



Castle Phoenix Trust

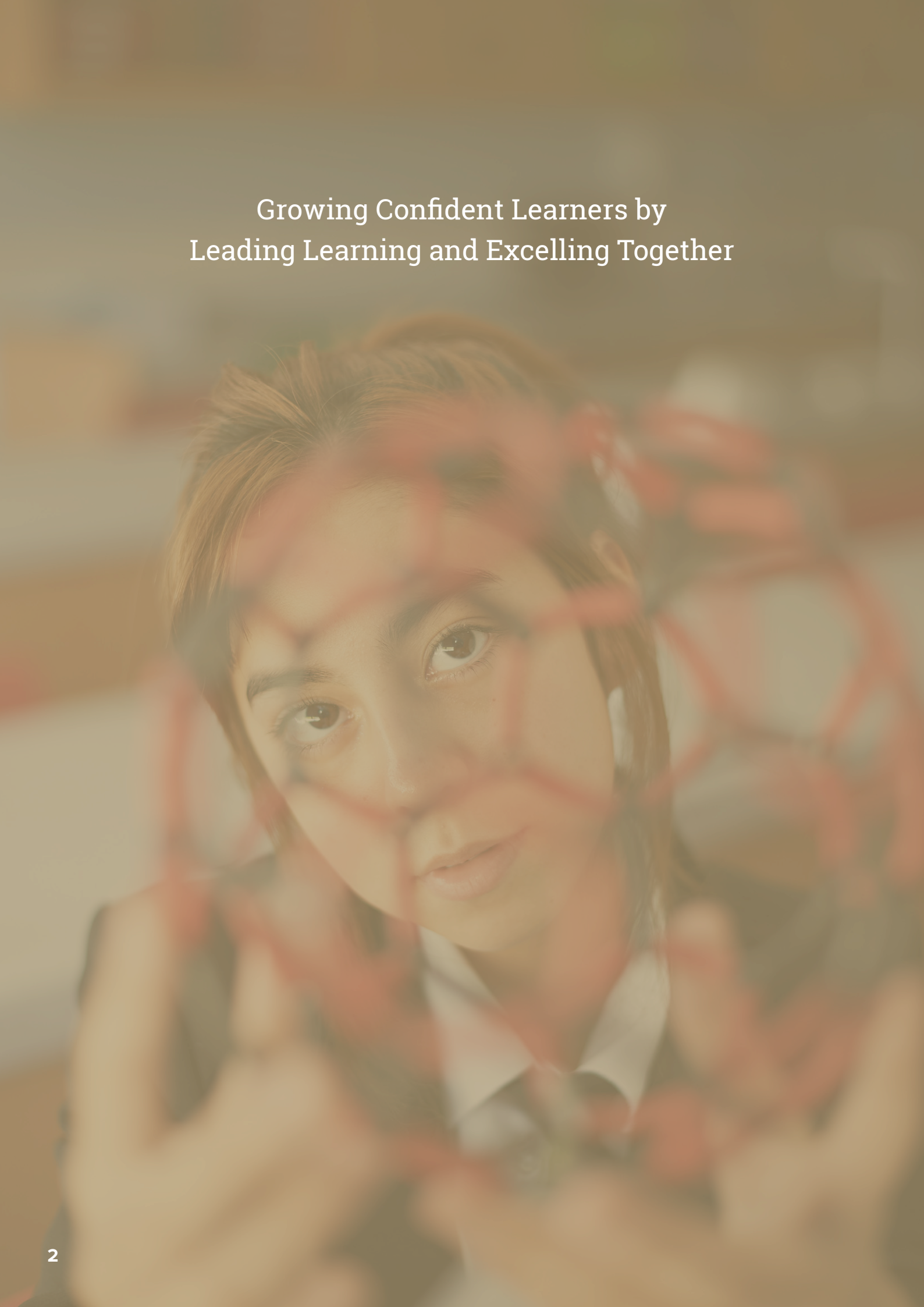
Leading learning and excelling together



APPLICATION PACK

Trust Roles

Information Pack

A young woman with brown hair, wearing a white collared shirt and a dark vest, is looking through a window with a red and white striped pattern. The image is overlaid with a semi-transparent orange filter. The text is centered at the top.

Growing Confident Learners by
Leading Learning and Excelling Together

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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



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 a 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 many pathways to achieve their best.

We offer access to national and local training programmes including apprenticeships, national professional qualifications (NPQ) as well as our own bespoke leadership development.

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.



Work for Castle Phoenix Trust



What is Castle Phoenix Trust?

The Castle Phoenix Trust is a Multi-Academy Trust which was founded in February 2013 on the success of the Caludon Castle Teaching School (the original Trust member). Currently there are 6 schools within the Trust – Caludon Castle Secondary (Coventry), Kingsbury Secondary (Warwickshire), Hill Farm Primary (Coventry), Foxford Secondary (Coventry), Charter Primary (Coventry) and Richard Lee Primary (Coventry).



Developing Leadership Capacity to Accelerate School Transformation

The Trust specialises in 'Leadership'. Leadership development underpins all of our work. We believe that most school processes - change, talent, teams, engagement, innovation, collaboration – stand or fall on the quality of leadership. All our leaders are unique and there is not an ideal character for leadership.

We want all our leaders to develop emotional intelligence and deepen their knowledge skills and leadership attributes to be effective. We develop leadership capacity at every level, building self-awareness, confidence and initiative; we work with the talent that is in every school for future leadership and we support the development of a leadership culture. This includes developing student leaders.

