

## 20 REASONS TO WORK AT WELLINGTON SCHOOL

1. Excellent student body, well supported by parents and carers, e.g. £200,000 raised for charitable causes in the past five years. Over £80,000 raised in our 80<sup>th</sup> year.
2. Main Scale teachers and Middle Leaders 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 fact, in 2020-21 none did.
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. Professional Development sessions are built into the meeting cycle.
10. Lesson observations are developmental and haven't been graded for eight years.
11. 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.
12. School holds 'Investors in People' and 'Investors in Diversity' Awards.
13. Opportunities to take part in, and organise trips and visits. Over 80 trips and visits took place last year. In recent years there have been trips to South Africa, Iceland and India, as well as an annual ski trip to the USA.
14. Day off school following the Annual School's Awards Evening in September and very considerate with leave of absence requests.
15. Staff activities, e.g. Community Choir and football.
16. 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.
17. Class sizes are a maximum of 30, the vast majority are smaller.
18. The school invests to ensure a broad curriculum, for example a number of 6<sup>th</sup> form subjects run with single figure students.
19. Turnover of staff each year is below the national average. One member of teaching staff left in 2021 (for a promoted post)
20. Excellent working environment with the facilities maintained to a high standard. Visitors always comment on the cleanliness and upkeep of the building.