



Castle Phoenix Trust

Leading learning and excelling together



Application Pack

Caludon Castle School



“The school’s values of ‘respect to all, from all’ are evident throughout the school. Pupils show positive attitudes to their learning.”

OFSTED, 2024



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Welcome from our CEO and Chair of Trustees

Do you want

- to be part of a committed and forward-thinking team?
- to have excellent opportunities to continue to grow as an effective leader?
- to collaborate with other leaders 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.

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

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 Peter Freeth, Chair of Trustees



Welcome



Welcome to Caludon Castle and thank you for your interest in joining our team. We are a vibrant and successful school with an ethos of respect, ambition and care permeating through every classroom. There is a palpable sense of teamwork between students and staff, setting the foundations for developing confident and curious learners. We are passionate about developing the most effective classroom practice and to offer our students a curriculum that inspires them as well as securing their futures beyond school.

At Caludon we want our students to participate in clubs and activities that challenge and engage them; to collaborate with peers and to develop their own interests in addition to their formal qualifications. Most importantly we want all students to share experiences with friends better enabling them to balance the demands of learning alongside personal development.

The sense of teamwork extends to working with our parents and Caludon families who share our goal of preparing our children for their bright futures and we enjoy working together in making this a reality. We know how personal development and pastoral care are vital components of a happy and healthy school life for our children and are committed to fully knowing our students well and to maintaining positive channels of communication to best personalise their school experience.

Caludon Castle is a fast-paced learning community and an exciting place to be!

Sarah Kenrick, Headteacher



Our School



Caludon Castle is a school with strong values and high aspirations. It is a place where our students will grow, learn and achieve in a mutually supportive and dynamic environment. Learning matters here and is at the heart of all that we do. We deliver a broad but personal curriculum for our students; enjoying the rich experiences our combined creative, cultural, vocational and foundation subjects can unlock.

It is our intention to tap into and celebrate our students' passions and potential through the highest quality of learning and teaching. We do this in partnership with our students of all ages and enjoy the benefits of talking about learning and refining our expertise in developing confident, resilient and independent learners.

We are fortunate to have superb facilities here at Caludon which provide modern and professional learning spaces and

resources for every subject. In addition to this, we use digital technology smartly, investing in the creative and transformative potential of the use of iPads and interactive platforms.

Caludon Castle School 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!

'Pupils live up to the school's high expectations...
...(they) said that their school encourages them to respect people from other backgrounds and to treat everyone equally.'

OFSTED 2024

Coventry, West Midlands

Combining world famous history with technology, innovation and forward thinking, Coventry and Warwickshire is a region rich in imagination, culture and diversity.

Home to a unique selection of family friendly attractions, popular eateries, charming country pubs, trendy bars and lively clubs. Our venues will fascinate, delight and captivate in equal measure. Within an hour of London, Coventry and Warwickshire is the beating heart of the UK visitor economy. From Cathedrals and Castles to Shakespeare and Godiva; we have legends, stories and history unrivalled and matched.





Work for Castle Phoenix Trust

What is Castle Phoenix Trust?

Castle Phoenix Trust is a Multi-Academy Trust which was founded in February 2013.

Currently, there are 6 schools within the Trust – Caludon Castle Secondary, Foxford Secondary, Hill Farm Primary, Charter Primary and Richard Lee Primary; all are based in Coventry and Kingbusry Secondary School is based in Warwickshire.



Our Vision & Values

Leading learning and excelling together

OUR VISION

Growing Confident Learners

By
Leading learning and excelling together

OUR VALUES

We will demonstrate:



Respect to all, from all A positive attitude Resilience and a determination to achieve our best Passion for learning Innovation Collaboration

OUR PEOPLE STRATEGY

We will:

- **PROMOTE AND SECURE** excellent leadership and management
- **ATTRACT AND RECRUIT** the best staff
- **GROW AND DEVELOP** our staff to fulfil their potential
- **RETAIN AND REWARD** our staff through recognising their contribution to our Trust's vision, values and strategic aims
- **CREATE AND MAINTAIN** an innovative, nurturing and collaborative environment





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!





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.



Castle Phoenix Trust

Ambitions



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)



Our school improvement ambitions have been co-constructed by our headteachers. All schools set priorities linked to each of these 6 ambitions.

What do our staff say?

“ I am trusted by SLT (and those I work with) to deliver on everything I do, that has made me very committed to the school. I feel like I make a real difference to student’s experience of school life. ”

“ I personally feel supported by the leadership team and feel I have positive relationships with them. ”

“ The move to professional growth is a positive one, allowing staff to focus on bespoke needs rather than a target-based approach. Feedback is helpful, and the dialogue that exists promotes positive working relationships. ”

“ I maintain positive relationships in and out of my faculty, and in my time at the school, significant progress has been made as a result of strong connections with people. ”

“ I was offered a way to gain and develop leadership skills. ”

“ Would certainly stay here at Foxford. ”

“ I have made some strong connections and have found friends for life from working here. ”

“ Good team and communication within facilities. ”

“ My department is super supportive. ”

“ I feel included and valued in my position and maintain good relationships both in and outside of my direct team. ”

“ I am fortunate to work in a tight-knit and supportive faculty, where ideas are shared and valued. ”





Why work for us?

Growing confident learners, both young people and staff, is key to understanding how and why we are driven to invest in you. We pride ourselves on being the kind of place people want to work. Our Trust values; respect to all from all, a positive attitude, resilience and a determination to achieve our best, passion for learning, innovation and collaboration are the foundations that underpin what the Trust offers to staff and its continuous improvement philosophy. We invest in ensuring the quality of our relationships, fostering and building strong teams to share good and innovative practice, to promote learners' achievements and to be the best that we can be.



Our framework ensures that everyone can be included in professional development opportunities, that school plans are responsive to each school's priorities and that bespoke mentoring and coaching opportunities can be designed to meet schools' identified goals. Our approach to central services (such as school improvement, finance, premises, HR, ICT) means that staff can enjoy business focussed support whilst concentrating on their own objectives.

Benefits



Free Car Parking

Free car parking on all sites



Employee Pension

Pension contribution of over 20%



Hot Food

Hot food available on site



27 Days Holiday

Minimum 27 days holiday for support staff, rising depending on service



Term Time Working

Term time working for most of our roles



Outstanding CPD

Outstanding CPD for teaching and leadership development



Conferences

Annual Learning & Teaching Conference and Support Staff Conference



Employee Discounts

Employee discount scheme on over 900 brands

Plus more, listed on our website [HERE](#)

How to apply

We would love to show you the heart of our School and the Castle Phoenix Trust to really understand the community of staff and students you would join.

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.

We have a long history of leadership development through national leadership programmes, bespoke leadership development and training and includes headteacher events tailored to meet their needs. We have a dedicated virtual Leading Learning Academy which schools use to challenge their thinking as leaders. We want teachers to enjoy their learning journey and to be supported to perfect their teaching so that together we can better meet the needs of all our learners. Our online platform offers many exciting resources to complement our courses.

Our Trust has 6 ambitions which we believe are the foundation for school and children's life long success. Our schools drive school improvement through these ambitions.

If what we are doing resonates with you, and you are keen to work with us, please have a look at the Trust website and the individual school websites to see evidence of the life of the schools within the trust.

The application process is through eteach and can be accessed through our website Careers at Castle Phoenix Trust - Coventry, United Kingdom, CV2 5BD | Eteach

If you have any questions relating to this role, please contact either the school or a member of the people team via email peopleteam@castlephoenixtrust.org.uk

Click to apply now!



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).



www.castlephoenixtrust.org.uk
www.caludoncastle.co.uk

