



APPLICATION PACK

# Charter Academy Information Pack

# Welcome to Charter Primary Academy

I am very proud of Charter Academy and the school it has become. We have been on a rapid journey of school improvement so that we now provide high quality opportunities for all children to excel.

Charter Academy serves a community of high social deprivation and approximately half of the pupils are disadvantaged. The team at Charter, along with our community, value the importance of education and aspiration in our children's lives. We are passionate about ensuring every child receives rich opportunities in order that they are ready for their next stage of education and the wider world.



Our core values of ambition; consideration; pride; creativity; determination and curiosity provide the foundations for our ambitious curriculum and we have worked hard to build strong relationships with our children and their families so that they grow in to confident learners during their primary years. Our children tell us they are proud to attend Charter Academy and they enjoy their time here.

We are passionate about developing the most effective classroom practice so that our children can reach their full potential. We want our children to be successful in all areas, with particular strength in oracy and reading.

Our staff have drive, resilience and determination, whilst also balancing this with laughter, kindness and respect. This translates in to an ethos for the school that makes it a pleasure to work in, and for children to attend.

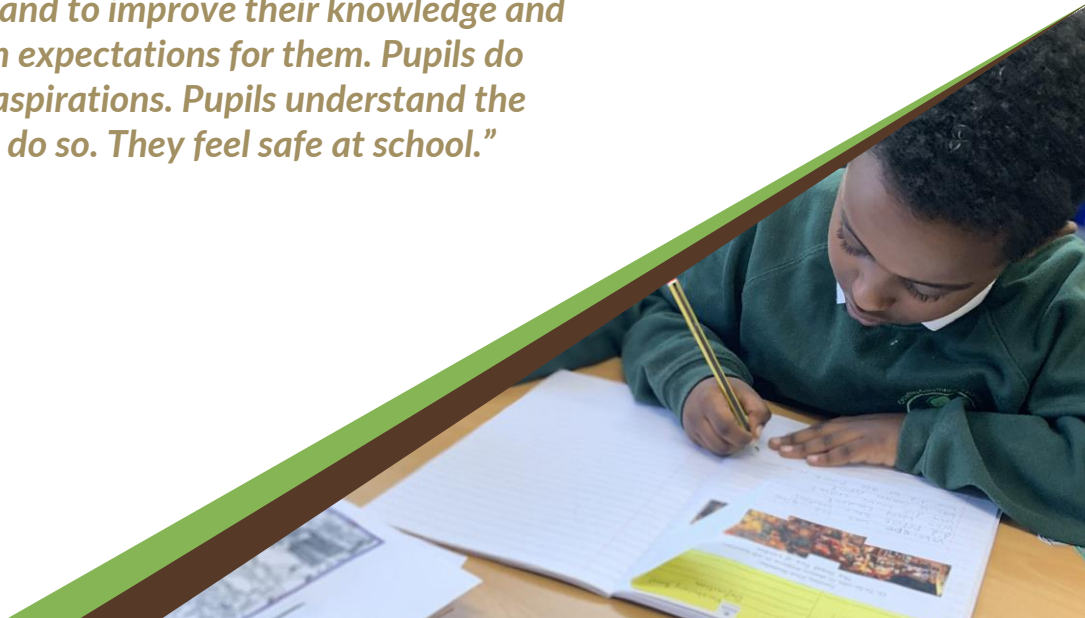
I would warmly encourage you to visit our school prior to making an application if you are able to do so, to really understand the community of staff and children you would join.

*Kind Regards*

*Louise Stewart  
Headteacher*

**Ofsted March 2024:**

***“Pupils are keen to learn and to improve their knowledge and skills. The school has high expectations for them. Pupils do their best to meet these aspirations. Pupils understand the need to behave well, and do so. They feel safe at school.”***  
**OFSTED, MAY 2024**



# About our School

Charter serves the Canley area of Coventry for children aged 2 to 11 years old. We are a one and a half form entry primary school which is growing rapidly and currently close to full capacity.

