



Dear applicant.

As Head of The Cavendish School, I am delighted you are interested in applying for a role with us. Our School (after being founded in 1875) moved from Cavendish Square, Central London, to its current site in the Heart of Camden in 1970. Being located in Camden allows us to immerse ourselves in the vibrant and diverse culture on our doorstep.

We operate as a charity and work closely with a very proactive board of governors, many of whom have a long association with the School.

Our girls, staff and support team are impressive – they are grounded, curious and have the zest to throw themselves at all opportunities that we offer. Our dedicated and talented team of staff provide a remarkable environment for our girls to grow and develop as lifelong learners. They have access to excellent facilities with large classrooms, specialist rooms and a performance hall that offers incredible light. Currently, we have 190 girls on roll, but this number is climbing and we are hopeful that we will soon reach our capacity of 250.

Although we are extremely proud to be non-selective and welcome girls from all walks of life, we achieve remarkable 11+ results, with offers this year from Schools such as St. Paul's, Queen's College, London, Francis Holland, Channing School for Girls, City of London School for Girls and Godolphin and Latymer. Our parents choose senior schools in which their daughters will thrive, knowing that a happy child will achieve success.

We are also proud of our links with the local community and with local state Schools, which have become an important part of The Cavendish School life and which is now ever-expanding with new and exciting projects planned.

Overleaf, you will find information on the salary and benefits we offer our staff team.

I hope that you have been able to capture some of the essence of our wonderful School.

Taryn Lombard
Head





Working at The Cavendish School - Salary and benefits

- **Salary**

We operate our own Cavendish salary scale, which is generous and above the level of remuneration available within the maintained sector. A newly qualified teacher would start on a salary of c. £37,000.

- Scope to augment salary by running after-school clubs
- Remuneration for accompanying residential trips

- **Pension – teachers**

We offer membership of APTIS, the Aviva Pension Trust for Independent Schools, to all teachers. The default employer's contribution is 15% of pensionable salary. Employees are able to choose the level of their own contributions above the legal minimum of 3%. There is ample scope to tailor the levels of both contributions to suit individual circumstances and to receive the difference in current salary.

- **Life and income protection policies – teachers**

We offer Group Life and Income Protection cover equating to 1.48% of pensionable salary. Again, should a teacher decline these covers, there is flexibility to have this amount either contributed to their pension or to receive it in their current salary.

- **Pension – teaching assistants and support staff**

We operate a pension scheme for teaching assistants and support staff with employer contributions of 6% of salary and employee contributions of (from) 4% of salary.

- **Class sizes**

Small class sizes of no more than 20 girls.

- **Lunch and refreshments**

Lunch is provided during term time and INSET days with a staff lunch at the end of each term. Tea, coffee and other refreshments are also provided in the comfortable staffroom to facilitate catching up with colleagues.

- **Professional development**

CPD and staff inset aim to impact staff development and staff are encouraged to take ownership of their own professional development. Staff may apply for additional funding if they wish to take on a more extensive course, e.g., MA.



- **Curriculum vision**

The Cavendish School is a place **‘where girls dare’**.
Through evidence-based pedagogy and a rich curriculum, the girls become **‘spirited, versatile achievers.’**

For our girls, the curriculum aims to provide:

- self-and community-empowerment
 - self-expression
- a kaleidoscope of knowledge, skills and experiences

These ensure that every girl develops her voice.

This is driven by high-quality literacy and oracy, and the principle that every lesson counts.

Specialist teachers deliver music, PE, computing, French, science (KS2) and art (Year 5&6)

- **Contact time**

Working conditions are excellent with ample non-contact time to prepare lessons and team planning. Time in lieu for core activities such as report writing and parent evenings.

- **Parents**

Warm and friendly communication with parents who are highly supportive of staff. Strong parents’ association.

- **Support services**

Access to expert IT and administrative support.

- **Other benefits**

These include childcare vouchers, cycle to work scheme, Christmas gift cards and annual flu vaccinations. Staff have access to an employee wellbeing scheme.

- **Travel**

Camden Tube (Northern Line), as well as Camden Road Rail Station (Overground), are a short walk away. Camden is connected to a large number of bus routes and several staff members cycle in. We have no staff parking on site as we are committed to reducing our carbon footprint.