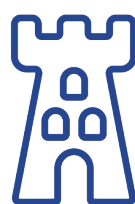




Candidate Pack

Teacher of English



CASTLE MEAD
ACADEMY

Welcome from the Principal



Dear Prospective Applicant,

We are delighted that you have shown an interest in joining the team at Castle Mead Academy.

Castle Mead Academy is characterised by high expectations, doing the simple things well, and the belief that all children can succeed. Situated in the heart of historic Leicester, we are driven by a moral commitment to 'grow a community of excellence' for the benefit of all pupils in the city. We opened in August 2019 with 240 Year 7 pupils and are growing to be a school of 1200 by 2024.

In August 2021, we moved in to our brand-new, purpose-built £30m school building. Situated on the picturesque riverside, our new home will cater for our broad, balanced and inclusive curriculum with a special focus on the EBacc. Our school will be the envy of many, but nothing less than our staff and scholars deserve.

We are fortunate to be 'standing on the shoulders of giants', building on the successes of Rushey Mead Academy and learning from the best ideas from across other academies and free schools and the independent sector. Our goal is to give our scholars both 'roots and wings', so as they can be grounded in good values and be able to fly to realise their ambitions. We routinely encourage our 'Castle Credo' (Be Kind. Work Hard. Build Your Character.) so as scholars develop exemplary learning habits. I have never seen scholars work as hard in lessons as they do at Castle Mead, which in turn means that our teachers are uninterrupted in their teaching.

The Castle Mead Academy curriculum aims to give scholars access to the best which has been thought, said, written and created in every field of human endeavour, so that they are knowledgeable, critical and enriched. Within this broad, balanced and rich curriculum, we emphasise our belief that 'knowledge is power'.

Our slightly extended school day is a distinctive feature of the school. With extended opportunities, our scholars have more time to acquire knowledge, skills and understanding, as well as more opportunities to broaden their horizons. This is particularly designed with the needs of disadvantaged scholars in mind to increase their cultural capital. Therefore, every scholar has access to the best provision, being enabled to achieve highly regardless of prior attainment, needs or background.

At Castle Mead we believe in developing experts. We are fortunate to have fortnightly Professional Learning sessions for staff built in to our school day, every other Friday. All teachers, from NQT to SLT, also benefit from instructional coaching so as we continually look to hone our craft. This is complimented by our weekly deliberate practice sessions, where we rehearse our routines as a team, to ensure genuine consistency in our classrooms and around our school.

Starting from scratch allows us to challenge convention and our systems are being built with staff wellbeing in mind. At Castle Mead as much as possible is done centrally so as not to encroach on staff time, including detentions, and we believe our early finish time once a week for staff sets us apart from other schools in the region. We realise our staff are our most valuable asset, and we aim to look after them from day one. Our staff team are truly special: a collective group of like-minded experts, who are aligned in their beliefs and unapologetically ambitious on behalf of our scholars.

There is no fixed view on the type of person that will be best to join our team – beyond the alignment of principles and values that we as a collective share. Much hard work will be needed from us as a team to realise our ambitions for Castle Mead. This is what makes this opportunity stand out from other similar posts in other schools. Through these moments, it will be your unwavering determination that ensures we do grow a community of excellence.

Please take a look at our website and our Twitter account @CastleMeadAcad to get a flavour of what CMA is all about.

If you would like to have an informal discussion about the post, please email kpatel@castle-tmet.uk

I look forward to hearing from you.

Tom Hague

Principal, Castle Mead Academy

Why work with TMET?

The Mead Educational Trust (TMET) is a growing partnership of primary and secondary academies in Leicester.

We exist to improve the life chances of children and young people by having high aspirations, pairing the highest quality teaching with the widest possible educational opportunities.

