



(Open)

RECRUITMENT PACK

SCHOOL CONTEXT

In 2004/5 our school was faced with closure due to falling pupil numbers and a significantly increasing deficit budget. However the local community supported the Governing Body in 'presenting a case' to the Local Authority and not only was this decision revoked, but the Local Authority included the school in their PFI building investment portfolio. In April 2005 the current Principal was appointed and in September 2006 the school moved into a new school building. At this time 24% of pupils attained 5 good GCSEs, with 18% attaining both English and mathematics.

In 2008 we were designated as a Specialist Sports College (with MFL as a second target-setting subject) which has enabled us to increase our range of partners and specialist activity within the local community and primary schools. Sport continues to be a key area for the whole school and our 4 Houses are named after local sports personalities.

In September 2012, we were asked by the local authority to develop and extend our age range becoming one of only two all-through schools in the city. Our primary phase welcomes its fifth cohort in September 2016 and we are excited and passionate about the opportunities and possibilities that our 4-19 provision offers.

Throughout the school we aim to develop pupils to be independent, confident and resilient. Our curriculum is very innovative and unique from Early Years, Key Stages 1 and 2 through to Key Stages 3 and 4. In our primary phase, year 7, Year 8 and year 9, the curriculum is particularly focussed upon an 'enquiry based' approach, where we guide children to take responsibility for their own learning and encourage them to explore areas of personal interest within a curriculum framework. In years 10 and 11, pupils are provided with a wide range of options that enable them to take up a number of different pathway opportunities. We believe in supporting the personal development and well-being of each child in our school community so that they can enter each stage of their education (and subsequent employment or other training) with the necessary skills to be socially responsible citizens outside of school.

OUR ETHOS

Our 4 key themes are to ***know our children well***, be ***partners in learning***, have ***character for learning*** and to ***enjoy and achieve*** and these themes are evident across both phases of the school, as is our unique Coaching programme which brings together vertical groupings of between 6-10 pupils who meet as a group with their Coach three times during the week. Children stay with the same Coach throughout their time with us and the partnerships between the Coach and their pupils' families are very strong. Taking a restorative approach, we direct resources to developing pupils' social and independent learning skills so that they are able to enjoy their education from Reception through to Post 16 and achieve their very best throughout.

Pupils and staff are supported and trained to develop positive relationships with their peers and each other and our value to be 'partners in learning' extends to the relationships we have built with families and external agencies and services. This is evidenced through pupil and parent/carer voice as well as feedback from visitors and partners. Perhaps the most telling evidence for the impact of our ethos is that the last three cohorts of Y11 pupils are all currently in Employment, Education or Training.

STAFF TEAM

We have a very strong team of professionals who work together in positive relationships across the whole school, challenging and supporting each other and pupils in order to ensure continuous improvement and progress.

"Strong, respectful relationships between adults and students are the cornerstone on which the school's success is built." Ofsted 2014

All colleagues have regular Performance Management discussions which are focused upon individual objectives that are set in line with school priorities. Additionally, each colleague has a personalised objective relating to their continued professional development and we significantly invest in staff training opportunities at all levels.

“Individualised professional development for staff is effective in improving their individual skills as well as meeting the school’s priorities.” Ofsted 2014

Our staff coaching circles, mentor programme, team meetings and culture of ‘challenge and support’ enable and develop relationships across the school. Colleagues particularly enjoy participating in our coaching and flexible learning programmes.

In addition to accessing the school’s facilities, particularly the sports areas (including climbing wall and gym) and fitness groups (for example, Zumba and Pilates), colleagues also enjoy the following benefits:

- Childcare vouchers
- Price discounts at local restaurants, bars and fitness clubs
- Wider Wallet scheme which provides discounts on high street and internet shopping and family days out

Members of the Senior Leadership Team and other ‘family facing’ roles are also issued with an iPhone.

THE STATUTORY REQUIREMENTS

Teachers

The appointment is subject to the current conditions of employment contained in the School Teachers' Pay and Conditions Document, the 1998 School Standards and Framework Act, the required standards for Qualified Teacher Status and other current legislation.

Non-teaching staff

The appointment is subject to the current conditions of employment for National Joint Council for local government and school based employees

Carr Manor Community School has a strong team of professionals. We are always keen to hear from individuals who have the passion and enthusiasm we share to make a positive difference in the education of our pupils. We are recruiting all year round and are happy to receive applications at any time for consideration.

HOW DO I APPLY?

Please complete the relevant application form and submit this along with a CV and covering letter (either electronically or by post) to:

Mrs C Roylance

roylanc01@carrmanor.org.uk

Carr Manor Community School
Carr Manor Road
Leeds
LS17 5DJ
Telephone: 0113 3368400

In your covering letter (no longer than 2 sides of A4), please detail:

- The reasons you are interested in this position
- What particular skills you can bring to the school and
- What impact you think you can make to our school.

If you have a disability that prevents you from completing the application form, please contact the school to discuss.

Should you be considered for interview, we are committed, wherever possible, to meet any needs you specify in your application to ensure that you are not disadvantaged in the recruitment and selection process.

CAN I VISIT THE SCHOOL BEFORE I APPLY?

Yes, we welcome the opportunity to meet with potential candidates, please contact Dave Wood on 0113 3368405, email: woodd01@carrmanor.org.uk to arrange a date and time to visit the school.