The recruitment and retention of teaching staff at The Bromfords School and Sixth Form College

The Governors of The Bromfords School and Sixth Form College wish to recruit teaching staff of the highest quality at all levels. Whilst accepting that teachers will wish to further their careers both within the school and elsewhere, they wish to ensure that teachers can gain both financial and non-financial benefits from working at The Bromfords School and Sixth Form College which are at least as favourable as those available elsewhere.

The incentives are expressed under two headings:

1. Financial benefits
2. Professional development benefits

1. Financial benefits

- All staff benefit from the London Fringe Pay Scale- this equates approximately to an additional £1,000 per year over standard salaries

- The Bromfords School and Sixth Form College Relocation expenses:
  - Teachers - up to £1,000
  - Middle Leader roles - up to £1,500
  - Senior Leader roles - up to £2,500

This is available to any newly appointed teacher who currently lives more than 25 miles from the school and wishes to move closer to take up their appointment. This grant includes payment towards removal costs, estate agents and solicitor fees and incidental expenditure.

- Early start scheme for NQTs, allowing colleagues to begin their employment prior to the start of the summer holidays
- Child Care Vouchers – a scheme which can save as much as £1,000 per year in national insurance contributions. Details are available on request from the school
- Reduced Gym membership at the Nuffield Group run Bromfords Sports Centre
- Cycle to work scheme- a scheme that will allow you to make significant savings on cycle purchases (see www.cyclescheme.co.uk)

2. School-based benefits:

- NQT induction
  - It is anticipated that NQTs taking up posts at The Bromfords School and Sixth Form College will spend the July prior to taking up appointment being inducted into school
  - Mentor support
  - Reduced teaching commitment for professional development activity
  - Whole school induction programme

- Professional development
  - The school will provide professional development opportunities at an appropriate level to new teachers:
    - Induction package for all new teachers, including whole school programme and mentor support
    - Appropriate CPD opportunities in and out of school
    - Opportunities for departmental and whole school development/experience