



Caludon Castle School

Respect to all, from all



APPLICATION PACK

Caludon Castle School Information

Welcome to Caludon Castle School

We are a school where we do our best to ensure that students and staff thrive and where our families feel welcomed and valued.

The values that we uphold are at the heart of our school community and are pertinent for both students and staff, they are **respect to all, from all** and **impactful learning**.

'Respect to all, from all'

We want all students to feel appropriately rewarded and celebrated and our school ethos of respect and kindness to be promoted, alongside effort, progress and attendance. This ensures all children in our school community are happy and safe so that they maximise their learning potential and be the best they can be.

We know that during the course of our students' time here at Caludon they will inevitably face personal as well as academic challenges. Our pastoral teams are dedicated to supporting our young people so that they feel safe and happy at school, form good friendships and understand and embody our values of respect and kindness. We enjoy the diversity of our school community and, whilst we encourage a pride in being a part of the Caludon Castle School, we also encourage a celebration of what makes us unique and individual. We are currently a UNICEF Bronze Rights Respecting School and are working towards our silver award.

'Valuable for all, vital for most'

We love learning! Our flexible, student-centred curriculum is at the heart of all we do. It is designed to challenge learners, promote a love of learning and confidence with CODE (Challenge, Ownership, Dialogue and Engagement). We know that all Caludon students, particularly disadvantaged and SEND learners, benefit from a contextualised curriculum that integrates **oracy, reading** and **digital literacy** to support high future aspirations.

We 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. Castle Phoenix Trust is an Apple Regional Training Centre.

A student's time at Caludon should be defined by more than attending their lessons. Our students will belong to either **Devonish, Maddison or Smith House** and participate in house competitions and celebrations; they can join clubs and societies to pursue their interests beyond the classroom and they will be encouraged to invest in their leadership skills through our **student leadership pathways**.

Caludon Castle School is fortunate to be part of a successful multi-academy trust with a strong leadership culture and climate to thrive 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!



Learning and Development

- Faculty centred leadership empowers Faculty Leaders to plan bespoke and timely training for their teams. Our eight Faculty Leaders are part of the Strategic Management Group (SMG) who successfully lead on the quality of education. They direct 45 hours (subject pedagogy, curriculum development, CPD, planning, QA, data analysis & intervention) per staff member, per year and this ensures that our training, support and development is always purposeful and targeted.
- Our five Strategic Pastoral Leaders lead year teams (Progress Lead, Year Leader and Tutors) with responsibility for Welfare, Respect, Attendance and Progress. This has strengthened our pastoral strategy with 91%+ of students saying they feel safe, 96% saying the school promotes respect, 83% saying they have an adult to speak to.
- Our staff survey ratings of 'management' in the school was significantly above national showing the strength of support and effectiveness of resources at faculty and year level.
- The survey also identified that training and development at Caludon is rated higher than average, with staff given opportunities to develop their skills relevant to their roles and interests. Over 40 Caludon staff have completed or are completing NPQ; 11 of these staff now have an enhanced role.
- We have positive teacher voice and good retention from our year 3-5 programme. It has been restructured to create a more staged approach, to meet the needs to teachers at different stages of their careers. This continues to develop the teaching practice of teachers and develop their leadership competencies.
- Staff value our Professional Growth model and have identified it offers dialogue, challenge & reflection, is a valued experience and is impactful.
- We are partners with Voice 21 to develop oracy and have interwoven their resources and research into our CPD and curriculum and are an Apple Regional Training Centre.

Workload and Wellbeing

- We have a proactive wellbeing team and responsive strategy. We prioritise staff workload management and regularly use staff surveys to inform decision making. For example, marking and feedback priorities and (reducing workload) best practice was developed on an INSET day this January, email protocols were launched in February and we are supporting the development of our Trust's Agile Working policy.

Curriculum

- All subjects have in place a co-constructed curriculum map that focuses on the core and deeper knowledge expectations for students across the range of key stages. Each subject has an ambitious curriculum that is well sequenced, contextualised and incorporates our key priorities; literacy, oracy and digital creativity. A significant focus has been placed on retrieval practice to ensure students can know and remember more, linking prior and future learning.
- We have a cohesive approach to literacy and have built a team of literacy staff and supporting literacy ambassadors who champion literacy in their faculty area. Disciplinary literacy/teaching of vocabulary is prominent in classrooms. We have a wonderful school library that supports our students' growing love of reading.
- Enhancing and transforming learning via digital technologies is intrinsically linked with our guiding learning and teaching principles. Digital fluency has become a significant strength at Caludon, focused on sustainability, built on research from Apple. We are well on our way to becoming a 1:1 (iPad) device school.

