Dear Colleague

Thank you for your interest in this post. We look forward to welcoming you for a visit at Court Fields and hearing about your aspirations for yourself and what you need from us in order to achieve them. Last year, the Deputy Heads of our two secondary schools, The Castle and Court Fields, gained promotions; James Lamb became the Head at Chilton Trinity and Ben Warrender was recruited to work for PIXL. Although we have appointed Polly Matthews to The Castle School, we did not have the right candidate for Court Fields and are still looking. Court Fields is waiting for its next inspection which will take it to Good and we are keen to appoint a new deputy for Court Fields who will be able to consolidate the good practice and sustain Good, and who has ambition for the school and its children.

We are delighted that you are interested in working at Court Fields and look forward to welcoming you to the school for a visit if you can, so that you can see first-hand what we are about and what we can offer you.

Court Fields is a friendly and welcoming school, the children are courteous and appreciative. Court Fields is a positive and warm school community where everyone is valued. Our belief is that every child should Achieve, Belong and Participate, and that staff should be supported to fulfil their potential and aspirations, whatever those might be.

The role
We are looking for the new Deputy Head to provide the strategic lead ensuring good Academic Progress and Achievement in Court Fields. The detail of the role will be discussed with you so that we strengthen what you are already good at and give you opportunities to develop in preparation for Headship if that is what you wish. However we are just as keen to meet candidates who wish to be deputies and to make that their sustained role. Headship is not for everyone.

Our expectation is that staff at all levels have a strong visible presence and are responsive to students. We want students and parents to know that if there is a problem, we will take any action quickly and fairly so children know and trust that we will take care of things and will go the extra mile with them. There must be no child invisible at any of our schools. We are also committed to widening participation so that every child participates in learning and enrichment and all members of the school community are expected to pursue these aims.

If you wish to be involved in any of this, you will be very welcome. For those of you who are ambitious to progress in your career, this is an excellent opportunity to build up skills and experience that will prepare you for promotion at the right time. Equally, we want teachers who want to focus on their own practice and enrich children’s lives and give them opportunities to become happy, prosperous adults with a strong moral compass and self-esteem, to contribute to society and participate.
The Castle Partnership Trust

The Trust comprises two secondary schools, Court Fields and The Castle, Wellesley Park Primary School in Wellington and IKB, (Isambard Kingdom Brunel) Primary School which will open in 2020 as well as a successful and thriving Teaching School, Affinity Teaching School Alliance. We work closely together with all of our feeder primaries in order to benefit our local communities. We are also working hard to develop an alternative provision that will enhance the PRU and ensure that young people who are disengaged or struggle with mainstream school are still part of our communities and feel that they belong. The Trust is small and local at the moment, and we work closely with a number of other local trusts and Teaching School Alliances.

Affinity Teaching School Alliance (ATSA)

We value teachers. We have an outstanding record of training teachers and investing in our staff, believing that potential, enthusiasm and good subject knowledge leads to great learning. Our excellent CPD programme supports that; even the best teachers need to keep refreshed and interested, and to be given opportunities to develop themselves. We are serious about education for our students AND our staff.

If you are local to the Westcountry you may be aware of ATSA already, for its work in raising achievement across the region and for its leadership programmes. We work with a number of outstanding schools in the South-West, and are closely associated with the Westcountry TSA, The Redstart and the Quantocks TSA. That we are proactive is vital so that we always stay fresh and ahead of the curve.

ATSA has two strategic groups: secondary, which is made up of seven secondary schools, which meet together every half term and includes the Quantock Teaching School Alliance, the Local strategic group, which comprises of the secondaries in the Trust and all our feeder primaries, who also meet every half term. The strategic partners for Secondary are BCT and its associate schools, Kingsmead, Haygrove, Huish Episcopi and Whitstone.

We are affiliated through the CEO/NLE to Leading Schools South-West which has the franchise for the NPQs and we will want to invest in you and support you in achieving the appropriate level of qualification for you. Our current leadership programme, Women into Leadership, is in its second year and promotes equality and diversity. Our two lead projects for next year are to set up an ITT provision, and to develop our leadership programmes. Within our own local community of schools, we have begun to develop one agreed pedagogy for literacy, working together on mastery maths, and have joint INSETs. We are at the beginning of a very exciting time in the trust and ATSA supports this.

If you are ambitious to progress in your career, we will give you opportunities to develop leadership and management, to work with some of the best teachers in the country and to learn leadership from some of the best in the profession. Many of our leaders will be delivering the NPQL programmes and if you are keen to do this, then we will ensure that you have this opportunity. We also have internal programmes for school leadership which you will be involved in delivering: Head of Department or Faculty, Pastoral leaders, Aspiring Strategic
Leadership and our Exemplary Teacher programme. 80% of the 20 participants on the school leader’s course went on to gain promoted posts either within or beyond the Trust. We regularly offer secondments to SLT for those interested and the Trust is a growing and thriving community where there are joint faculty meetings and CPD so that we all learn together and serve all the children in our Trust.