Building on Rushey Mead Academy's outstanding track record, we have grown to 10 partner schools and established the Leicester Teaching School Alliance as well as our School Based Initial Teacher Training Centre. Through this, we are able to draw on first class leadership and outstanding teaching and learning practices to support each learner, making sure that they have every opportunity to achieve. Our collaborative approach ensures that exceptional practices are fostered and encouraged within each of our pupils to provide the best learning experience we can.

At the heart of everything we do is our commitment to academic excellence and pastoral care – enabling success for all regardless of background. Our pupils are encouraged to become articulate, independent, well-rounded members of society with a passion for lifelong learning and a determination to make a positive difference in the world.

By providing access to a first-class education network, strong school-to-school support and high quality assessment, governance and financial business management, our schools can in turn focus on equipping our pupils with the exciting and inspiring learning experiences they need and deserve.

The expertise within the Trust is without doubt our greatest asset; the collective dedication and passion for learning exhibited by staff ensure that each of our pupils reach and fulfil their potential. Our ongoing coaching, mentoring and support programmes maximise the skills and talents of our team to consistently deliver outstanding teaching and learning.

The work at TMET is underpinned and driven by the following values:

- Challenge:** Providing an excellent education by having high aspirations for all young people and giving them confidence in themselves, so they can become the best they can be and contribute actively to society.
- Collaboration:** Working effectively and harmoniously together across phases and accepting our shared accountability for meeting our aims.
- Culture:** Respecting and celebrating diversity and enabling students to participate in, and respond to, artistic and cultural experiences.
- Community:** Building a safe and stimulating environment where caring relationships and kindness are consistently developed and communication is excellent.
- Courage:** Making sure all decisions are based on clear high moral values and commitment to doing the right thing with compassion and integrity.
- Creativity:** Providing pioneering, innovative, vibrant and enjoyable learning experiences that are open to all and based on research, so that the curriculum sits at the forefront of education.
- Character:** Nurturing positive character attributes such as perseverance, resilience, confidence, optimism, tolerance, respect, community spirit, honesty, integrity and dignity.

The Mead Family of Schools



ABBHEY MEAD
PRIMARY ACADEMY



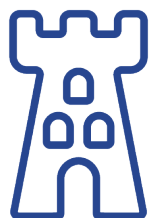
NORTH MEAD
PRIMARY ACADEMY



BROOK MEAD
ACADEMY



ORCHARD MEAD
ACADEMY



CASTLE MEAD
ACADEMY



ROWLATT'S MEAD
PRIMARY ACADEMY



FOSSE MEAD
PRIMARY ACADEMY



RUSHEY MEAD
ACADEMY



KESTREL MEAD
PRIMARY ACADEMY



THURNBY MEAD
PRIMARY ACADEMY



KIBWORTH MEAD
ACADEMY



WILLOWBROOK MEAD
PRIMARY ACADEMY



KNIGHTON MEAD
PRIMARY ACADEMY

Click [here](#) to find out more about The Mead family of schools.

To see an overview of performance data for TMET, click [here](#)

Why Castle Mead Academy?

At Castle Mead Academy:

- You will find a community of professional who strive for excellence and believe we can always improve.
- There is a strong academic ethos and high expectations of scholars.
- The Professional Learning of teachers and development of their subject knowledge is a priority.
- All staff are part of our research-informed 'Professional Growth' programme, with fortnightly coaching and CPD built into the school day.
- Behaviour management systems are centralised and teachers are enabled to flourish.
- Set classroom routines are adopted school wide to support individual teachers.
- Resourcing and schemes of work are centrally managed to reduce workload – teachers focus on 'preparing lessons' rather than planning from scratch.
- Subject teams are friendly, welcome and work collaboratively.
- Assessment routines are proportionate and feedback is favoured over marking.
- We actively support the character development of pupils, by building cultural capital and character through our extended school day and electives programme.
- Pupils finish school at 2.10pm every Friday. On alternating weeks we then have CPD for one hour, and on the other week staff are actively encouraged to leave at 2.20pm.
- Our approach to our school culture is values based, centred around our Castle Credo: Be Kind, Work Hard, Build Your Character.
- The reduction of teacher workload is a priority.
- We take a 'no-nonsense' approach to bureaucracy and we distribute leadership.
- We respect Teachers' Pay and Conditions.



