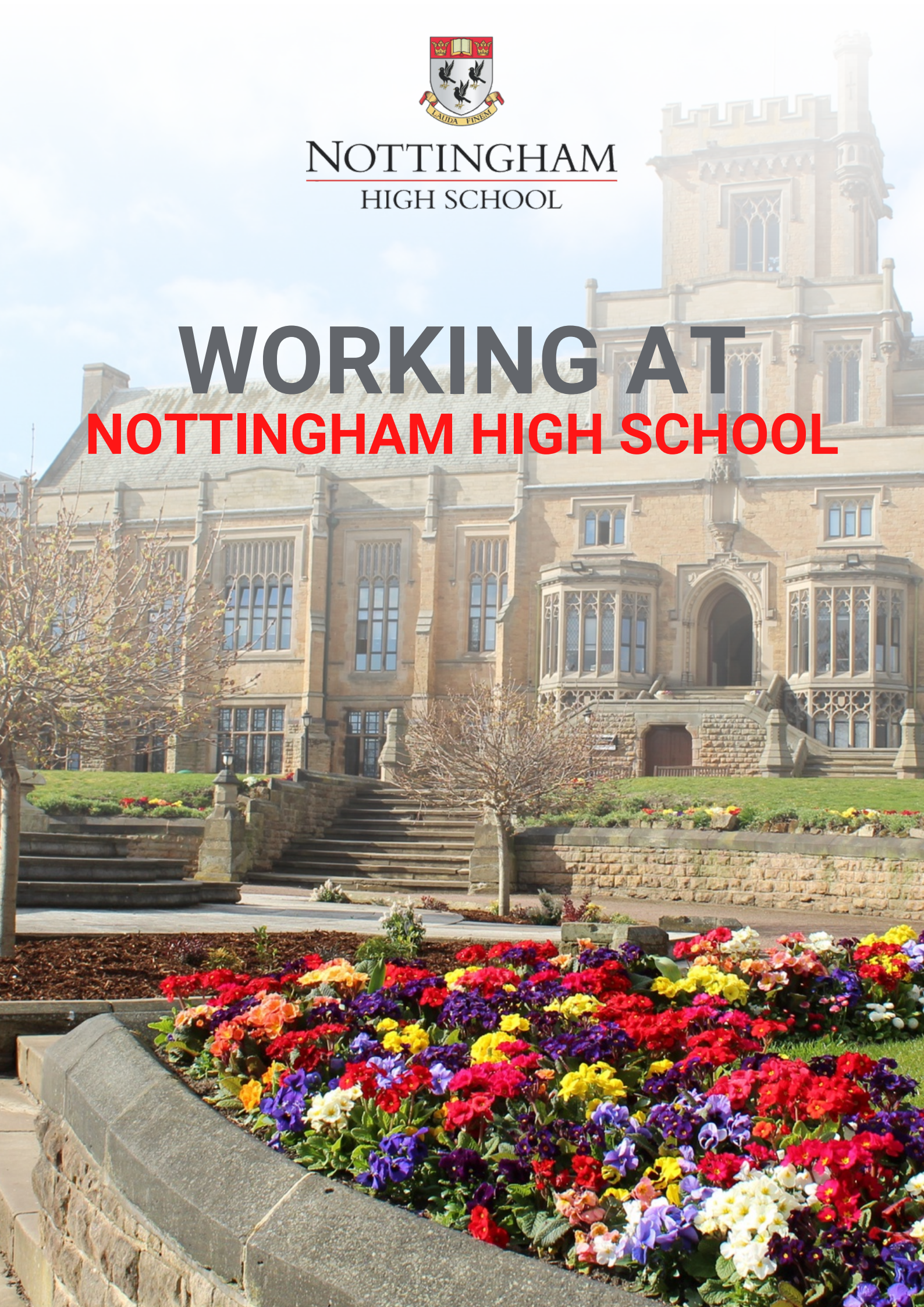
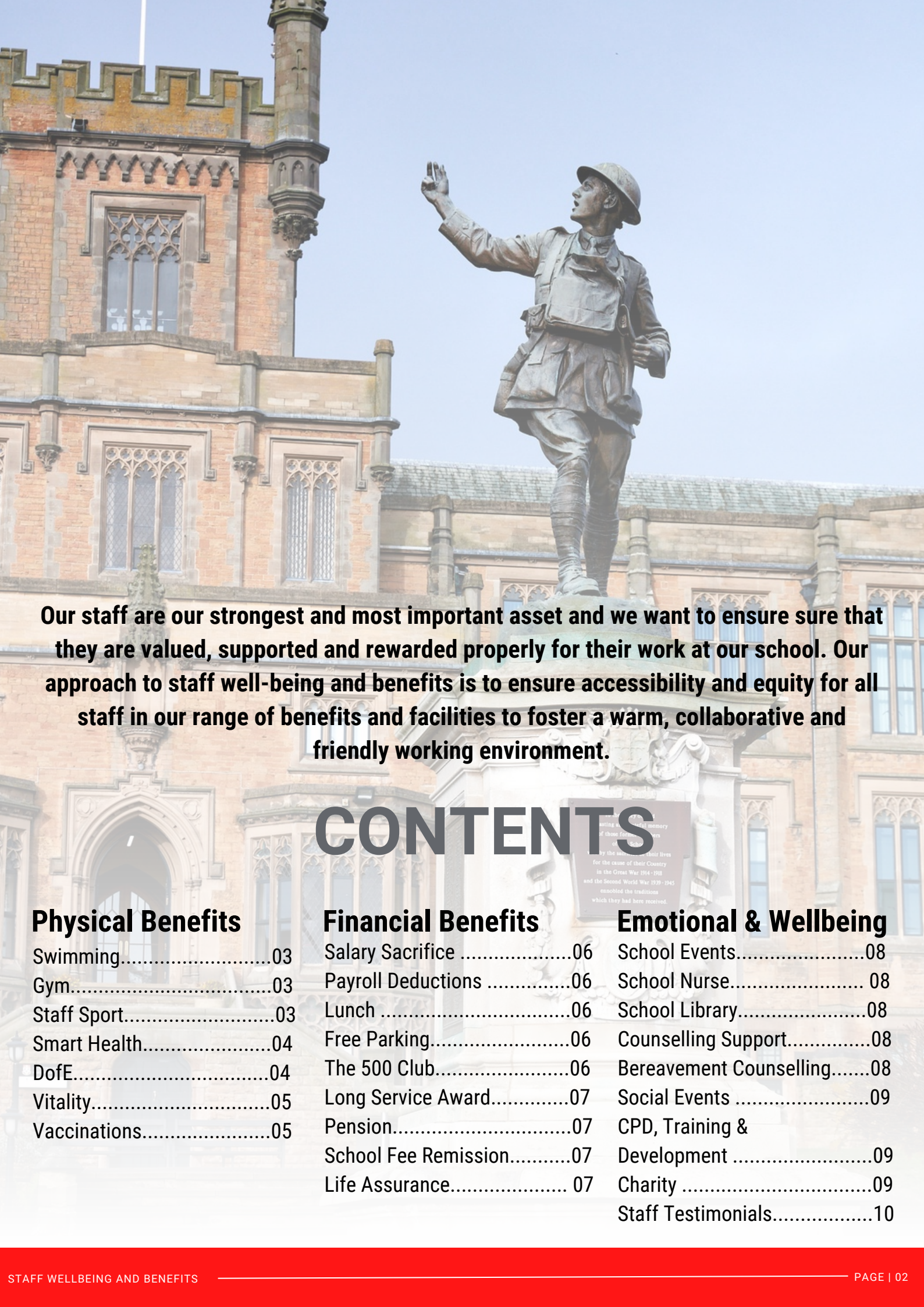




