

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 80th year.
2. The Times newspaper recognised Wellington School as the 3rd best Comprehensive School in the North West.
3. Main Scale teachers and Middle Leaders all have their own classroom.
4. Staffroom has recently been refurbished along with other areas as part of the ongoing enhancement of the school estate. Coffee, tea and biscuits are provided at break time.
5. The school employs teachers specifically for cover. Teachers with a full teaching load rarely do cover. For the past five years none have.
6. As well as external exams, Year 11, and 13 Mock Exams are invigilated by exam invigilators rather than teachers.
7. 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.
8. All teachers have the opportunity to observe peers with cover being provided if necessary.
9. ECT's have the opportunity to do a two-week induction in July prior to starting in September. In addition, all ECT's are assigned a 'Teaching and Learning Coach', usually a member of SLT, as well as a subject mentor.
10. Lesson observations are developmental and haven't been graded for over ten 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 the 'Investors in People' Award – indicative of the importance placed on staff wellbeing.
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 the United States, as well as an annual ski trip.
14. Headteacher always endeavours to accommodate leave of absence requests.
15. Staff activities, e.g., football, yoga, couch to 5k, wreath making at Christmas, the Wellington Wanderers and other 'social' based activities.
16. Teachers are well supported by middle and senior leaders through a clear relational 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 (including small nurture groups at KS3).
18. The school invests to ensure a broad curriculum, for example a number of 6th form subjects run with single figure students.



19. Turnover of staff each year is below the national average. Around 10 teachers have left in the past 3 years. (approximately 100 FTE).
20. Excellent working environment with the facilities maintained to a high standard. Visitors always comment on the cleanliness and upkeep of the building.