Our Beliefs

It is unequivocal that at CMA...

Everyone is capable of excellence

We believe everyone is a leader

We believe in the value of scholarship

We believe in working hard

We believe knowledge is power

We believe that teachers should teach and scholars should learn

We believe in subject autonomy

We develop the whole self

We believe in giving our scholars roots and wings

We believe in positive relationships

We believe in building cultural capital

We believe in spiritual and moral development

We believe in being kind

We believe in the importance of identity

We believe in building character

We make no excuses

We believe in being unapologetically ambitious

We believe in giving 100%

We believe in rigorous routines

We believe in taking responsibility

We believe in equality

We believe in social mobility

We believe inclusion is everyone's responsibility

We believe behaviour is everyone's responsibility

We see feedback as a gift

We believe in developing experts

We believe that we can always improve

We believe in caring personally and challenging directly

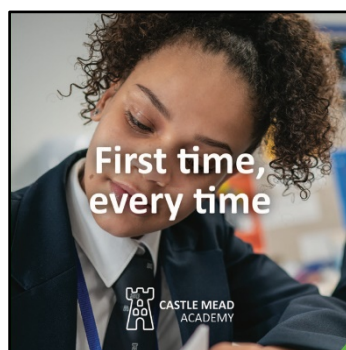
We believe that we are humans first, professionals/learners second

Our Two Ground Rules

The simplicity of our approach is epitomised by our two ground rules, which all scholars are expected to follow at all times:

- Scholars follow staff instructions, first time every time.
- Scholars focus 100% on learning.

This ensures clarity, consistent and a maximising of learning time. Our approach is one of 'purpose not power'. The exemplary learning climate created means that teachers can teach, and scholars can learn.



Wellbeing at CMA



Whole class feedback over individual book marking.



SLT Open Door Policy at all times, including urgent emails.



Staff are valued as experts in their field and trusted to drive forward curriculum developments.



No requirements to produce lengthy tutor or subject annual reports for parents.



A culture of collaboration - staff supporting each other and working together.



Dedicated classroom for all teaching staff.



Opportunities for career development always considered and talent nurtured.



On site free parking.



Data Capture in line with DfE recommendations. Not over burdening.



Free telephone counselling service available to all staff.



No traditional lesson observations. Instead, fortnightly Instructional Coaching for all teachers, so as we collectively 'keep getting better'.



Subject – based Professional Learning, targeted and purposeful with input from professionals and experts. Always research driven.



Flexible and part-time working supported.



Explicit and deliberately practised classroom routines that are truly consistent, so as to maximise learning time.



Centralised detentions for behaviour issues, homework and persistent lateness. No detention duty for teachers.



Calendar pinch-points monitored and reviewed regularly by SLT and amendments made in response to staff feedback.



Regular staff social events, staff breakfast and opportunities to eat cake!



