



**Staff Benefits  
& Well-being**



## Thank you for your interest in joining Casterton College Rutland.

### **If we put staff first, staff will put students first.**

The most important way to look after staff is to trust and support them. We do not micro-manage staff, nor do we relentlessly weigh, measure, or continually monitor them. Instead, we collectively hold ourselves to account and recognise together what we are doing well. There are no top-down appraisals or staff targets. Instead, each member of staff has a professional mentor and a professional support plan or PSP. Bureaucracy is kept to a minimum and we work closely with the professional associations and unions because we are on their side. We are not a multi-academy trust with layers of corporate management, and we do not describe ourselves as a business with clients, customers, or users. We are colleagues, who together provide young people with the best education that we can.

## Pay and conditions

We follow the School Teacher's Pay and Conditions document ("STPCD"), the Burgundy Book (for Teachers) or the NJC Green Book (for Support Staff). All contracts are standard with no hidden or unusual clauses.

## Generous non-contact time for teachers

We give our teaching staff generous non-contact time, always above the national minimum and often well above.

## Excellent classroom behaviour

Classroom behaviour is excellent. Our behaviour system is called Ready to Learn and it has been successful for many years. Students who willfully and deliberately disrupt lessons are given one formal warning but if they continue, they are sent to the re-engagement room until 4.30pm where our re-engagement officer works with them to address why they are not ready to learn.

## A feedback policy for teachers not a marking policy

We do not force teachers to mark books according to a rigid policy although we do ask them to mark regularly and effectively. There is no triple marking or requirement to add 'what went well' or 'even better if.' Instead, our feedback policy is designed to be intelligent and allow for a variation of approaches. Students need good quality feedback and regular written marking will be part of that, but teachers are professionals, and they can make their own professional decisions about how to do that best.

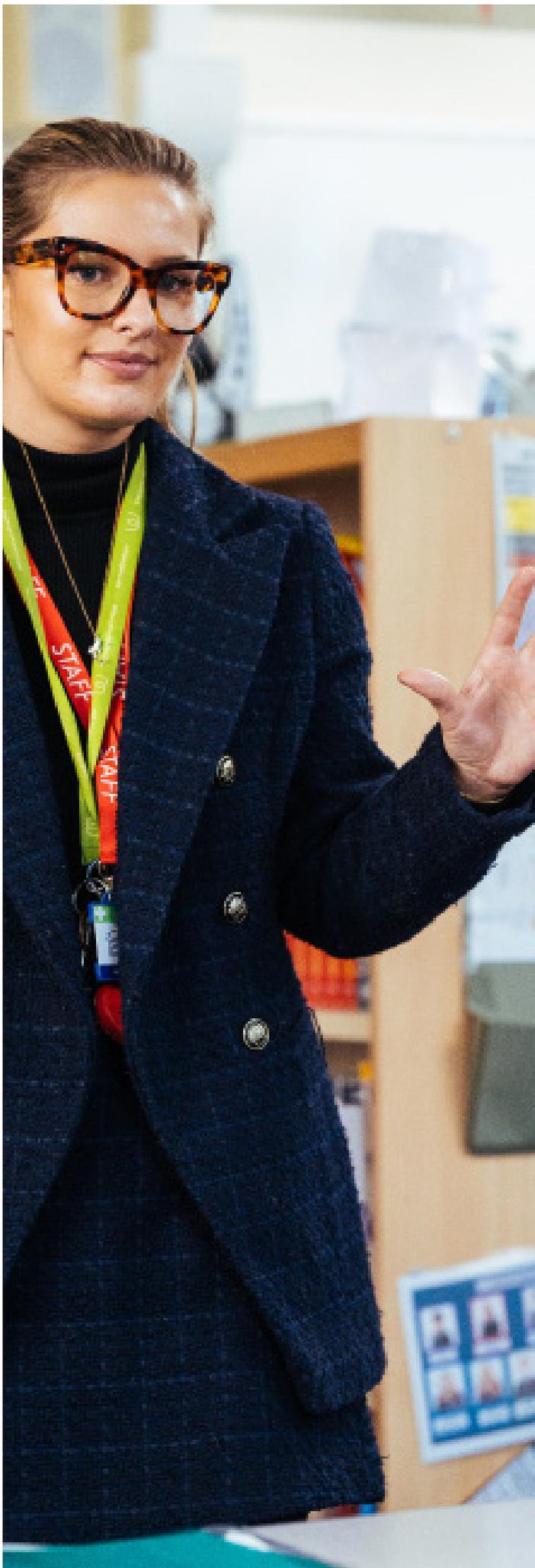
## An extra week's holiday

We teach for 185 days a year which is 5 days less than the 190-days for most schools. We have a two-week holiday in the autumn, a further two weeks at both Christmas and Easter and a week for half-term in February and May. We finish in the second week of July with a full six-week holiday in the summer.

## No direct email access for parents

We do not give parents direct access to staff email addresses. Instead, parents contact the school through general enquiries and are directed to the right person from there.





## Just one teacher day

We only have one teacher day a year and there are no disaggregated days or twilight sessions. The single teacher day is at the very start of the academic year. Teachers are welcome to come in on the morning of GCSE results day, but they are not required to do so.

## No after-school meetings Mon-Thurs

Except for the Senior Team, there are no meetings for teaching staff after school Mon-Thursday. On Friday, our students leave one hour early, and teaching staff stay for all their meetings and training until 4pm.

## Centralised Detentions

Teachers do not have to supervise detentions because they are all centralised. Students are collected and taken to their detention, so you do not have to chase them.

## Flexible and family friendly policies

We understand that our employment policies need to be flexible and responsive in order to promote diversity and equality, and to attract and retain the highest quality workforce. We offer flexible working opportunities; job share arrangements and part-time roles; generous family leave packages; and leave to support staff with emergencies or for compassionate reasons.

## Advice and Counselling Services

We provide three free counselling sessions with an independent professional counsellor for all staff that wish it.

## Pensions

All contracted members of staff will be automatically enrolled into a career-average pension scheme with either the Teachers' Pension Scheme or the Local Government Pension Scheme (whichever is appropriate). You do not pay tax or national insurance on your contributions, and we add a generous employer contribution, which varies depending on your salary. All staff are entitled to opt out of the pension scheme should they wish to do so.

## Discounted Nursery fees

We have our own high-quality on-site nursery and staff are entitled to a 10% discount on the fees. Staff can even pop in to see their child whenever they are free.



## Staffroom

Staff have full access to the staffroom all day. There is a kitchen, refrigerator, and microwave which you are welcome to use.

## Free Parking

Staff parking is entirely free and there are two electric charging points available.

## Multi-gym

We have our own multi-gym on site which staff are welcome to use for free after school.

## Free tea and coffee

All day, every day.

## Health

Free flu vaccine

## Not required to sit with students through lunch

Unlike some schools we do not require staff to sit with students through their lunch break. We do require staff to undertake supervision duties and you are encouraged to volunteer for a few others but staff that do so can claim a free lunch.

## Blue light Card

The blue light discount card is eligible for both teaching and support staff  
<https://www.bluelightcard.co.uk>

## Yoga Sessions

Every Tuesday and Wednesday at CCR after school 4-5pm, external instructor delivers the session discounted rate for all staff wishing to attend