

# THE CASTLE PARTNERSHIP TRUST

CEO: Sarah Watson



## The Castle Partnership Trust

ACHIEVE

BELONG

PARTICIPATE

### THE CASTLE SCHOOL

Wellington Road, Taunton,

Somerset TA1 5AU

Tel: 01823 274073

[www.castleschool.co.uk](http://www.castleschool.co.uk)

### COURT FIELDS SCHOOL

Mantle Street, Wellington,

Somerset TA21 8SW

Tel: 01823 664201

[www.courtfields.net](http://www.courtfields.net)

### WELLESLEY PARK PRIMARY SCHOOL

Homefield, Wellington,

Somerset, TA21 9AJ

Tel: 01823 664876

<http://www.wellesleyparkschool.com/>

### ISAMBARD KINGDOM BRUNEL PRIMARY SCHOOL (IKB)

Thomas Place, Wellington

Somerset, TA21 8FP

Tel: 01823 274073

<https://www.ikbschool.co.uk/>

Dear Applicants

Thank you for your interest in the post of Headteacher at Court Fields School. This is a very important post, leading Wellington's secondary school as our primary schools feed into Court Fields and there is an expectation that progression from one phase to the next will be seamless and positive. We are ambitious for every learner in our Trust community to achieve their full potential, to have a deep sense of belonging to the school and the community, and to participate fully in learning, enrichment and the community. We believe that this leads to a sense of self and self-esteem and that our children thrive as a result of this. We are ambitious for our children so that they achieve all that they wish for themselves. Whilst exam results are important and give students their 'passport' to the next phase of their lives, we believe that a well-adjusted and motivated student becomes a happy and successful adult. At all our schools, we focus on both and as the Headteacher, your vision will build upon this.

Applications from Deputy Heads and serving Headteachers of mainstream, state-funded schools only will be considered. Normally we would encourage candidates to visit the school, however we appreciate this may not be possible or desirable. However please do contact us if you have any questions at all or wish to talk to the current Headteacher.

Your pack includes:

- Letter from the Trust CEO
- Information about the School and Trust (see below)
- Link to prospectus and school website for all other information
- Link to Scheme of Delegation
- Job Description and Person Specification

If you are invited to interview, we will send you more information to help you prepare.

To apply:

- Please complete the application and submit by 9:00am on Friday 29<sup>th</sup> January 2021.
- Write a letter of no more than two sides in Calibri or Arial font size 12. The letter should briefly set out your vision, why you want the post of Headteacher, what you have achieved to evidence your suitability for leading Court Fields School.
- Please do not write a further letter within the application form although you may write briefly what your interests are and something about you as a person.

### **About Court Fields School**

Court Fields is an 11-16 secondary school of about 775 students but a PAN of 800. At Court Fields, we carefully tend the positive and warm community where everyone is valued and treated fairly. Parents are very appreciative of the school. However, it is in its third RI judgment and progress is still not good enough. We want to be honest and transparent with candidates about this. The school joined the Trust in 2014 as a sponsored academy in Special Measures and was deeply so. It was taken out of Special Measures only 3 months after the Trust had taken it over and this was probably too quickly if we are honest, although at the time, we were very pleased. Since then a succession of school leaders have done much to improve the ethos, the behaviour and expectations but as you will know, it takes time to improve the quality of teaching and learning and whilst there is considerable progress and

improvement, best practice is not yet fully embedded and consistent for every child in every lesson, every day. Leadership is strong throughout the school in both curriculum and pastoral however and I am confident that these improvements will be sustained given strong leadership and a determination from the new permanently appointed Headteacher.

Teachers and support staff have a great ethic and work hard for the children of Court Fields; they just need stability and consistency so that improvements already in place are allowed to embed fully. We do not need rapid change, we do not need a raft of new ideas. Everything is in place to move forwards and we need a steady hand on the till, guiding the School forwards at the right pace, supporting staff so that we retain the excellent people we now have in place, and maintaining the very positive relationships the School has with its community.

We are now seeking a new permanent Headteacher to ensure the school continues to move forwards.