NOTTINGHAM
HIGH SCHOOL

WORKING AT NOTTINGHAM HIGH SCHOOL





Our staff are our strongest and most important asset and we want to ensure sure that they are valued, supported and rewarded properly for their work at our school. Our approach to staff well-being and benefits is to ensure accessibility and equity for all staff in our range of benefits and facilities to foster a warm, collaborative and friendly working environment.

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PHYSICAL BENEFITS



Swimming

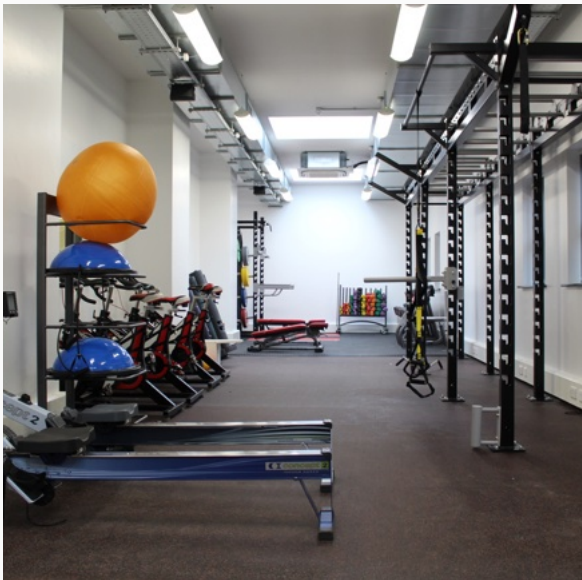
All staff can access the staff swimming sessions for free. The pool is available for staff swimming as follows:

- **Tuesday** : 7:15am until 8:15am
- **Thursday** : 7:15am until 8:15am & 4pm until 5pm



Staff Sport

There are weekly Friday Football sessions and other sporting events throughout the year for staff to take part in or organise.



