



## Cheadle Hulme School

### Working at Cheadle Hulme School

Set in 83 acres of countryside with fine historical Victorian buildings, Cheadle Hulme School is a wonderful environment to work within. The expansive campus offers exceptional outdoor facilities including seven grass pitches for football, rugby, cricket and athletics, an AstroTurf pitch, a 3G pitch, four netball courts and four tennis courts. It is hard to imagine that the School is on the doorstep of one of Europe's most exciting cities, lying just 20 minutes south of the vibrant and popular city of Manchester, its leisure facilities, amenities and transport network, allowing easy access to London. Manchester Airport is just 5 miles away.

Cheadle Hulme School has built a reputation as one of the region's most modern, relevant and dynamic schools. But CHS is more than just a school; it is a thriving, co-educational community, with the School's motto, 'In loco parentis' sitting at the heart of our ethos. We believe a successful education involves more than pupil and teacher; it involves a broad network of people who each contribute to the development, growth and experience of the individual. CHS has an outstanding staff body who are committed to their work and to enriching the lives of the pupils in their care. Both in the classroom and out of it, whether that is as a member of the teaching staff, or as a member of the non-teaching staff, every individual has an important role to play in helping to fulfil the School's Ten Year Strategic Plan. As such, our staff are our greatest asset, and the key to our success. We want to attract and retain the best, provide them with encouragement, stimulus and ensure that they feel valued as an integral part of the School community.

We offer a competitive salary and benefits package, excellent facilities and IT resources and a friendly and supportive working environment

Examples of the current types of benefit available to staff subject to eligibility include:

- Death in Service benefit
- Private Health insurance
- Lunches provided (served by the award-winning Catering Team Sodexo), as well as tea/coffee making facilities
- Remission of Senior School fees
- Access to our Employee Assistance Programme (supporting staff through the provision of confidential counselling, advice and referrals on a wide variety of work and personal issues, 24 hours a day, seven days a week)
- On-site Car Parking
- Use of the School's fitness suite and swimming pool with changing facilities (subject to School Procedures)
- Salary Sacrifice Scheme for Cycle to Work with cycle storage and changing facilities
- Yoga/Pilates classes after school hours
- Regular social events
- Staff discounts at selected local shops and restaurants

**Please note, the benefits offered may alter, subject to revised legislation or School amendments.**

## **Teaching at Cheadle Hulme School**

There is a wide range of ages and experience amongst the 140 teaching staff at the School. Each year a number of newly qualified, and in some cases unqualified recent graduates, join the School. We offer statutory induction for Newly Qualified Teachers, and offer the opportunity for those without Qualified Teacher Status to gain this status through our innovative partnership with Manchester Metropolitan University. There is pro-active support for all new members of staff, who are guided through their first year at School by a variety of people, with the line manager and an individually appointed mentor taking the lead.

### **Further benefits for Teaching Staff**

- Each teacher has access to an individual iPad
- There are weekly Staff Briefings and regular Departmental Meetings, Curriculum, Reporting, Assessment and Diary meetings, all of which will keep you well-informed and give you an opportunity to voice your idea
- Although staff will be asked to cover for some absent colleagues, the School uses the services of additional cover staff throughout the year
- Access to a quiet working area with IT facilities

### **Teaching Staff Development**

The School prides itself on the many opportunities for continuing professional development. We organise regular whole staff in-service training and a budget for training outside of School. In addition, academic departments commit to sharing good practice; there are opportunities to take part in peer observation, peer coaching, learning reviews and working parties.

All Departments are allocated dedicated training time and use this to enable teachers to attend external training opportunities and to encourage the sharing and development of good practice. A central CPD budget is held by the CPD Co-ordinator to provide training opportunities over and above the individual Department needs for all teaching staff.

There are weekly drop in Further Professional Learning '30 minute takeaway' sessions held in the dedicated Staff Library which cover a very wide range of high quality in-house teaching and learning topics and also wider professional issues.

Heads of Department also have the opportunity to further develop through tailor-made termly developmental meetings.

Two out of the four whole staff INSET days are based on CPD, providing different training opportunities which change annually to reflect and help embed current priorities within the school's evaluation and improvement document.

Teachers' performance management meetings provide regular opportunities for discussion about pedagogy and career development. Members of support staff have their own performance management meetings to support their professional development. As part of this process colleagues are actively encouraged to observe each other teaching both within and outside their faculty areas. Staff can also engage in the process of discipline enquiry for this process.

CHS has supported colleagues on a range of in-house training courses which includes Preparing for Senior and Middle Leadership; alongside the teaching and learning professional development programme.

CHS is also proud to support a number of colleagues on a commissioned MA Education qualification which is accredited by MMU.

The Staff Library is regularly updated with educational resources, books and external course information. There is also an educational research section for staff on the dedicated teaching and learning website.