The key work to be done for the school:

- Continue to develop the quality of Teaching and Learning so that every lesson is at least Good, consistently, every day in every lesson for every child. We have adopted Rosenshine's Principles to support teachers in this.
- Developing the enrichment programme both virtually and when we return to face to face teaching so that there is a wealth of opportunity for every child. This includes cultural and intellectual capital beyond the classroom and beyond what is immediately expected.
- Develop staff understanding of and expertise on SEND and SEMH so that children's needs are fully recognised and understood, and that lessons are productive for every child.
- Raise expectations of children at Court Fields so that every child has ambition for himself or herself

There is no shying away from the fact that the work of the Headteacher is never done and the hours are long, the work is demanding but exceptionally rewarding. Parents expect their Headteacher to be responsive and to deal with concerns quickly and efficiently, and staff expect strong leadership, and a very visible presence.

## **About the Trust**

As the Headteacher of Court Fields, you will be part of The Castle Partnership Trust. We are small but perfectly formed with two secondaries and two primaries currently. There is a highly collaborative and supportive partnership between our Headteachers and we are committed to Headteachers' autonomy for their own schools. As a group of Headteachers, we make decisions together and supported by the CEO, and have very good and enjoyable relationships. The Trust is exceptionally supportive, with a core of excellent directors who have long service as governors and who understand and appreciate the work of schools, and challenge is welcomed. We work to create strong governance that acts as a good critical friend.

There are four schools in the Trust: The Castle School, our sister secondary school; Wellesley Park Primary School and Isambard Kingdom Brunel Primary, both of which feed into Court Fields.

The Affinity Teaching School Alliance and The Castle Regional Computing Hub are part of the Trust.

We have appointed a SEMHCo who has responsibility for SEMH across the Trust and a Trust SENDCo who supports and leads SEND across the Trust in collaboration with the school SENDCos. There is a shared Business team for the Trust but each school has its own School Business Manager as we believe Heads need their own business lead and lead support professional in their own schools. The Trust

Business Manager leads this team and works on capital bids on behalf of the schools. To date she has secured over £2 million in capital funding for Court Fields. The next project is a new dining room.

The relationships between the Headteachers is excellent and we enjoy each other's company and in meetings, are supportive and make decisions that will benefit all of our children.

We have decided to appoint Headteachers, not Heads of School, as we believe each school has its own unique character and that each organisation needs a leader who is autonomous within the Trust, has their own budget and makes decisions that are in the best interests of their own school. The CEO is highly supportive and having recently retired from headship, understands the pressures and demands of running a school.

Directors of the Trust are very experienced in governance and have a deep understanding of school generally and of each of our individual schools, their challenges and pressures. There is a very good balance of challenge and support and directors are committed to the education of all children. The Scheme of Delegation is included in this pack.

The School Website: <https://www.courtfields.net>

Online prospectus:

<https://smartfile.s3.amazonaws.com/528b8fa449cd5b297e9adbddaf143512/uploads/2019/09/CF-Prospectus-2019-spreads.pdf>

Public legal documents (including Scheme of Delegation): <https://www.courtfields.net/category/policies/>

## **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. Beaches and the South-West coast path are within easy reach. Taunton itself is a thriving market town with superb connections to other parts of the UK and Bristol airport is an easy drive.

**Closing date:** 9:00am on Friday 29<sup>th</sup> January 2021

**Interviews:** 9<sup>th</sup> and 11<sup>th</sup> February 2021

While the Trust intends to interview on the stated dates, this will mainly be via Teams due to the national restrictions. However, we will commit to ensuring that shortlisted candidates have a risk assessed and controlled visit to the school before making a final decision whether or not to accept the post. We know this is a significant decision for you and your families and would want you to have all the relevant information to inform your decision. Where we would normally invite candidates to come

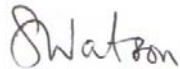
and visit the school prior to application, this is not possible but you can make an appointment for a TEAMS meeting with the CEO and other available key personnel. Please contact Julie Gregory, Trust CEOs PA, on 01823 274073 to do so.

Any activities within the school will be fully risk assessed and appropriate safe distancing will be assured.

Candidates who wish to arrange a discussion regarding the position are encouraged to contact.

Thank you for your interest and we look forward to receiving your application.

Yours sincerely

A handwritten signature in dark ink, appearing to read 'S. Watson'.

**Sarah Watson**  
**CEO**

*We are committed to safeguarding and promoting the welfare of children and young people and expect all staff to share this commitment.*

*We are equally committed to eliminating discrimination and encouraging diversity. We aim for our workforce to be representative of society and that each employee feels respected and able to give their best.*

**The Castle Partnership Trust is committed to safeguarding and promoting the welfare of children and young people and expects all who work here to share this commitment. The successful candidates will be subject to enhanced DBS disclosures.**