



## Benefits of working at St Richard's Catholic College

Working in a school can be tough as well as extremely rewarding. As a Catholic school, we endeavour to look after one another as a family would. Your wellbeing and professional development are important and we do all we can to provide excellent facilities in which to work.

### Superb working conditions

- All staff have a laptop
- Generous non-contact time
- Secure free car parking for all members of staff
- Excellent staff facilities including free tea and coffee and microwave and fridge in the staffroom
- Staff Welfare team which provides gifts, flowers and cards for leavers and staff with significant life events
- Occasional social activities eg Friday after school football, staff choir, Christmas party, informal nights out
- Child care voucher scheme
- LMT doors are always open to listen to your concerns or share your successes
- Duties: one break weekly and after-school 3 x a year for ten minutes
- Excellent teaching facilities with most staff having their own classroom
- Supportive of part-time working
- Ensuring equality and diversity is a priority
- Governors focused on Staff wellbeing
- Free confidential counselling provided on request
- Access to fitness suite before and after school

### A thriving community where you can enjoy teaching and develop your career

- Oversubscribed school with close links with the community and supportive parents/carers
- Exemplary pupil behaviour which is always commented on by visitors
- Extensive range of extra-curricular activities and enrichment
- Workload is constantly being reviewed e.g. email protocols to reduce number of emails, assessment policy to reduce time spent marking



- Lessons are taught by subject specialists
- Many opportunities to work with pupils and participate and support local, national and international fundraising and awareness opportunities
- Lay Chaplain available to offer confidential support
- Mentors for staff where requested

### A serious commitment to professional development

- New staff induction programme – September - December
- Appraisal that is focused on developing teachers' careers in the areas that they wish
- Bespoke professional development opportunities – Masters, NPQs, exam board training, twilight inset, opportunities to develop teaching and leadership, ECT and ECT + 1 programme
- Whole school CPD focuses on teaching and learning and there are many opportunities for staff to become involved in the design and facilitation of Inset

This is by no means an exhaustive list and wellbeing is very much a fluid offer that adapts and changes to the needs of staff and pupils at St Richard's constantly. We look forward to welcoming you into our Catholic community and hope you have some creative ideas to share that will enhance our offer further.