



# Castle East School

## Recruitment Pack Class Teacher


Employment Status	Full-time
Employment Location	Castle East School, Suffolk
Application Closing Date	Monday 4 December at 9am
Interviews (week commencing)	Monday 11 December

## Aspire and Achieve

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 @CastleEast1

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# ABOUT CASTLE EAST SCHOOL



Anna Mears Headteacher

Castle EAST School opened September 2021 and offers specialist education for pupils between the ages of 9 - 16 years who have communication and interaction needs and autism. Our school educates and supports children and young people to develop a range of skills and qualities with support from a team of staff who are hugely ambitious for pupils to achieve both their academic and social goals. This age range means that ultimately the school provides a curriculum covering three Key Stages.

The maximum capacity of the school will be 120 pupils.

The addition of a school that will meet the needs of learners that have diverse communication and interaction needs is of particular importance to EAST. Not only is this specialised school the first addition to the EAST family, beyond the three high schools that collaboratively worked together to establish EAST, but it is also the living fulfilment of our ethos to provide all children in our local area with the opportunity to easily access excellent educational opportunities.





## CLASS TEACHER

Castle EAST School are seeking to appoint a Class Teacher to start February 2024. This is a unique and extremely exciting opportunity to play a role in creating a truly outstanding provision where pupils with specific needs genuinely excel. As a specialist provision we are looking for staff who are committed to meeting the complex and holistic needs of young people with C&I needs so that they can reach their full academic and personal potential at Castle EAST.

The successful individual will not necessarily have experience of working in a provision for pupils with special needs; irrespective of your experience, training will be fully provided and form part of the school induction process for all staff. Our vision is aspirational and our teachers, who are extremely well supported, provide a fantastic standard of educational opportunities for students so that they can reach shared aspirational goals. Castle EAST School is looking to appoint an outstanding teacher who is inspiring, imaginative and have the ability to plan differentiated learning opportunities that meet the needs of all our pupils, many of which will have had very mixed educational experiences. Excellent classroom management skills and high expectations with the use of personalised approaches to support behaviour and reduce anxieties will be essential. Furthermore, all teaching staff are expected to prepare for and lead our students' Annual Reviews. This is a truly unique environment which provides excellent development for staff whilst working in partnership with parents, colleagues and other professionals to achieve the best possible outcomes for pupils. All of our staff work tirelessly and meticulously to promote and safeguard the welfare of children and young people within the school. The successful candidate must have the willingness to teach across a range of subjects at KS3.

For prospective applicants, it is important to understand that teachers will be responsible for planning and delivering various subjects across the curriculum. A flexible mind-set is required with the likelihood of teaching across stages and subjects expected. This is something that we will very openly discuss with applicant during the interview process. A willingness to develop knowledge of the wider curriculum is essential, an area that you will be supported with.

# JOB DESCRIPTION

## REPORTS TO:

*Headteacher*

## JOB LOCATION:

*Castle EAST School, Hillside Road East,  
Bungay*



# JOB DESCRIPTION

The post of Class Teacher will provide high quality teaching, effective use of resources and high standards of learning and achievement for all pupils.

## Main duties and responsibilities

- Deliver the highest possible educational standards and create a high expectation culture in which pupils feel safe, valued and motivated to succeed
- Be prepared to support the overall aims of the school by showing flexibility in approach as the school expands
- Maintain expert knowledge of teaching and learning
- To raise standards of pupil attainment and achievement and to help to raise the aspirations of pupils
- Teach across a range of subjects at KS3
- Assisting in the development and implementation of the curriculum
- Contribute to the monitoring of standards of teaching and learning
- Work closely with the Leadership team to develop and implement school's Teaching and Learning strategy
- Evaluate and interpret relevant national, local and school data, research and inspection evidence to inform policies, expectations and teaching methods
- Moderate, monitor and evaluate assessment data to identify trends in pupil performance and issues for development
- Use assessment data to make comparative evaluation of pupils' performance in the subject area
- To promote the School's values and ethos
- To work actively to create and promote an engaging learning environment for all pupils
- Being committed to a collaborative vision of excellence and equality that sets high standards for every pupil and member of staff
- Prepare and lead on annual review meetings of EHCPs supported by SLT
- Carry out other specific duties as directed by the Headteacher
- Directed time as and when advised by the Headteacher

This job description may be amended at any time following discussion between the Headteacher and the member of staff, and will be reviewed annually.



## OUR CULTURE AND ETHOS

At Castle EAST School our GROW Ethos underpins our approach to everything we say and everything we do.

