



## Staff Testimonials

“Hardenhuish is the kind of school that makes great teachers greater. I am part of a team which is dedicated to their practice, supportive of all members and truly focused on the needs of the students. With a host of CPD activities offered, Hardenhuish allows you to develop your career in a way which is suited to you and the type of teacher you strive to be. All staff have high aspirations for student commitment and progress and this is reflected in the positive working relationships we have with parents and pupils alike. Combined, this all makes Hardenhuish an enjoyable place to work; a place where you want to be.”

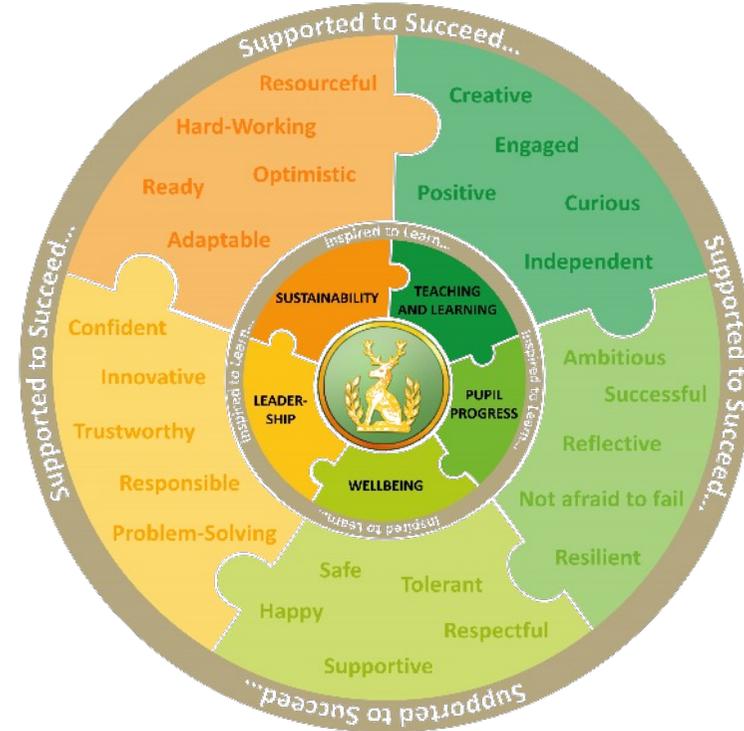
*Subject Teacher of English*

“Having worked within three different schools, I can say confidently that Hardenhuish School is a wonderful place to work. As a Curriculum Leader I could not have asked for a more inclusive and heart-warming show of support from both pupils and staff. The school has an incredibly positive atmosphere and the most important element of that comes from the administration that is in place to support newcomers. I have an excellent department, who are experienced and enthusiastic about teaching young people, as well as their subject. The school also has a strong ethos centred on the pupils and ensuring that everything we do is in their best interests, not just about their academic progress. The extra-curricular opportunities are amazing and we are encouraged as staff to bring new ideas, events and activities forward. I feel that my voice as a middle leader is heard and the guidance given by my direct line manager is invaluable. This is a school that achieves excellent academic progress without sacrificing the wellbeing of its staff or pupils.”

*Subject Leader of History*



## THE HARDENHUISH TOTAL REWARD PACKAGE



Hardenhuish School is an 11-18 co-educational Academy school set in the magnificent parkland of the former Hardenhuish Manor and Chippenham Grammar School. We enjoy an outstanding reputation locally and nationally as a 'High Performing Academy'.

By joining this successful school, you have the advantage of outstanding CPD provision, in-house career progression opportunities, regular staff wellbeing events and access to a generous benefit package through Wiltshire Rewards. In 2014, the School was awarded the Investors in People Gold Award - with less than 3% of companies achieving this standard, you can be guaranteed a supportive environment where every member of staff is supported to succeed.



## 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.

## Continuous Professional Development

Our unique CPD programme provides staff with a comprehensive, varied and personalised training programme. These learning opportunities are linked to the School's Development Plan and Department Development 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 the web-based Genie Suite to manage our CPD, Appraisal and Development Planning. Hardenhuish is an active member of the North Wiltshire Schools Group and Avon Teaching School Alliance which enables preferential access to a further range of CPD opportunities.

## 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. Support staff benefit from the Local Government's recognised salary grading framework, which offers incremental spinal pay increases annually for approximately 3 to 4 years. All staff benefit from annual cost of living rises, when awarded.

## Promotion Prospects

For parity purposes, all vacancies are published on the School's daily bulletin and eligible staff are invited to apply. Due to our unique CPD package and robust appraisal processes. Many of our teaching colleagues move to promoted posts when leaving Hardenhuish.

## 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 our classrooms are well resourced and have the usual facilities, such as interactive whiteboards. Many departments are housed in purpose built centres of excellence. In recent years, we have run a very successful Sparkling Classroom initiative, which involves a small cohort of pupils assessing their learning environments. This affords staff the benefit of working in a vibrant, stimulating environment designed to further promote learning.

## Campus

We enjoy a beautiful and extensive campus 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 our magnificent parkland affords colleagues the opportunity to enjoy our well-tended 'green space' during their working day.

## Staff Social Committee

A wide range of events are held throughout the year, including quizzes, treasure hunts, family BBQ, theatre trips and end of term drinks etc. These are all organised by our enthusiastic Staff Social Committee members. All employees are invited to join our popular Staff Fund, which provides a cost effective method of acknowledging significant events with a memento. Additionally, a variety of activities are on offer throughout the year to enable colleagues to meet together whilst learning a new skill. Activities have included Christmas Cake Making, Knit and Natter, Crossfit and Yoga.

## Wiltshire Rewards

We are aware of the pinch being felt across the nation during this period of austerity and for this reason the School subscribes to Wiltshire Council's Rewards scheme for each and every employee. As a result, all contracted employees have the facility to save money in many high street stores. Savings can range from 5% up to 15% but can, on occasion be greater. Savings can also be made when purchasing insurances, eating out or going to the cinema. In the last year, our employees have made a combined saving of £6,900.