

## 16 REASONS TO WORK AT WELLINGTON SCHOOL

1. Excellent student body, well supported by parents and careers, e.g. £200,000 raised for charitable causes in the past five years. Over £80,000 raised last year in our 80<sup>th</sup> year.
2. Main Scale teachers, Middle Leaders and Assistant Headteachers all have their own classroom.
3. Staffroom has recently been refurbished. Coffee, tea and biscuits are provided at break time.
4. The school employs teachers specifically for cover. Teachers with a full teaching load rarely do cover. In 2017-18 from over 2700 covers only 12 were done by teachers with a full teaching load.
5. As well as external exams, Year 11, and 13 Mock Exams are invigilated by exam invigilators rather than teachers.
6. A wide range of CPD activities as part of INSET and directed time, including high quality appraisal for all staff. 98% of external course requests have been granted.
7. All teachers have the opportunity to observe peers with cover being provided if necessary.
8. NQT's have the opportunity to do a two-week induction in July prior to starting in September. In addition, all NQT's are assigned a 'Teaching and Learning Coach', usually a member of SLT, as well as a subject mentor.
9. Lesson observations are developmental and haven't been graded for five years.
10. As a large school there are many opportunities for staff, at whatever level, to take on additional responsibilities. A number of middle and senior leaders have been internally promoted.
11. School holds 'Investors in People' and 'Investors in Diversity' Awards.
12. Opportunities to take part in, and organise trips and visits. 84 are scheduled to take place this year. In recent years there have been trips to South Africa, Iceland and India, as well as an annual ski trip to the USA.
13. Day off school following the Annual School's Awards Evening in September.
14. Staff activities, e.g. Community Choir and Yoga classes.
15. Teachers are well supported by middle and senior leaders through a clear behaviour policy. In addition, five non-teaching pastoral managers support Year 7 to 11 students.
16. Class sizes are a maximum of 30, the vast majority are smaller.