**GUIDE AND LISTEN:** PROMOTE A LEARNING ORGANISATION WITH EXCELLENT AND ASPIRATIONAL LEARNING FOR ALL

**RAISE THE ROOF OF RESILIENCE:** NURTURE OUR COMMUNITY AND CULTURE THROUGH EFFECTIVE CARE, SUPPORT AND GUIDANCE

**OPENLY CELEBRATE ACHIEVEMENT:** PROMOTING SUCCESSFUL INDIVIDUALS, SCHOOL AND COMMUNITY

**WORK TOGETHER:** ENHANCE AND RECOGNISE THE ROLE THAT LEADERSHIP PLAYS FOR ALL MEMBERS OF OUR COMMUNITY

At Castle EAST School we believe in the concept of lifelong learning and that learning should be an engaging, rewarding and enjoyable experience for everyone; it should be purposeful. Through our teaching, we equip pupils with the skills, knowledge and understanding necessary to be able to make informed choices about the important things in their lives.

Through our teaching pupils are encouraged to:

- Listen to each other
- Try new things
- Volunteer thoughts and opinions
- Respect the thoughts, ideas and contributions of others
- Work hard.

To encourage all pupils to contribute to lessons, teachers:

- Recognise engagement and participation
- Use a range of techniques to support pupils' sensory needs
- Adapt teaching to meet the needs of all pupils
- Allow sufficient thinking time between questions to allow pupils to consider their responses
- Plan time in their lessons for pupils to discuss their learning, ask and answer questions promoting pupil talk.
- Have positive regard for every child and demonstrate this through a nurturing approach.

We believe that appropriate teaching and learning experiences help pupils to lead happy and rewarding lives. All pupils at Castle EAST School have a communication and interaction difficulty, so we believe that innovative and creative teaching is essential to enable pupils to achieve their potential from individual starting points.

**G**  
**R**  
**O**  
**W**

**Guide and listen**

**Raise the roof of resilience**

**Openly celebrate achievement**

**Work together**

Castle EAST School  
Aspire and Achieve

# EAST Vision

## Who are EAST?

EAST was established on 1 September 2019. At its inception, three secondary academies were formally partnered together: Bungay, Farlingaye and Kesgrave High Schools. In 2020, we applied to establish a Free Special School in Bungay, for children with interaction and communication needs. Demonstrating our commitment to local, inclusive education, we are proud to announce that Castle EAST School is open. EAST SCITT, our 'School Centred Initial Teacher Training' is an accredited Provider offering secondary (11-16) and primary (5-11) school-based initial teacher training awarding Qualified Teacher Status (QTS). We see this as the most effective way to find and develop future teachers to work in this vibrant county. We are delighted with the popularity and quality of EAST SCITT!

We are very confident that EAST will create a stronger future for our schools and continue to improve outcomes for our students. It is through a commitment to working together that we will continue to collectively and individually achieve great things, providing a first-class educational experience for our students and an excellent working environment for staff.

## Our Vision: Where everyone can achieve

We measure our **success** through a combination of **performance, growth** and **happiness**, as individuals and collectively.

Our **cornerstones** are the foundations of our vision; they underpin all that we do and shape the way we work with everyone in our trust and our extended educational community; from parents & carers to partners, suppliers and local government.



### #1 Learning

We will continually strive to deliver the best possible experience for quality learning and personal development for everyone at EAST through our curriculum, engaging teaching, the resources & support we have available and the quality of the physical environment in which we work.

### #3 Opportunity

We exist to enable everyone in our schools to realise their true potential through an academic or professional experience within our schools that achieves the outcomes they seek. We do not believe there is a one-size-fits-all for success and achievement and will always do our best to support the aims and ambition of the individual.

### #2 Inclusivity

We believe a great quality education, opportunities for personal development and participation should be available to everyone regardless of their personal circumstances. That's why our schools today already cater for many specialist needs and our trust is committed to developing the teachers of the future.

### #4 Community

We are a significant contributor to our local communities, we understand the role we play and will always seek to enable everyone at EAST to be considered, active, positive citizens of the world around them. Our sense of community begins in our schools and we nurture a respectful, supportive culture.

# ABOUT CASTLE EAST SCHOOL IN BUNGAY, SUFFOLK



## Our Location

Serving Suffolk's northern and Lowestoft areas, Castle EAST School is located in Bungay, at an existing school site (previously the Middle School and then Sixth Form Centre) which has been significantly refurbished. The accommodation and resources available are of an extremely high quality and fully support the delivery of excellent educational opportunities. Bungay is situated in a pleasant rural area, 20 miles from Norwich and 15 miles from the delightful heritage coast.