Fitness Suite

Our school Fitness Suite has state of the art fitness equipment and is free for staff to use subject to availability during the school day.

The Fitness Suite is free to use before and after school hours Monday to Friday with exclusive use for staff only on Tuesday and Friday after school.

Smart Health

Smart Health provides support staff and their immediate families with free, unlimited access to:

- 30 minute appointments with an online GP 24/7/365 either via phone or video call
- Second medical opinion service
- Mental health support via the 24/7 GP service
- Health check through the online questionnaire
- Nutrition consultations
- Online fitness programme



Duke of Edinburgh

Duke of Edinburgh Trips are a fantastic opportunity for staff to join in and support our students. Staff from all sections of the school are welcome to get involved with a wide range of opportunities for staff of all abilities, from enthusiastic beginners to experienced hikers. You could enjoy easy day hikes in the Peak District with our Y9 Bronze students, leisurely canoe days with our Y10 Silvers, or take on tricky navigation challenges of the remote upland environments of the Cheviot Hills with our Y12 Golds. Staff are always well looked after on DofE weekends away. We try to provide some basic indoor accommodation where possible, and always enjoy some social time together in the evenings over a pub dinner, team BBQ, or the ever-popular 'DofE all-you-can-eat takeaway buffet'. For more experienced and adventurous staff there is support to work towards outdoor qualifications such as Hill & moorland leader or Mountain Leader Qualifications.



Private Medical Insurance - Vitality

Our private medical insurance with Vitality Health provides you with access to private healthcare at a time and place convenient to you.

This includes:

- No annual maximum for in-patient or day-patient private hospital charges
- No annual maximum for surgical procedures
- No annual maximum for CT, MRI & PET scans
- Comprehensive cancer cover
- Up to £1,000 per year for outpatient specialist consultations and diagnostic tests such as blood tests and X-rays
- No annual maximum for physiotherapy using Vitality Health's network of practitioners
- 8 Sessions of Cognitive Behavioural Therapy
- Full cover for outpatient mental health treatment
- 28 days per year for in-patient or day-patient mental health treatment
- Access to GP video consultations and a prescription delivery service
- 'Countrywide Hospitals' access including all private hospitals in the UK's largest groups such as BMI healthcare, Nuffield Health, Spire Healthcare, Ramsay Health Care & Circle Health



Flu Vaccinations

Flu vaccinations are available to all staff every year to provide the best protection against the strains of flu that are expected to circulate in the UK in the coming seasons.

FINANCIAL BENEFITS

Bike-to-Work Scheme

A Bike-to-Work scheme enables the purchase of a bicycle for home to work travel and is available for staff via 'salary sacrifice' arrangements. This enables staff to give up part of their gross salary in return for a non-cash benefit, thereby saving on tax and National Insurance contributions.

Lunch

Our great catering team provide a range of free lunch options to staff who work on weekdays during term time and where their working hours allow for a meal break and cover the times of School lunch. Staff can access lunch at the main Dining Hall or at the Grab 'n' Go country or from the Sixth Form Brasserie.

There is a free supply of tea, coffee, juices, fresh fruit and biscuits in all staff rooms for all staff to access and share during school term times.

Payroll Deductions

We have made arrangements to purchase a range of travel cards with Nottingham City Transport and the Trams. Individuals then pay directly through payroll from their net pay.



Free Parking

There is a limited number of parking spaces available across the school site which are available on a first come first served basis. There is also a secure covered space on site for cycles.



The 500 Club

The 500 Club is a private lottery which raises funds for the benefit of Nottingham High School which the Headmaster utilises to support students with trips, visits or other activities where the costs of such activities may prevent them from joining in. The monthly draw is made up of 30% of that month's income so the more members the larger the prizes!



Long Service Award

We recognise and value our long serving staff with recognition after 10 years service, then after 20 years service the staff member will receive a gift card of their choice to the value of £250, and then staff are recognised again after 30 years service. Awards are made at the anniversary, recognition and thanks are given at Christmas or end of year staff social lunch.

School Fee Remission

Employees who have children who are eligible to attend the School, and who have satisfied the entry criteria as set out in the School's admissions procedure and awarded a place, may receive fee concessions in accordance to our policy. Fee concessions are granted at the absolute discretion of the Governors and are subject to amendment or withdrawal at not less than one calendar year's notice. Currently the children of employees are educated at half fees. Employees who are part time receive a pro-rata discount.



Life Assurance

Teachers are all covered for life assurance through their membership of the Teachers Pension Scheme. Support staff have life assurance cover through our Group Life Policy which provides peace of mind and a tax-free lump sum pay out to your loved ones in the event of an untimely death, helping relieve money worries at a very difficult time.

