



Why work at EPCS?

At Easthampstead Park Community School, we expect all of our staff to focus 100% of their energies on providing the very best possible education for our students. However, we believe this will only happen if teachers feel happy, well supported and valued.

We are committed to freeing our teachers from distractions such as unnecessary admin, so they can focus on what really matters - the core activities of developing a rich curricular experience supported by marking, planning and teaching. We aim to focus the lion's share of time on planning informed by assessment and context so our lessons support students to get the most from what subjects have to offer. We want our students to receive the very best teaching, and to help our teachers manage their work life balance effectively, we award all teachers with a generous allocation of PPA time. Newly Qualified Teachers are awarded additional non-contact time, and scheduled meetings with specialist subject mentors, to ensure they can thrive as they develop their own voices in the classroom.

Our school curriculum helps pupils to achieve high standards and make excellent progress. At KS3, the curriculum is broad and students learn essential knowledge and develop cultural capital to ensure they have a deep understanding across a range of subjects. There are many opportunities built into lessons to secure the need to recall and retrieve previous learning so that knowledge is fully embedded. Many students have a clear idea of subjects they like the most and the least by the middle of Year 8 and offering some choice at this stage engages students as partners in their learning and leads to increased motivation and buy in. We therefore ask students to spend more time on 3 chosen areas of interest in Year 9, which we regard as a foundation year. These courses are not externally examined; they aim to develop a mastery of the skills required to complete a subject in Key Stage 4. At KS4, the courses are carefully planned to ensure that content is thoroughly revisited adding depth and richness to the students schema within subjects. This undoubtedly prepares pupils for external examinations at the end of Year 11.

Our simple and clear behaviour policy of Respect and Pride enables teachers to manage behaviour effectively. In lessons, we greet our students warmly, practice a 'one voice' rule, and students are required to consistently track the speaker. Our escalation procedures reduce the demands on staff time but ensure that pupils' poor behaviour is dealt with swiftly. Detentions are held centrally and are supervised by school leaders so teachers can focus on having restorative conversations with students. We have high expectations, and clear processes which all staff follow if these standards are not met. In equal measure, our reward systems aim to encourage positive behaviours and recognise excellent effort. This allows teachers to build positive relationships with students, characterised by mutual respect.

At EPCS, we expect all teachers to be reflective practitioners, always keen to improve "not because we are not good enough but because we can be even better" (Dylan Wiliam). We want to empower our staff to be the best teacher they can be, and recognise that this requires support and guidance; and trust and freedom in equal measure. In support of this, all teachers at EPCS work with a trained teaching and learning coach, receiving regular feedback on their teaching. We no longer grade lessons, and have replaced observations with developmental drop ins (DDIs), focused on fine tuning our practice. We encourage our teachers to be curious and open minded like our students, and provide regular opportunities for them to read about different aspects of pedagogy, and discuss the implications for their practice with colleagues.

We've also taken a fresh look at marking, and Departments now have ownership over their marking policies, providing feedback in whatever shape or form they feel is most productive and time efficient in



moving student learning forwards. We've also worked with teachers to elevate the status of verbal feedback, and being able to adapt what they are doing mid lesson in response to the students' learning needs. In essence, if it doesn't help the student, stop doing it!

We recognise that if we really want our staff to invest 100% in our students, we must invest 100% in our staff. To that end, we provide a high quality programme of bespoke professional development opportunities, ranging from participation in nationally accredited leadership training programmes, to opportunities to conduct lesson study with colleagues and join research groups. This is coupled with a robust appraisal process, which ensures all staff are set appropriately stretching targets which will drive their professional learning forwards. As a result, our teachers progress in their careers quickly, many obtaining promoted positions within our school.

We want our staff to look forward to each day working at our school. We expect hard work, skill and dedication to our ethos, and in return we provide an excellent working environment, first class professional development and an excellent 'EPCS Total Benefits' package.

Comments from teachers who have recently joined our school:

"I've worked at EPCS for 2 years now and have very much enjoyed working with a supportive SLT and subject team as I have become familiar with new systems. I find the work ethos to be very much sharing and caring and the opportunities to exchange ideas and discuss future plans is invaluable. Colleagues are supportive and helpful across different subjects and there's very much a team spirit."

- Miss A Evans, joined EPCS as Head of IT and Business Studies, Sept 2017

"I am really enjoying my experience during my two years at EPCS. As a new member of staff it can always be a challenge, but I have found that the staff have been so friendly and supportive. The students are on the whole well behaved and the behaviour system in the school is well thought out and effective. I have been pleasantly surprised at the excellent support network within the school and also CPD opportunities are interesting and informative."

- Mr R Moth, joined EPCS as Teacher of History (10 years experience), Sept 2017.

"Easthampstead Park School invests a lot of time in developing you as teacher. They are very supportive and take a lot of pride in helping you progress in your career. The school is a community that wants the best for their staff and students. There are professional development opportunities provided if you are willing learn and want to succeed. Since working at Easthampstead Park School I have seen first hand how talented our students can be. My job is simply getting students to see this for themselves by instilling the confidence in their own ability. Students really do see you as a role model, this means so much to me as a teacher because I can really have a positive impact on their lives."

- Mr R Cumner, joined EPCS as Newly Qualified Teacher of PE, Sept 2018.

"Working at EPCS is fantastic, the students are incredibly unique and offer so many opportunities to engage, inspire and laugh with them. Having been a student at EPCS myself, coming back to work as an LSA and then progressing onto completing my PGCE in English I have always felt that EPCS is a community that really cares about the students and that every student matters and have the potential to achieve. The teachers work together to promote good classroom practice and motivate students to raise their aspirations as well as their attainment. Through carefully designed CPD training and staff meetings I have felt support and I have had great opportunities to progress further professionally." Miss B Hobbs, joined EPCS as Newly Qualified Teacher of English, Sept 2018.