**Court Fields School, Wellington**

Court Fields joined the Trust in January 2014 and both the RSC and HMI have recognised the very effective work of the Headteacher, supported by the trust to secure improvement in the school. The school has improved exponentially thanks to the tireless dedication of the Headteacher, Rachael Bennett, and her team. We are looking for someone who is resilient, cheerfully optimistic, purposeful and with a great sense of humour to help Rachael lead the school in consolidating its next judgment which will be ‘Good’. The progress was recognised by the HMI report in January of last year. Attendance has improved steadily over the four years since it joined the Trust and that is a good indicator of how much students enjoy school and are committed to their own success. This is increasingly evident as students moving through the school have enjoyed the improved quality of teaching and learning, the great enrichment programme and the warm and respectful relationships between staff and students.

Students at Court Fields are the best thing about the school. They are motivated and keen to learn but they are proud of their school and want to see it improve. Staff say that you never have to open a door for yourself, and there is never any litter. Students are very warm and appreciative and want their school to be Good. You will find them a joy to be with.

It is critical to us that every child has a sense of belonging and worth, and that every child participates in enrichment and learning. We all know that exam results matter, they allow our students to progress in their education and to embark upon careers, but no less important is the kind of person they become. This leads to happy positive relationships, good health and to go on and live happy, prosperous (in every sense) and fulfilled lives. That is what we want for every single one of our children.

**Safeguarding**

The most important thing for our children is their safety. We foster a culture of vigilance amongst staff, students and parents. We always listen to children and take their concerns seriously. The Castle Partnership Trust is committed to safeguarding and all staff have a duty of care towards our young people. All complaints and concerns are fully investigated. Please note that for posts working with children the successful candidate will be required to undergo Disclosure and Barring Service checks in line with the Local Authority and School Child Safeguarding Policy.

**Living and Working in Somerset**

Somerset is a beautiful county. It is full of pretty villages and bustling market towns. It sits perfectly between Exeter and Bristol, both excellent shopping and entertainment centres, and
between the Blackdown Hills, an area of Outstanding Natural Beauty, and Exmoor. Taunton itself is a thriving market town with superb connections to other parts of the UK. The M5 and rail lines connect us to London, with an average journey time by rail taking a little over 2 hours. According to www.trainline.com, on an average weekday there are 36 trains per day travelling from Taunton to London Paddington, and Bristol airport is an easy 50 minutes’ drive.

Wellington is a rural town that sits conveniently between Junctions 26 and 27 of the M5 motorway. International factories Swallowfield and Relyon are the main sources of employment. The Fox family have been a huge part of Wellington’s history and the textiles company of Fox Bros, is still an important employer. The town’s population is growing, thanks to new housing developments. There are 4 primary schools in the town, plus 3 in outlying villages, that all feed into Court Fields. Due to the new housing developments, another primary school will be built within the next two years, which will be part of The Castle Partnership Trust. It is a friendly town, with many sports clubs, including rugby, football, cricket and bowling. There is also a very popular sports centre, with swimming pool. The Oake Manor Golf Club is between Wellington and Taunton, and is a venue for live entertainment, as well as golf. The Wellington Monument is situated 2 miles away, on the Blackdown Hills, which is a popular walking area.

Whether you are looking for a change of pace to bring up a family, or for a great centre for outdoor pursuits and exciting cities, Taunton is a perfect location. There are plenty of options for sports enthusiasts, with the Rugby Club, Somerset Cricket Club, as well as Taunton race course. There is even a Polo Club as well as water sports clubs for those who really want to branch out into new sports. Music is very important in Taunton and it is a venue for lots of acts where it feels like the whole of Taunton turn out. An unmissable local cultural event is the Carnival, especially nearby Bridgwater Carnival which claims it can be seen from space! Bright it certainly is but we’re not sure it can be seen from space. Property prices are reasonable and there is an increase in the available housing market with attractive new developments in the local area.

The quality of life in Somerset is exceptional. A great place to live and bring up a family. You are also guaranteed a place at our schools for your children (see Admissions Criteria).

Apply

If you are interested in joining our team and our school, I welcome your application and encourage you to come and have a look round the school. It is important that you feel you can be happy here and will enjoy the company of our School Leadership Team. Being on SLT is hard work and a challenge, I promise you will not be bored! Once you experience the school, you will realise that we are all about the children; it is about the relationships between students and staff, and the relentless focus on achievement that makes us special.

In your letter of application please include:

- No more than 150 words on your vision and values
- The story of your career so far. No more than 150 words
- No more than 100 words on your career aspirations.
• Evidence of impact – this should make up the main part of your letter and demonstrate your leadership in whatever areas you have experience. I am always interested in what impact you have had on young people so data is important- if you have had responsibility for attendance, behaviour and/or participation this data is as important as achievement data so please include data from your own classes as well as whatever whole school data you have contributed to.

Please ensure your covering letter is no more than 2 sides of A4 in total and in Arial font size 12. We do not need a personal statement in addition to the letter. A letter will be sufficient.

Please note that covering letters from candidates who are shortlisted for interview will be sent to their referees for comment as part of the reference process.

Applications should be emailed to Recruitment@castle.somerset.sch.uk or posted to: Mr Rob Trowbridge, Assistant Business Manager, The Castle School, Taunton, Somerset, TA1 5AU.

The closing date for applications is Monday 28 January 2019 with interviews due to be held on Monday 4 and Tuesday 5 February 2019. The programme for interviews is available on the school website as well as details of opportunities to visit the school.

Yours sincerely

Rachael Bennett
Headteacher Court Fields

Sarah Watson
Executive Headteacher/ Headteacher The Castle.