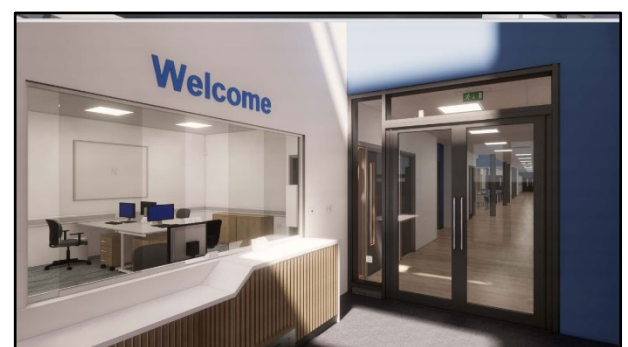
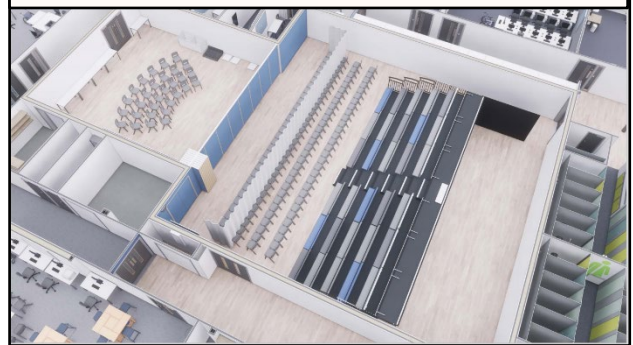
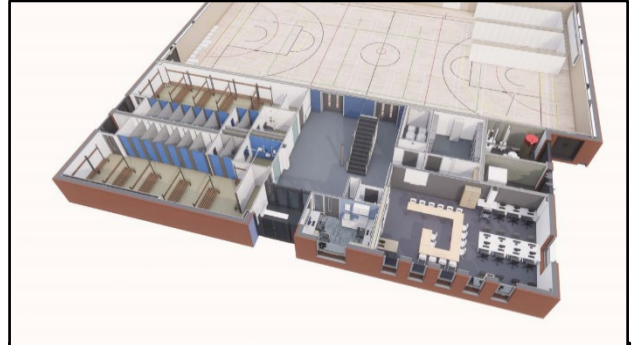
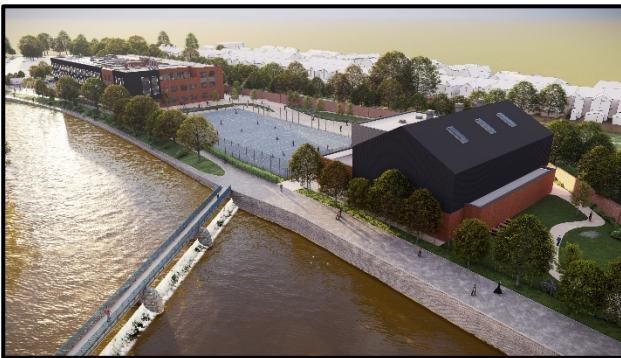
Annual subsidised flu jab for all staff available on request each winter.



No formal lesson plan formats or expectations about submitting them to SLT.

Our new school building

We moved into our new school building in August 2021. Our new home has been designed by our leadership team from its very infancy, and is now an impressive structure on the picturesque riverside. The £37m building boasts all of the specialist classrooms you would expect, central heart-spaces and a separate two-storey Sports Hall. Our scholars were very excited to move in, and you too could be the envy of many working at Castle Mead in the future!



How to apply

Method of Application

1. Complete the TMET Application Form
2. Letter of application (addressed to Tom Hague, Principal)

A maximum of two sides of A4
(font size no smaller than 11)

Your letter should outline:

- Your experience which will help in successfully undertaking the role;

Closing date for applications:

16th May 2022, 12 Noon

Interviews:

May 2022

Application forms and letter of application should be submitted either via eTeach, by hand or post or via email.

Tom Hague
Castle Mead Academy
50 Richard III Road
Leicester
LE3 5QT

Alternatively, you may save the form to your computer and when you have completed it you may attach it to an email and send it to kgunn@castle-tmet.uk.

For further information, a confidential discussion, to book a visit to Castle Mead Academy or any technical queries please contact Kajal Patel, Executive Assistant to Principal, by email: kpatel@castle-tmet.uk or telephone.

We look forward to hearing from you.

Castle Mead Academy is committed to safeguarding and promoting the welfare of children and young people.

All applicants must be willing to undergo child protection screening, including checks with past employers and the Disclosure and Barring Service.



CASTLE MEAD
ACADEMY

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www.castle-tmet.uk



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