



Working at Court Moor School

Court Moor School prides itself on its caring approach to staff and students; it's a highly collegiate school where we work hard to value the team that makes the school. We have a fairly traditional GCSE-based curriculum which is coupled with a broader commitment to the enrichment of the student experience. The school's motto of 'Caring to Achieve' is integral to our day-to-day work as leaders and teachers. Court Moor is a school to which staff and students enjoy coming and we are proud of its collaborative and courteous environment. As a leadership team we value creativity, reliability and approachability; we believe in empowering staff to do the very best job they can and we appreciate positive, proactive attitudes.

As a school we try to draw from a range of organisations to improve our work; we work closely with the local authority advisors to ensure that we have up-to-date knowledge on subject-specific pedagogy. We work with other schools in teaching alliances to train teachers and these often enable us to access specialist training with providers such as the Wellington College alliance.

Whilst being sometimes traditional in our values, we are also committed to innovation and experimentation in teaching. This year we have created the 'Learning Lab' which is a classroom for active learning that can be booked out by any teacher. We have also re-imagined Sen and created the 'Learning Hub' which is an office-style self-study environment where a range of students receive study support. We have developed a process for ironing-out in-school variation and this has led to more consistent teaching and behaviour.

The school operates with professional trust and, once staff have earned that trust, we allow them to get on with the job. We have few formal lesson observations, although we encourage staff to share ideas and watch each other's lessons – we find this is a more developmental approach. We have very limited monitoring – we trust our staff to make professional judgements and do their best by the students. We take workload seriously and we are constantly looking for opportunities to reduce workload or improve welfare. Recent strategies include a bi-annual 'Free by Three' day where staff and students are expected to leave school by 3.00pm and do something fun. The recently improved staffroom includes free tea and coffee all week round and on Fridays the local church come in to provide fresh coffee and treats. We do not write end-of-year reports and most parents evenings are early evening and over by 7pm. We have a 'mixed economy' when it comes to feedback and staff are actively encouraged to use time-saving yet effective marking strategies.

We have a commitment to the professional development of staff so they are ready to progress, with a range of training opportunities available to help them prepare for the next stage of their careers. We have developed a more structured approach to talent-spotting and career development to ensure that staff are offered opportunities for professional growth, both within the school and in our wider alliances. Every week we have a 'Friday Takeaway' slot in the morning where one of the team will share some ideas about teaching – these bite-sized ideas are popular and add to the sense of continual experimentation which we encourage.

The governing body is highly committed to the school and has, along with the leadership team, set high aspirations for the school. We run the school for the students and the community and not for Ofsted – we sometimes make decisions which may not be 'outstanding' in Ofsted or league table terms but that are right for our school.

Visitors to Court Moor often comment on the calm and friendly atmosphere of the school, a tour round the school is often the best way to truly understand what we are about and we encourage visitors to experience Court Moor School.