



The Petchey Academy

Inspiring & supporting every child

Principal: Olivia Cole BA (Hons) MBA

Working at The Petchey Academy: what can you expect?

Every school is different and we hope that on your visit today you will see many examples of what makes us special. We are very keen to employ staff who want to make a commitment to our academy and students and we do everything we can (within shrinking budgets!) to reward our hardworking staff. Back in 2006 when we opened, all academies were given certain freedoms to do things differently, so below you will find some of those features which you might like to know before you accept a position here, which we obviously hope you will!

- ◇ **Our students have a clear set of moral values and a sense of responsibility and we expect staff to hold the same values. These values are consolidated into our 4 Petchey P's— Politeness, Positivity, Participation and Perseverance.**
- ◇ **Staff are expected dress smartly and appropriately at work. We ask that tattoos are covered and facial piercings are removed.**
- ◇ **We have our own pay structures and so don't follow the School Teacher Pay and Conditions. Our pay arrangements match Main Scale plus Inner London allowance. Our own Pre Leadership and Leadership scales to reward staff for taking on extra whole academy responsibilities. Therefore, we don't use UPS or TLR payments.**
- ◇ **All staff are included in the annual additional "Premium" payment scheme linked to performance management.**
- ◇ **Staff have access to a number of benefits, including Cycle to Work scheme, Childcare Vouchers, Eye test vouchers, interest free season ticket loan, subsidised sports club, and a subsidised café.**
- ◇ **Staff benefit from supportive line management and access to a wide range of professional development opportunities, including up to nine training days and leadership development programmes.**
- ◇ **We recognise the need for flexible working for all staff and always consider applications made.**
- ◇ **All staff are encouraged to take out union membership, though Unions are not recognised at The Petchey Academy. This means that Leadership does not consult with unions on academy matters and we do not have staff representatives.**
- ◇ **However, we do have a Staff Forum to allow staff to put forward ideas and suggestions or to raise concerns.**
- ◇ **Core working hours are 8am to 4pm; we don't publish a directed time calendar for teaching staff.**