Pension

We currently provide access to either the Teachers' Pension Scheme or a Group Pension Scheme for non-teaching staff. Both are excellent schemes and exceed the government's standard for both employer and employee contribution levels.

EMOTIONAL & WELLBEING

School Events

All staff are welcome to attend some of the great events run by various departments including Music concerts, drama productions and whole school events such as Founders Day and our annual Art Exhibition.



School Nurse

Our onsite school nurse is available for staff as well as students. The nurse can provide advice, or treatment for minor injuries or basic medication for headaches, hay fever or minor issues.



School Library

Staff can make use of the great Library stock in the main Senior school building which comprises a wide range of fiction both, classic and contemporary; non-fiction covering all curriculum areas and of recreation/hobby interest; a large DVD collection with a substantial Foreign Language section; a range of magazines and most daily national newspapers. There are 11 internet linked computers, print and photocopying facilities.

Counselling Support

We provide access to Right Steps CBT telephone counselling service when employees need support with stress, anxiety, low mood or depression. Staff are referred on a strictly confidential basis as well as Vitality private medical cover which provides private health care at a time and place convenient to you.

Bereavement Counselling

This is a completely confidential service offering bereavement counselling for all staff and their immediate family. It has unlimited access 24/7 and up to four face-to-face or telephone sessions with a qualified counsellor plus access to various support guides to help with grief and loss.

Social Events

The school provides financial support to a Christmas party and meal which is available to around 120 staff based on first come first served basis and then again for a Summer Social event. In addition, the end of term lunch is a great opportunity to all have lunch together and say farewell to staff leaving school and to recognise retirements and long service.



CPD, Training & Development

Our Training and Development Policy is as follows:

- to provide an effective induction programme for each individual ensuring an understanding of the school, department and the individual's duties and responsibilities and this will include training/instruction on health and safety, child protection and any legal requirements, such as may arise through the charitable status of the school, associated with his or her job.
- to provide introductory and 'on the job' training to enable new employees to reach the required performance standard.
- to identify the current and future training needs of the individuals and match these to cost effective training programmes.
- to provide training to ensure improvements in skills, knowledge and attitude.
- to encourage and support employees to undertake further studies in the areas which are of benefits to themselves and their role in the school.



Charity

We have a comprehensive programme of the outreach work, including successful partnerships with many state primary schools. Our charitable ethos is also expressed in the many ways in which pupils and staff get involved, for examples raising around £14,750 a year for charity across the Senior, Junior and Infant schools. The school also provides means tested bursaries for around 90 pupils.