Kind Regards

Sarah Kenrick
Headteacher

'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.'

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





GROWING CONFIDENT LEARNERS BY LEADING LEARNING AND EXCELLING TOGETHER



Welcome from our CEO and Chair of Trustees

Growing confident learners through 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

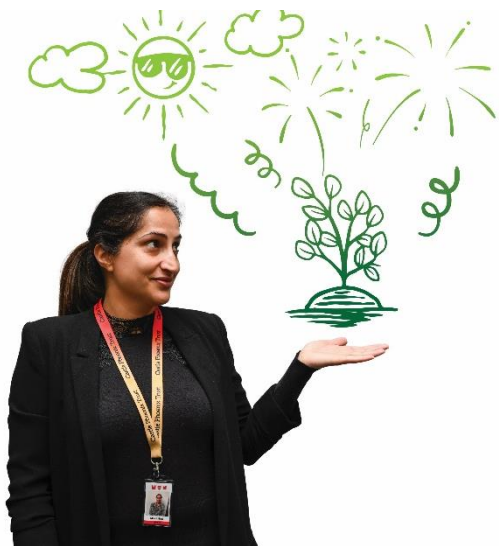
We have adopted a professional growth approach to develop our staff. The attributes that our staff demonstrate to improve their performance is important to us. Every member of staff has a professional growth coach to support them on their growth journey. Staff are active participants in producing their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



A positive
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Passion for
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Innovation



Collaboration



Work for Castle
Phoenix at

CALUDON CASTLE SCHOOL

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 Primary 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



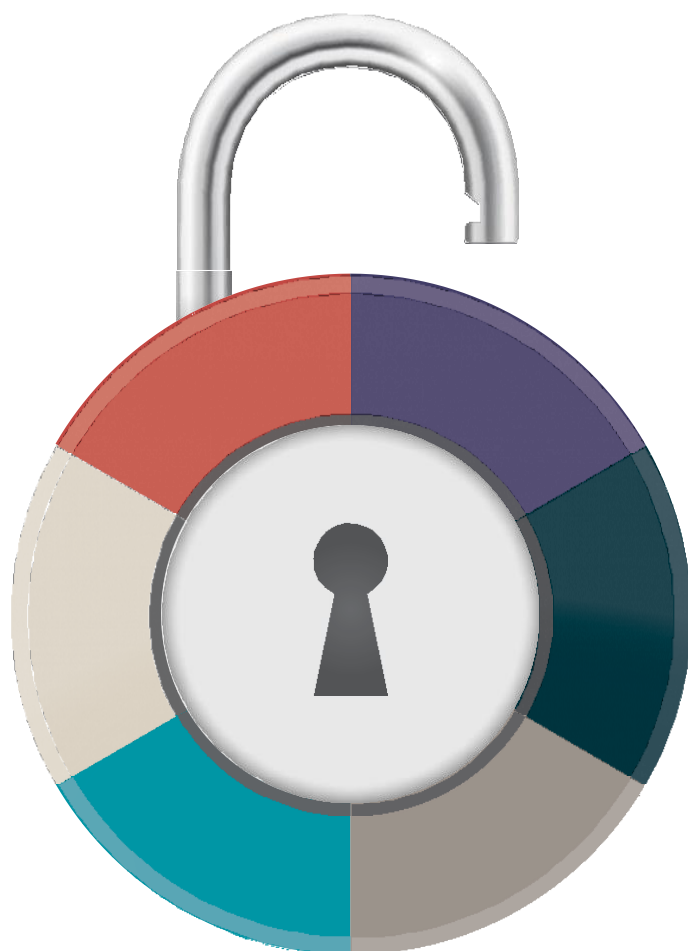
IMPACTFUL TEACHING

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 [Caludon's](#) 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/careers/castlephoenixtrust

If you have any questions relating to this role, or would like to visit, please contact Stacy Hands.

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).