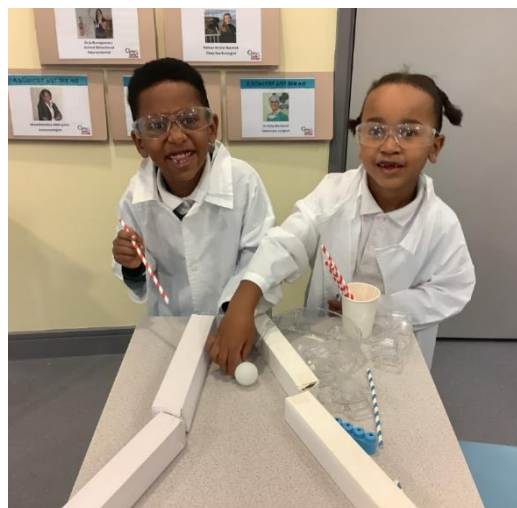
We have high aspirations for our children and want them to be able to succeed both today, and in later life. We want our children to be able to articulate their ideas, develop understanding and engage with others through spoken language; therefore, the development of pupils' oracy skills is a central component of our curriculum. We provide access to a wide range of enrichment opportunities both within our challenging curriculum and beyond, which enable our children to broaden their horizons and go on to be the next generation of successful professionals.

Termly book weeks, termly science weeks, regular Forest School sessions and bespoke leadership lessons, ensure our children access learning that they can share as a school community. The development of our own science lab, means that our children are able to experience a dedicated science teaching space, where they can explore science practically and get a feel for what a career in science might be like. Our termly whole-school book weeks mean that our whole-school community shares the same book to create a love of reading, and explore the texts through the wider curriculum, as well as through virtual author visits. Forest School sessions ensure that our children can develop their confidence and self-esteem, through hands-on experience in a natural setting.

Our weekly leadership lessons, and opportunities to influence school life through participation in a leadership group, is an aspect of school life that we are really proud of. Our children feel that they have a voice and it is heard and acted upon.

We are well-equipped with digital technology with a large number of iPads available for teacher and pupil use. We have access to specialist digital technology training, which ensures teachers and children are growing in confidence in their daily use.

Charter Academy is fortunate to be part of a successful Multi-Academy Trust with a strong leadership culture for both staff and students. 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 students will benefit from this outward looking approach through which our own future leaders will no doubt emerge!





## GROWING CONFIDENT LEARNERS BY LEADING LEARNING AND EXCELLING TOGETHER



**Welcome** from our CEO and Chair of Trustees

Growing confident learners though leading, learning and excelling together is the Trust's strapline and the principles remain golden threads of our Trust's work. Our strapline relates to staff as well as to the children that attend our schools.

Would you like:

- to develop children's skills to secure future success?
- to be part of a committed and forward-thinking school team?
- to have excellent opportunities to continue to grow professionally?
- to collaborate with other staff 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.

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 David Coaché, Chair of Trustees*



# Feeling Empowered

Leadership underpins everything we do and there is a commitment to grow future leaders. There is a wide range of opportunities/CPD for leaders to work together developing their own leadership skills and learning from others. As leadership specialists we are in a strong position to design career pathways for you.



# Feeling Valued

We are very privileged to work every day with staff in our Trust who show commitment, drive and relentless focus to do their best for the children in our Trust.



Our People Strategy recognises the key role that staff in our Trust play to provide an excellent learning environment for all. You matter!



Respect to all,  
from all



A positive  
attitude



Resilience  
and a  
determination  
to achieve our  
best



Passion for  
learning



Innovation



Collaboration

# Grow and Develop

We have adopted a professional growth approach to develop our staff. The attributes that our staff demonstrate to improve their performance is important to us. Every member of staff has a professional growth coach to support them on their growth journey. Staff are active participants in producing their growth plans.

Learning and Development opportunities are central to our people strategy as we want our staff to be offered pathways to achieve their best.

We are talent architects and look to retain and reward our ambitious and talented staff.