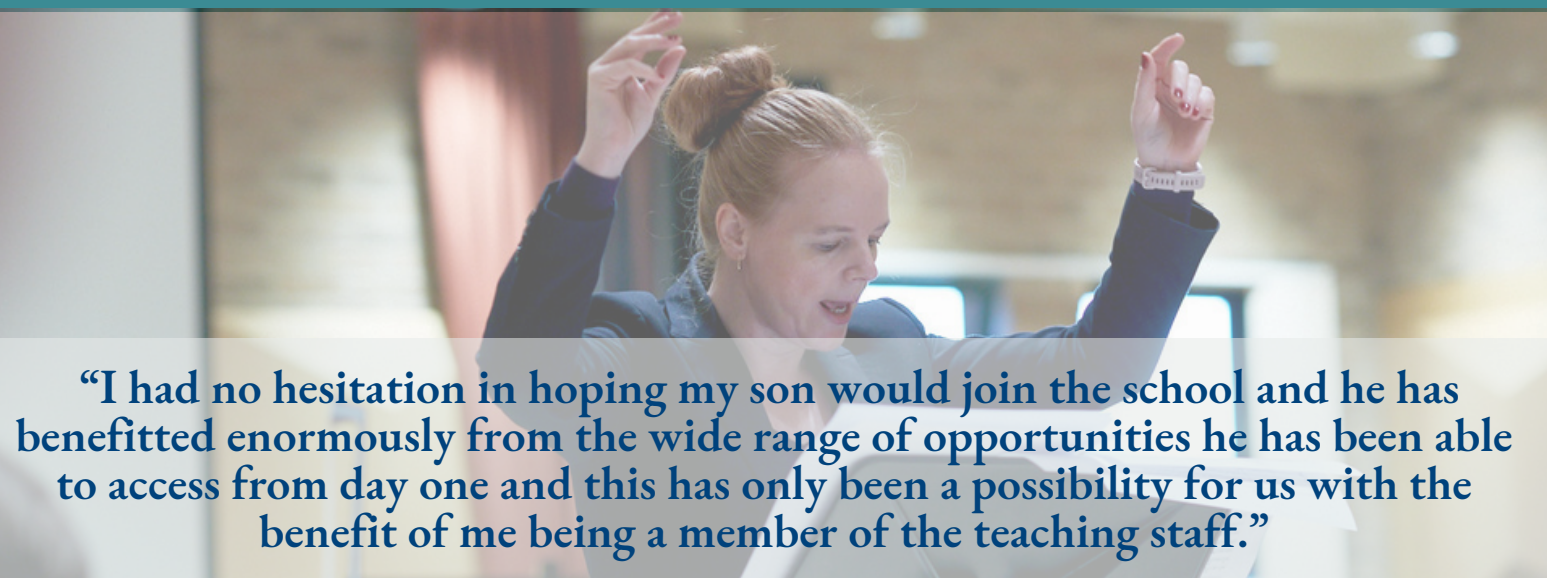
Ajmal Shabir

Teacher of Philosophy, Religion and Ethics. Assistant Head of Year 7



I have been at Nottingham High School since 2019 and straight away I felt welcomed by all staff which made my transition from the state sector to the independent sector all the easier. I am currently a teacher of Philosophy, Religion and Ethics as well as being the Assistant Head of Year 7. Additionally, I do a lot of work promoting diversity and inclusivity within the school with planning activities and assemblies to celebrate religious festivals all year round. The roles I have within the school are extremely rewarding as I am helping to promote the values and beliefs of the students here at Nottingham High School. By having the opportunity to coach the U12B cricket team, which is different but equally valuable, as it allows me to build a rapport with students by supporting them outside of the classroom.

My typical day would consist of teaching my subject but also ensuring that the students especially those in Year 7 are being cared for both academically and pastorally. Moreover, I would also supervise and cater for the students who make use of the prayer room at lunchtime. The pupils and staff at the High School are incredible, everyone is focused on applying the five values of the school (excellence, respect, empathy, curiosity and individuality) to their everyday life. Furthermore, we all share the common goal of ensuring the students are reaching their potential and become well-rounded human beings. Everyday at Nottingham High School is different and the students show high levels of respect towards their teachers which makes working here all the better. The school is a real safe space for staff and students alike to share their worries as well as to express their own beliefs and values in a respectful way. It is a school which provides so much more to all who are part of the wonderful community.



“I had no hesitation in hoping my son would join the school and he has benefitted enormously from the wide range of opportunities he has been able to access from day one and this has only been a possibility for us with the benefit of me being a member of the teaching staff.”

Andrea Williams

Year 2 Class Teacher



My name is Andrea Williams and I work in the Infant department of Nottingham High Infant and Junior school. I currently teach Year 2 and am also the Infant lead for Humanities. I have been lucky enough to work at Nottingham High Infant and Junior School since its creation in 2007 and absolutely love working here. As the school has evolved and grown, I have seen so many fantastic successes and every day is different which is why the time has flown! As a teacher our days are centred on the children and their needs and interests so my day can vary from Maths to music and Science to swimming. Through this time I have taught in EYFS and Year 1 and school supports our personal and professional development to ensure that we are delivering up to date thinking and technology.

Previously I had taught at schools in Nottinghamshire and Greater London. I am so lucky as I love my job and the people here, the children and parents are so supportive and developing a working relationship with them as a team is vital. All of our staff work as a fantastic team whatever their role is, and all of us have the shared aim of developing the potential of each child and a cup of tea at the end of a busy day! I had no hesitation in hoping my son would join the school and he has benefitted enormously from the wide range of opportunities he has been able to access from day one and this has only been a possibility for us with the benefit of me being a member of the teaching staff. Other benefits I have found very useful are the CPD opportunities, healthcare benefits for all of my family and I am looking forward to exploring the Wellbeing centre.

Danny Moss

Year 3 Class Teacher



One of the first things which attracted me to the possibility of working for Nottingham High was the keen sense of tradition and history mixed with the dynamic and ever-changing nature of the School itself. Although I had never visited an independent setting as a student or practitioner, it was clear to me from the very first day that the High School is much more than buildings and people but, moreover, a community. I had been working in the state sector for 7 years prior to becoming a teacher at the junior school and feel like since moving to NHIJS, this has allowed me to gain access to a wide range of experienced colleagues from across the campus which has enabled me to grow as a practitioner. I am passionate about creating a love of learning for all children through exposure to lived experiences, which is an ethos I feel runs through the very core of the School. Since making the decision, I have never looked back and look forward to not only continuing my job within the classroom but also my career within Nottingham High School.

“It was clear to me from the very first day that the High School is much more than buildings and people but, moreover, a community”

Stuart Andrew

Head of Mathematics



I am the head of the senior school maths department and this is my fifth year in that post.

Previous to this I have worked at other independent day and boarding schools in Oxford and the south west. On a daily basis a large proportion of my time is spent carrying out my teaching and associated activities. On top of this I have to lead the maths team by co-ordinating assessment and curriculum planning among other things. Ultimately, this is a great place to work; colleagues are interesting, helpful and committed to delivering the best education possible.

