

Working at Caludon Castle

Having high quality staff is fundamental to the on-going success of Caludon Castle and one of the reasons that the school is regarded as one of the best in the City. As a Leadership Specialist and Business and Enterprise School we seek innovative, resourceful and confident individuals to join our winning team.

Staff development is central to Caludon Castle's philosophy, maintaining that highly motivated, experienced and confident staff are an effective force in teaching and the learning process. The school is therefore committed to a training programme for all staff, inclusive of support staff. This commitment has been recognised by us gaining Investors in People status in June 2005. As a further development of this we received an liP award for 'Outstanding Practice in a School' in June 2005 and the school was re-accredited in June 2007 and in September 2010 against new standards. Some comments from the awarding report include:

- "There is a culture of continuous improvement at the school. This is evident through the school priorities, through the expectations, through the performance management process linked to coaching, through the improvements that are constantly made to processes and actions and through the recruitment process where 'people are hired with aspirations'"
- "The leadership team value everyone's contribution and input. People feel that they are dealt with fairly and recognise that they have opportunities to develop and progress"
- "Caludon Castle School really seems to understand how investment in people improves the results for the school and helps achieve the best for the pupils".

If you are appointed to a post at Caludon you can expect:

- A school committed to quality education for all young people
- A strong, committed professional team of staff
- Professional development for all staff
- Whole staff involvement in the decision and policy making process
- A carefully planned, well managed and innovative curriculum
- An excellent record of achievement
- An attractive city with good communications
- Sports facilities which are available to staff and families
- A school which is well regarded in its community and within the city

When making appointments the governors will look for people who are:

- Good communicators
- Committed to comprehensive education
- Committed to the needs of all children
- Committed to team work
- Excellent classroom practitioners
- Committed to personal professional development
- Enthusiastic, hardworking with a good record of attendance
- Committed to improving the quality of education
- Committed to equal opportunities
- Willing to contribute to extra-curricular activities
- Experienced in, and willing to be involved in, a tutorial mentoring programme
- Able to liaise with students and parents
- Committed to efficient resource management

In addition, for posts of responsibility, the governors will be looking for a person who has the ability to:

- Promote a clear educational philosophy and lead by example
- Work in partnership with the governors
- Create a climate of high expectations for the school community
- Inspire and gain the respect and loyalty of staff
- Handle sensitive issues relating to staff and students
- Prioritise and manage time effectively