

Castle View School

Pursue Excellence | Be The Best

Recruitment: Teaching 2019/20



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Castle View School
Folksville Road
Canvey Island
Essex
SS8 7FH

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

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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:

Lead Practitioner Science
Required January 2020

Lead Practitioner Pay Scale
Salary will be determined by experience and will be discussed at interview

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."

We are looking for a candidate who:
- Believes that every student, regardless of their background, can make outstanding progress.
- Is rigorous, relentless, determined, creative and inspirational in their style.
- Utilises a variety of teaching methods to present engaging, thoughtful lessons and CPD sessions.
- Has care, drive and passion to continue to develop strong relationships and the wellbeing with staff, students, parents, governors and the local community.

The ideal candidate will be be able to display dynamism and determination. This is an exciting opportunity to join a team who truly aim to make a difference not only to student life chances and successes, but also developing young people who contribute to society with kindness and confidence.

We aim to do this through:
- The development of productive, positive working relationships, so every student is valued as an individual who is known and respected within an ordered and purposeful community that prepares them for the opportunities, responsibilities and experiences of life in modern Britain.
- Inspiring the next generation, encouraging ambition and aspiration by fostering excellence in learning through first class teaching.
- An engaging, broad and balanced curriculum that develops the skills of creativity, problem solving and investigation whilst promoting a healthy and active lifestyle.

If you want to make a difference to our students and local community, please contact karen.eaton@castleview.essex.sch.uk for an application or to arrange a visit to our school. Please note that only those applicants who are asked to attend for interview will be contacted.

Closing date: 20/09/2019.
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 Acacemy Trust.

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Job Description: Lead Practitioner (Science)

Responsible to:
Deputy Headteacher

Liaise with DHT/AHT other Lead Practitioners.

This job description should be read as an addition to the requirements of the Mainscale teacher's job description and the expectations of teaching standards.

Key Accountabilities in addition to those of a Mainscale Teacher.

- To attend Leadership meetings as required.
- To support the Science Curriculum Area in robust self-evaluation of teaching and learning and make a significant contribution to improving the quality of teaching and learning within the team.
- To lead the development of Outstanding practice in Science Curriculum Area and develop and support the training of staff in Science and teaching pedagogy Science and the whole school to ensure that best practice from the Lead Practitioner impacts student attainment, progress and teaching and learning and marking.
- To ensure that their own lessons consistently model best practice.
- To lead with other Lead Practitioners any aspect/focus and ensure that improvements can be demonstrated in practice related to policy through monitoring.
- To lead on initiatives and interventions as required.
- To lead on staff training as required.
- To support the Director of Learning and team to deliver improving outcomes and achieving targets.

Specific tasks in addition to those of a Mainscale Teacher.

- Devise and lead workshops and development activities to train staff in the implementation of practice and strategies to improve teaching and learning practice as required.
- Work with curriculum leaders on the development of consistently good pedagogy across the school as required.
- Support and coach staff in developing and extending their pedagogic repertoire as required.
- To contribute significantly to the development of course outlines syllabuses and schemes of work as necessary.
- To impact standards.
- To model best practice in ensuring that lessons are well differentiated including providing for the least able and for the most able and gifted students.
- To model best practice in the setting of home learning on a regular basis, including ELPs and ensure that students' work is marked promptly according to the marking policy.
- To model best practice in the effective use of student performance data, and student and staff target-setting so that this impacts on classroom practice and contributes to raising achievement.
- Work with the Leadership team and curriculum leaders to prepare for OFSTED inspections or other external visits.

Person Specification in addition to that for a Mainscale Teacher
Qualifications. QTS essential

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

Knowledge and Understanding - Essential

- Excellent knowledge of the National Curriculum for Science at KS3 & KS4.
- 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 Ofsted requirements, ensuring keeping up to date.

Desirable

- Excellent knowledge of a wide range of software for use with interactive technologies and the application of these to engage and interest students.

Experience - Desirable

- 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 - Essential

- Excellent communication skills orally and written, including confident presentations.
- The capacity to consistently perform to a high level of success and act as a role model for other professionals.
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Desirable

- 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] 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.



"Staff have professional development that is successfully improving their practice, including opportunities for teachers to work with other schools." - 2017 Ofsted report

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