"EPCS looks after their staff. I feel seen, heard and appreciated. Meetings have meaning and add value and the teachers here share knowledge freely. I am proud of my colleagues, who have built a flagship Art dept and I look forward to going to work! Can't beat that!" Mrs C Thake, joined EPCS as Teacher of Art, Dec 2019



E P C S Total Reward Package

Terms and Conditions of Employment

All teaching colleagues are employed in line with the 'Conditions of Service for School Teachers' (burgundy book). Similarly, all support staff colleagues are employed under the National Joint Council for Local Government Services (green book). These terms and conditions of service have been drawn up in close consultation with the main professional associations and affords employees benefits surrounding issues such as sick pay, Maternity/ Paternity entitlements, redundancy arrangements etc.

Family Friendly Policies

In recognition of the challenges faced by all employees from time to time, we offer a range of family friendly policies. These enable colleagues to attend key events, such as graduations and wedding ceremonies, in addition to moving house and coping with unplanned events, such as making emergency arrangements for dependents.

Induction Meetings

Each year, new teaching colleagues participate in a bespoke series of induction meetings during term 1. Similarly, teachers joining mid-year have access to learning opportunities to support them during their early days. Due to the timings of their appointment, support staff have access to a rolling programme of induction sessions.

Appraisal

Our robust appraisal processes supports colleagues in agreeing SMART targets at the start of the appraisal cycle. At the mid-year point, all colleagues are invited to re-visit their objectives to ascertain progress, with a final appraisal review being carried out annually. At this point, training needs are established for the workforce for the following year.

Pension

All eligible staff will have access to either the Teachers' Pension (teaching colleagues) or the Local Government Pension scheme (support staff colleagues). Both pension schemes provide Death in Service Benefits, Survivor Pensions, and actuarially reduced pensions from age 55.

Classrooms

All of our classrooms are well resourced and feature a desktop computer and interactive whiteboard. Many departments are housed in purpose built centres accommodation. Uniquely, all teachers at EPCS have their own classroom, and are encouraged to take ownership of this space through vibrant and stimulating displays.

School Grounds

We enjoy beautiful and extensive grounds and we understand the importance to our overall well-being of working in pleasant surroundings. Therefore, our dedicated Site Team work hard to ensure that fantastic site affords colleagues the opportunity to enjoy our well-tended 'green space' during their working day.

Staff Socials

A wide range of staff social events are held throughout the year, including quizzes, bowling trips, evenings out at the horse racing, theatre trips and end of term drinks etc. Additionally, a variety of activities are on offer throughout the year to enable colleagues to meet together whilst learning a new skill. Activities this year have included baking, yoga and badminton.

Continuous Professional Development

Our unique CPD offering provides staff with a comprehensive, varied and personalised training programme. These learning opportunities are linked to the School's Development Plan and Department Raising Attainment Plan and driven by appraisal. Our NQTs follow a bespoke induction programme during their induction year and are supported by a Mentor and experienced Induction Tutor. We make use of web-based system Bluesky to manage our CPD, Appraisal and Development Planning. EPCS is an active member of the Bracknell Forest School Alliance, the Forest Learning Alliance and the Wellington College Teaching School Alliance which enables preferential access to a further range of CPD opportunities.

Bracknell Forest Benefits

We are aware of the pinch being felt across the nation during this period of austerity and for this reason the School subscribes to Bracknell Forest Council's Benefits scheme for each and every employee. This allows staff access to a range of benefits including obtaining a bike tax free through the Cycle to Work scheme, obtaining a car loan at a low interest rate, obtaining discounted leisure centre membership and obtaining discounted bus/train passes. Find out more at www.benefitchoices.bracknell-forest.gov.uk/

Salary Increments

Our Governors believe that hard work should be appropriately rewarded and, as such, performance related increments are awarded to teaching colleagues based on completion of a successful appraisal annually and evidence of meeting the professional standards. All staff benefit from annual cost of living rises, when awarded.

Perkbox

We expect our teachers to fully invest in our students, and strive to reward their excellent efforts as best we can. Therefore, the school pays for all teaching staff to have access to Perkbox, a scheme providing discounts at a wide range of High Street and online retailers, including restaurants, supermarkets and cinemas. One of the top perks enjoyed by staff is a free cup of coffee at Cafe Nero every month! Find out more at www.perkbox.com/uk.

Promotion Prospects

For parity purposes, all vacancies are published school wide by email and eligible staff are invited to apply. Due to our unique CPD package and robust appraisal processes, many of our teaching colleagues have gone on to obtain promoted posts either at our school or elsewhere.

Maths early-career payments

Financial incentives are available for teachers at EPCS who started a non-salaried postgraduate Maths ITT course in the academic year 2018-19. Eligible teachers will receive early career payments of £7500 each in their third and fifth years of teaching. This is £2500 higher than the standard reward of £5000 offered on the same basis elsewhere in the UK.

Teachers' Student Loan Reimbursement

Bracknell Forest is the only area in the Thames Valley able to offer eligible teachers the opportunity to apply for the reimbursement of their student loan repayments. To be eligible, teachers must have obtained QTS between 2013-2019, be employed in our school from Sept 2018 onwards, and be teaching an eligible subject - Language, Physics, Chemistry, Biology or Computer Science. Teachers will be eligible for reimbursements for up to 10 academic years following the year in which they were awarded QTS starting with loan repayments made in 2018-19.