The best future leaders are probably already in our schools. There is no better way to ensure our Trust stays effective than by challenging, nurturing and enabling our most talented staff.

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:
<https://www.castlephoenixtrust.org.uk>

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



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 joined Hill Farm Primary School, part of the Castle Phoenix Trust, in June 2017 as a Children and Family Worker. Since this time, my role has grown considerably, and I have now been appointed Safeguarding and Attendance Lead. The trust has a great leadership culture who provides ample learning and growth opportunities. I have been able to attend their support staff conferences, where I have come away with new ideas for my leadership area. The trust has also given me an opportunity to undertake Motivational Maps training and join their Motivational Mapping Team, to work across the Trust supporting all peers. I take immense pride in being associated with Castle Phoenix Trust as I believe they have unlocked my potential and helped me grow professionally. ”

**Attendance and Safeguarding Lead
Hill Farm Primary School**

“ After joining the Castle Phoenix Trust as an NQT, it quickly became apparent that I was part of a team where personal and professional growth is highly valued and encouraged for all members of staff. The forward thinking approach of the CPT and its focus on growing leaders has allowed me to continually access a wealth of current professional development opportunities. This includes attending an annual conference which combines external professionals and experienced practitioners to deliver high quality CPD to everyone. Furthermore, as a result of the Trust's dedication to improve learning and teaching, I have recently become part of a Learning and Teaching Steering group where leaders from all schools in the trust work collaboratively to achieve their shared vision of improving outcomes for all children. Undoubtedly, all these opportunities have greatly contributed to my successful progression in my career and my recent appointment as Deputy Headteacher. ”

**Deputy Headteacher
Hill Farm Primary School**

“ Having joined Castle Phoenix Trust as Trust Support Lead for Quality of Education in April 2020, I have benefitted from the wealth of professional development offered both internally and externally, to develop leaders at all levels and ensure our success. There is a comprehensive induction package for new staff to support a smooth transition into their roles, which for me, included workshops and a mentor. I have enjoyed reflecting personally through participating in online Senior Leadership modules such as Leading with Impact and Agile Leadership and have attended a refresher course for coaching. The Trust are passionate about investing in people and have committed to Motivational Maps which has given me an insight into my own personal motivations and enabled me to be able to deliver Motivational mapping feedback to colleagues. During my time with Castle Phoenix, I have been supported in becoming an accredited Neuro Linguistic Programming coach to further develop skills which I can use within my role. Recently, all teaching colleagues across the Trust have celebrated and shared good practice in a cross Trust Learning and Teaching conference which provided opportunities to develop pedagogy and networking, reminding us how great it is to teach! It is a pleasure and privilege to work at Castle Phoenix and not a day goes by when I am not learning something. ”

**Trust Support Lead for
Quality of Education**

“ One of the first leadership opportunities that the Trust provided for me personally was ColourWorks Leadership 360. All other members of the Senior Leadership Team at Foxford have completed ColourWorks too and the conversations we have had as a team have been valuable to our development. Furthermore, the Extended Leadership Team at Foxford, which includes middle leaders and aspiring senior leaders, have also been through the ColourWorks process, supporting their development and belonging.

I have received CPD through the Trust to support my role as Designated Safeguarding Lead. I have collaborated with leaders from other Trust schools to develop safeguarding at Foxford and to ensure that I have the skills to lead safeguarding to a high standard. I have also completed Safer Recruitment through the Trust.

Learning and Teaching conferences have been really memorable over the past three years. Trust leaders were dynamic and proactive in dealing with the restrictions placed on us by Covid whilst still providing an excellent virtual conference in 2019/20. This built upon the carousel style conference from 2018/19 and the interactive conference at Caludon in 2021/22 took this a stage further. A key feature of each of these conferences was collaboration- all Trust schools working together, delivering CPD and motivating staff towards meeting the Trust principles and ambitions. Feedback from each of these conferences was excellent from Foxford staff, with teachers and support staff being able to instantly use strategies in the classroom.

The Excellence in Leadership modules are an opportunity for leaders from all Trust schools to deliver CPD, remotely, to other leaders, offering practical and thought provoking inspiration for strategic leadership at all levels. I have personally planned an Excellence in Leadership module, which was a highly rewarding experience.

Leadership development at Castle Phoenix Trust is a real strength and I am proud to be a key part of how this is impacting on leaders of all levels, in all Trust settings. ”

Deputy Headteacher, Foxford School



“ I joined Castle Phoenix Trust in February 2018 as a Senior PA and Trust HR and Safeguarding Assistant. Within a short period of time, I was also offered the role of Clerk to Governors for a number of our Trust Schools, which I accepted. Following on from this, I undertook a maternity cover as the Headteacher’s PA, whilst at the same time taking on greater responsibility for Governance across the whole Trust. I have since moved on to be the Executive Assistant for the Trust and leading on Governance.

During my time working for the Trust, I have been fortunate to have been offered professional development to support with my career progress. This has included externally accredited courses, along with in house training and profiling, including Colour Works and Motivational Maps. Castle Phoenix Trust’s motto is growing confident learners by leading learning and excelling together and this is true not only for the children but for staff too.

One of the highlights of the year as a support member of staff, is our annual support staff conference where all support staff across our Trust come together for training and wellbeing activities. ”

Trust Executive Assistant

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 or by clicking the link: <https://www.eteach.com/careers/castlephoenixtrust>

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.foxfordschool.co.uk