# Feeling Supported



Joining a new organisation can be daunting but we want you to be nurtured to demonstrate your full potential. We offer a 6 month induction programme that addresses the fundamentals of what you need to know when you first join us but also is tailored to meet the needs of your new role



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Work for Castle Phoenix at

# CHARTER ACADEMY



**Castle Phoenix Trust** is a growing Multi-Academy Trust which was founded in February 2013. Currently there are six schools within the Trust – Caludon Castle Secondary, Foxford Secondary, Hill Farm Primary, Richard Lee Primary and Charter Academy are all based in Coventry and Kingsbury Secondary School is based in Warwickshire



# Benefits of working with us



## GROW AND DEVELOP

Our staff to their full potential



## RETAIN AND REWARD

Recognition of staff contribution to our Trust Vision and Values



## PROMOTE AND SECURE

Excellent leadership and management



## CREATE AND MAINTAIN

An innovative, nurturing, healthy, collaborative environment





# Our Ambitions

Our Six Ambitions are **valuable for all, but vital for our most vulnerable** and are adopted by all of our schools.



## 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



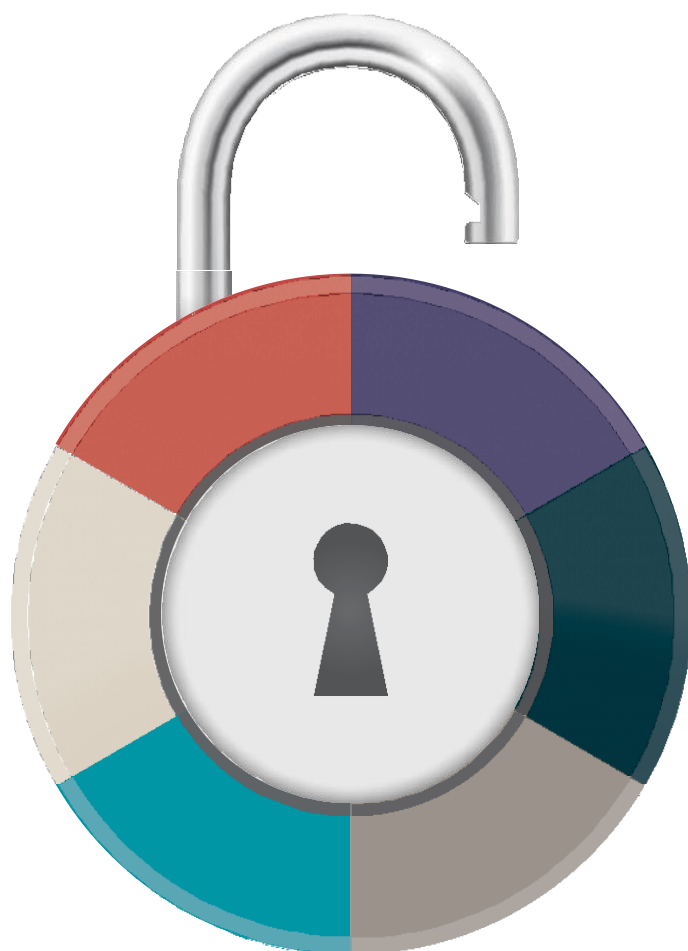
## IMPACTFUL TEACHING

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)



# How to apply

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.

Our Trust Ambitions of Impactful Teaching, Reading, Oracy, Creative Learning, Aspirations and Achievement enhance our curriculums, ensuring they are accessible to all. They have been identified by our schools as being key drivers to success and are a collective focus. We are clear that by threading these ambitions through every aspect of school life, removing barriers to learning, our children will thrive pastorally and academically, knowing and remembering more about the content of our curriculums. The Ambitions are our DNA, and a key part of our school improvement strategy.

If what we are doing resonates with you, and you are keen to work with us, please have a look at Charter Academies school website to see evidence of the life of our school.

The application process is managed through Eteach and can be accessed through our website or by clicking the following link:

[www.eteach.com/careers/castlephoenixtrust](http://www.eteach.com/careers/castlephoenixtrust)

If you have any questions relating to this role, or would like to visit, please email:

[laura.simmonds@castlephoenixtrust.org.uk](mailto:laura.simmonds@castlephoenixtrust.org.uk)

## 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).