The students themselves are diligent and willing to learn and this makes for an ideal environment to teach in where you can see the impact you are making.

On top of all this the school lunch (which is free), membership of the TPS and a whole host of private medical benefits make the overall remuneration package very attractive.



“Ultimately, this is a great place to work; colleagues are interesting, helpful and committed to delivering the best education possible”



Heidi Bray Head of Girls' PE and Games



I joined Nottingham High School in 2018 as a newly qualified teacher (NQT) in the role of Teacher of Girls PE. I am also a Tutor in Whites House. I take great pride in this role and enjoy the bespoke system we have at the school which allows you to work closely with your own tutor set and parents both pastorally and academically. I have been provided with a range of opportunities within the school to develop and contribute to school life wider than just my department. During my third year at the school I was promoted to my current role, as Head of Girls PE and Games. I love that no day is ever the same and I feel fortunate in my role that I get to teach from Reception all the way up to Year 13. Days can include a multitude of lessons from being at the pool, to the playing fields at Valley Road and in the classroom teaching A-Level. Co-curricular is very much embedded in school life; I love that I am able to learn from other passionate staff during afterschool clubs and it is a pleasure to have opportunities to support an array of school trips. Personally, I have attended the Barbados Netball tour, Canada Ski trip, and the French Language Trip to name but a few. It is brilliant to see that the school is developing with new facilities and staff roles being created. I particularly enjoy working in the sports department because all of us are striving to make the experience of the students at Nottingham High School the very best they can be.



“I was nervous to apply to an Independent school as I wasn’t sure what to expect but meeting staff during my tour on interview day really helped as everyone here is so welcoming.”



Zoe Bearley Data and Reporting Analyst

I started at Nottingham High School in August 2022 having worked in a data role at a service company followed by both teaching, data and exam roles within state schools. I was nervous to apply to an Independent school as I wasn't sure what to expect but meeting staff during my tour on interview day really helped as everyone here is so welcoming. I am the Data and Reporting Analyst and the work I do includes keeping our database up to date as well as running regular and ad-hoc reports, publishing student reports to parents and doing the admin work behind the parents' evenings. A regular day tends to include contact with all levels of the school from students, parents, teachers, senior management and local authority contacts amongst others. Staff here are very welcoming. I am very supported by my manager and have regular meetings to check in with how things are going. School lunches are out of this world.

Lucy Thorpe

IJS Deputy Head (Academic)

Nottingham High Infant and Junior School is a great place to work. I am currently in my tenth year as Deputy Head Academic in the Infant and Junior School and have seen the school grow from strength to strength in that time. We now have more children and more staff but we haven't lost any of the cohesion of the teaching team; if anything, that has grown stronger. We have a split site (just 2 minutes' walk between the Infant and Junior School buildings) so we work really hard to ensure that the Infant and Junior School staff have ample opportunities to come together as a whole and collaborate across the curriculum. Our team are very supportive of each other and work together to ensure that we provide the best possible educational experiences for our pupils.

I have previously worked in both state and independent schools and the Infant and Junior Staff as a whole have a wide variety of previous experience – many from local state schools and quite a number from International Schools.

This wealth of different experiences ensures that there are plenty of new ideas flying about and teachers are very much encouraged to try something different and make their lessons as fun and enthralling as possible. We have a very diverse cohort of pupils which we celebrate as a great strength of our school and encourage both the staff and pupils to 'bring their whole selves to school' each day.

Nottingham High is a thoughtful employer seeking to be supportive of our hardworking staff and 'keep teachers teaching'. We have an excellent 'support services' team who ensure that as a teacher you have: a clean, well resourced teaching space; a fantastic lunch provided for you everyday and admin support with trips and events. As a school leader I work even closer with many of the wider Support Services teams who have the same reflective drive towards excellence that I see and actively encourage in our teaching team. What makes Nottingham High Infant and Junior School a great place to work and the thing I enjoy most about my job is the knowledge that everyone here is working together to provide the best primary education for our pupils. Success is happy children who love to learn and take pride in their school and what they can achieve both as individuals and as a team.



Keri Wardle

Senior School
Receptionist



“NHS has a warm, friendly feel and above all, I have always felt very appreciated in my role. 22 years later, what can I say other than, it's always been a great place to work.”

I have worked at Nottingham High School since November 2001. My background was in Policing and I hadn't worked in a school before. However, working on a busy school reception, my skills were totally transferable, and being able to multi-task is a definite advantage! I very much enjoy talking to people and helping make things just a little bit easier for all. Most of all I enjoy the daily interaction with students, staff, parents and visitors alike, that my role entails. Whilst working in a school means that School Terms bring a certain amount of structure, there really is no typical day – expect the unexpected! The High School is very much a happy and thriving community and the lovely surroundings and facilities are second to none. Over the many years that I have been here, I have worked alongside some amazing people and made some good friends. NHS has a warm, friendly feel and above all, I have always felt very appreciated in my role. 22 years later, what can I say other than, it's always been a great place to work.



