSETs. We are at the beginning of a very exciting time in the trust and ATSA supports this.

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. Many of our leaders will be delivering the NPQL programmes and if you are keen to do this, then I will ensure that you have this opportunity. We also have internal programmes for school leadership which you will be involved in delivering: Head of Department or Faculty, Pastoral leaders, Aspiring Strategic Leadership and our Exemplary Teacher programme. 80% of the 20 participants on the school leader's 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.

### **Court Fields School, Wellington**

Court Fields joined the Trust in January 2014 and both the RSC and HMI have recognised the very effective work of the trust to secure improvement in the school. Some of our very best staff have moved to Court Fields, including taking key leadership positions, to ensure the progress of students is as good as The Castle, and over the years we have appointed superb staff. We are looking for someone who is resilient, relentlessly optimistic, purposeful and with a great sense of humour to help Rachael Bennett, the Headteacher, lead the school into the next Ofsted inspection and to make sure its great progress is recognised and is judged Good. This is a great opportunity to have real evidence of impact of your CV. Already Court Fields is the most improved school in Somerset and the hard work is reaping rewards. The progress was recognised by the HMI report in January of this year. 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. Students are very warm and appreciative and want their school to be Good. You will find them a joy to be with.

### **The Deputy at Court Fields will be leading on Raising Achievement and Pastoral care.**

Although you do not have to lead in this area in order to apply, it would be an advantage if you have pastoral experience, safeguarding experience or have been a Raising Achievement leader.

### **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.

None of this great education just happens of course. We all 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.

**The Deputy at The Castle can be either Curriculum or Raising Achievement as we have capacity already at the school to develop.**

### **Safeguarding**

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.

### **Living and Working in 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](http://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.

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 two 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.

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.

The quality of life in Somerset is exceptional. A great place to live and bring up a family. You are also guaranteed a place at our schools for your children (see Admissions Criteria).

## Apply

If you are interested in joining our team and our school, I welcome your application and encourage you to come and have a look round the school. It is important that you feel you can be happy here and will enjoy the company of our School Leadership Team. Being on SLT is hard work and a challenge, I promise you will not be bored! Once you experience the school, you will realise that we are all about the children; it is about the relationships between students and staff, and the relentless focus on achievement that makes us special.

In your letter of application please include:

- No more than 150 words on your vision and values
- The story of your career so far. No more than 150 words
- No more than 100 words on your career aspirations.
- Evidence of impact – this should make up the main part of your letter and demonstrate your leadership in whatever areas you have experience. I am always interested in what impact you have had on young people so data is important- if you have had responsibility for attendance, behaviour and/or participation this data is as important as achievement data so please include data from your own classes as well as whatever whole school data you have contributed to.

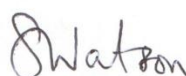
Please ensure your covering letter is **no more than 2 sides of A4 in total** and in **Arial font size 12**. We do not need a personal statement in addition to the letter. A letter will be sufficient.

Please note that covering letters from candidates who are shortlisted for interview will be sent to their referees for comment as part of the reference process.

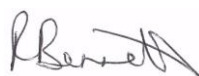
Applications should be emailed to [Recruitment@castle.somerset.sch.uk](mailto:Recruitment@castle.somerset.sch.uk) or posted to:  
Mr Rob Trowbridge, Assistant Business Manager, The Castle School, Taunton, Somerset, TA1 5AU.

The closing date for applications is 9 am on **Monday 14 May**. Interviews will be held on Tuesday 22 May and Wednesday 23 May 2018. The programme for interviews is available on the school website as well as details of opportunities to visit The Castle and Court Fields School.

Yours sincerely



**Sarah Watson**  
Executive Headteacher



**Rachael Bennett**  
Headteacher