Susan Partolan Student Services

I have been working at NHS for a little over a year now, it is my first time working in an independent sector, I have been lucky enough to land this job as my first since moving in the UK.

We are very busy at Student Services but my role ranges from answering phone calls, responding to parents' emails, packing Sports kit, sorting lost property and the list goes on but my main responsibility would be school registration, I make sure all students are registered in their respective lessons and accounted for throughout the day. Students also come to me for help with just about anything. A typical day for me would be making sure that all students are safe and all their needs are provided for.

Being a small part in helping shape and mould today's youth into tomorrow's responsible adults who will someday make a great contribution to a functioning society is what I enjoy the most.

I also enjoy working with the dream team at Student Services, they are an absolute joy to work with. They are just the most supportive, kind and empathetic colleagues I could ever hope for; they have helped me tremendously in adjusting and enjoying the work life in UK.

People at NHS create and foster a collaborative and supportive working environment, even when faced with difficult challenges and stressful situations.

Working for a living wage employer, fantastic FREE lunch, work-life balance and long holidays are some of the fantastic benefits of working here



"People at NHS create and foster a collaborative and supportive working environment, even when faced with difficult challenges and stressful situations."



Amy Lemon

Teacher of Geography
and Senior Tutor
(Y11-13)



The staff and students at Nottingham High School are a very compelling reason to work here. I have been a full-time member of the Geography department for many years after 7 years in the state sector and the supportive friendly environment is thoroughly enjoyable on a daily basis. In addition to teaching Geography, my pastoral role as a Senior Tutor in Y11-13 means that I am part of a close team who I respect and work closely with to look after the well-being of these older students and the rapport built with students in this way is rewarding. There is no such thing as a typical day; the varied school calendar ensures this and there is something for everyone to get involved in, students and staff alike.

As a Head of House for a number of years, I thoroughly enjoyed working with students across all years, encouraging their participation in the wider co-curriculum. Their loyalty, enthusiasm, sense of fun and encouragement for each other never ceased to impress me. The students at Nottingham High School are down to earth, approachable, polite and enjoyable to teach. I have spent a lot of time with students outside the classroom on Duke of Edinburgh expeditions, sports tours, ski trips and Geography fieldtrips and probably gained as much from this myself as they have. Despite the busy environment, the staff at Nottingham High School have a lot of time for each other, look out for one another and the supportive friendships I have made here over the years are one of the main reasons I continue to enjoy working here.



Nick Birch Groundsperson

I've been serving as a Grounds person at Nottingham High School for the past four years, exclusively within the School environment and without prior experience in the independent sector. My primary responsibilities involve maintaining the Schools grounds across multiple sites, developing outdoor areas for both students and staff and setting up for sports fixtures and events.

A typical day for me kicks off early, ensuring lawns are cut before the arrival of students. The remainder of my day is dedicated to the upkeep of the site, which includes tasks such as weeding, pruning, hedge cutting and general maintenance. Despite the demanding nature of my role, I find satisfaction in the

One of the highlights is the access to the gym and swimming pool, along with the amazing free lunch time meals provided by our catering staff - a very high standard especially compared to school meals I grew up with! Overall, I value the positive workplace culture, the sense of community and the additional benefits that come with my role at NHS.

positive and supportive work environment at NHS. Despite the School's large size, there is a strong sense of community among staff, students and parents. In terms of interactions, I collaborate with individuals from various departments throughout the school, fostering a friendly atmosphere. I appreciate the genuine interest people show in my work, particularly when seeking gardening advice (such as a drooping houseplant!)



"The positive atmosphere, dedicated colleagues, and the opportunity to make a difference in students' lives make working at Nottingham High School a fulfilling experience"

Sophie Higson Head of Computer Science



I have been part of Nottingham High School for almost two years now, having previously worked nearly 18 years in the state sector in Nottingham. As the head of the department, my responsibilities include organising the curriculum, conducting assessments, and tracking the progress of classes. Working closely with my team, we collaboratively plan and execute various aspects of teaching. Additionally, I serve as a tutor, offering pastoral care and academic support to students in Years 7-10. In the dynamic field of teaching, no two days are alike, and the diversity of tasks keeps the job engaging. Despite much of my work being computer based, my favourite moments occur in the classroom with my students, which I incorporate short quizzes and retrieval practice questions into lessons. The energy of Year 8 and the dedication of Year 11 students are particularly enjoyable.

The variation in lessons, ranging from collaborative coding sessions to individualised support, keeps the teaching experience vibrant. The highlight of my work lies in the connection with the students, witnessing their growth, and discovering the unique aspects of their lives. Identifying potential future computer scientists is a source of personal satisfaction. The welcoming and helpful nature of everyone at Nottingham High School has made my transition smooth, despite occasional moments of feeling like a newbie. The staff's commitment to students and willingness to share their time and knowledge have created a supportive environment. Some perks of working here include the diverse lunch menu for a food enthusiast like myself and the advantage of smaller class sizes, allowing a better understanding of each student and providing individualised support when needed. Overall, the positive atmosphere, dedicated colleagues, and the opportunity to make a difference in students' lives make working at Nottingham High School a fulfilling experience.

Gunmeet Sethi

Head of Science, Head of Reporting and EVC Co-ordinator



Nottingham High Infant and Junior School is a special place to work. After arriving from a state school 17 years ago, I feel lucky to be part of a tight knit school community that has a common aim; to provide a superb environment and vast range opportunities for our children so that they have a happy and successful future.

As Head of Junior Science, I really enjoy the breadth and variety that my job gives. Being a teacher who has the freedom to provide the awe and wonder in children's lives and see their joy for learning is one of the most fulfilling parts of my role.

Other parts of my job within the school involve working alongside a dedicated and committed team of teachers across both the Junior and Senior Schools. Working with staff who are professional, supportive and caring enables me to develop and maintain good friendships, motivating me to do the best job possible for our students, their parents and the school community. Every day at IJS, as a teacher or child, is unique. From dressing up as a character from Alice and Wonderland to making a fire to prepare a drink of hot chocolate, a trip to the Space Centre or simply completing a page of challenging maths questions is what makes the working day so enjoyable. Making a positive difference to the lives of children in a fun and exciting way is what makes the Infant and Junior School such a worthwhile and satisfying place to work.



The supportive and empowering culture is fantastic at NHIJS. We have autonomy within our classes and the subjects that we lead, the trust instilled within us by our SMT being incredibly empowering. I also love how collaborative it is. Somebody always has an answer, advice or a moment to share a cup of tea with you.

Abbey Bailey Reception Class Teacher, Maths Subject Leader



I have worked at NHIJS for 4 years and have learnt a huge amount in that time. Teaching for 2 years before applying for the role at NHIJS and having always been keen to continuously develop myself professionally, I jumped at the opportunity to join the school. Having formerly been a Junior School teacher, I was keen to teach in an Infant School. When I started at NHIJS, I was placed as a Year 1 class teacher where I worked for two years and thoroughly enjoyed it. I was then offered a position by SMT to continue to widen my experience within EYFS, of which I am now in my second year of. Applying for a new job whilst in a global pandemic might seem crazy to some but it has been the best thing I could have done both for my continued professional development and love for teaching.

Although I had previously worked in the independent sector prior to joining NHIJS, no two days are the same here, it's what keeps us on our toes and the days exciting. The balance between academics and co-curricular opportunities is something I truly love about NHIJS. When I first started at NHIJS, I became Science Lead at the Infant School as well as being a Year 1 class teacher. The role was fantastic and offered me opportunities to broaden my understanding of both the Year 1 and Year 2 curriculum, focusing specifically on Science, and allowed me to collaborate closely with the Junior Science lead and share my experiences of Junior school life. I loved becoming the Reading Champion for the Infant School in my second year at NHIJS, as I dipped my toe in the water of leading a core subject whilst focussing primarily on the importance of reading. Alongside these roles, I have been able to pursue other topics I am passionate about, such as children's mental health. I spoke with our SMT within my first year here about how we could champion children's mental health across the Infant and Junior School. I then led a themed week, which has now become an annual event, I have welcomed into discussions with our Pastoral Deputy Head about whole school project incorporating a mental health focus and now we have a whole school approach towards supporting mental health. I feel incredibly proud that I can be apart of all of this but also that the school allows me to follow my passions and interests alongside my teaching role.

This year, I have become Maths Lead, something I never thought I would have chosen to apply for, however the experience I had gained over the last four years made this opportunity all the more exciting. The supportive and empowering culture is fantastic at NHIJS. We have autonomy within our classes and the subjects that we lead, the trust instilled within us by our SMT being incredibly empowering. I also love how collaborative it is. Somebody always has an answer, advice or a moment to share a cup of tea with you. There is such a wide skill set within our team due to the CPD opportunities that we have, making every task that little bit easier to tackle. One of our biggest strengths is our vastly knowledgeable staff members. From different career pathways to a wide range of hobbies, there is always a friendly face to share experiences with or even to seek advice from, both within the School and the wider world! We all know how busy the life of a teacher is so having refreshments and lunch provided is such a fantastic perk! We have a gym and swimming pool onsite which staff have access to outside of school hours.