

WORKING AT STROUD HIGH SCHOOL

shs



EVERYTHING IS POSSIBLE



We believe that education is for life. It helps us to make sense of the world, our place within it and how we can contribute to it. But it's also about making a difference. A brilliant education bestows knowledge that brings opportunity and with it comes responsibility. We teach our students to be the best they can by providing them with the skills, support and confidence to go out into the world and help make it a better place.

Our curriculum is broad and vibrant. Our community is dynamic and forward thinking. Both are built on our values of respect, courtesy, honour and a desire to help others. We encourage difference and embrace diversity. And we never forget the importance of fun, enjoyment and inclusivity in all that we do.

We don't have one size fits all approach or predetermined path. No matter what a young person wants to do we will prepare them to seize the world of opportunity that awaits. Most of all we are a community of like-minded students, teachers and parents. We are a mix of many different personalities, but are all on the same journey of discovery and united by the belief that we can make a positive difference to the world around us.

We believe in the strength of the human spirit, the brilliance of the human mind and, above all, that **everything is possible**.

YOUR FUTURE...

At Stroud High School, like our students we are all on a journey striving to be our personal best. Having the humility to believe we learn and develop all the time whilst having the integrity to work hard and do what we say we will do – these are essential values we all share.

NEW TO TEACHING?

Teaching is a wonderful profession, but it is important that a colleague's formative years enable them to develop their classroom craft. The Early Career Teacher (ECT) induction is the bridge between initial teacher training and a career in teaching. It combines a structured programme of development, support and professional dialogue, underpinned by the Early Career Framework with monitoring and an assessment of performance against the Teachers' Standards.

The induction programme at Stroud High School supports Early Career Teachers (ECTs) in demonstrating their performance against the Teachers' Standards. Induction provides a foundation for ECTs and equips them with the tools to be an effective and successful teacher.

Alongside the statutory provision, all new colleagues at Stroud High School are offered the opportunity to have a professional coach. All ECTs aspire to develop their skills beyond the Early Career Framework towards the Exceptional Learning Criteria developed in each department alongside the principles of High Performance Learning.



DEVELOP YOUR SKILLS

The best teachers are passionate about their subject and always developing their own understanding of it. They also understand that the process of learning is about finding those strategies which have the greatest impact. We believe that professional development should be a combination of learning from others within, and outside the organisation. Time is given to departments to learn and develop together through collaborative planning, observation, evaluative activities, such as learning walks, reading and discussion. All departments have developed an 'Exceptional Learning Criteria' for lessons, and this is also used as a structure for colleagues to develop. All colleagues can also have access to a trained coach to support their development. For those colleagues who want to simply excel in the classroom we support them with opportunities to develop subject expertise as well as pedagogical principles.



DEVELOPING OTHERS

Many of our teaching staff have developed a professional expertise which enables them to support the development of the wider educational environment. We believe that the more we give as professionals the more we will learn. Currently Stroud High School colleagues support subject based Initial Teacher Training Programmes, ECT, Middle Leader, Senior Leader and Headteacher programmes across the county with 2 different teaching schools. Nevertheless, many of our colleagues also take on key roles with Stroud High School to support the development of others.

LEADING OTHERS

At Stroud High School, we are all constantly developing in our roles and we are keen to continue to develop both our aspirant and current Middle and Senior Leaders. Our aspirant leaders are able to develop through opportunities to lead on projects, linked to their career stage, and receive appropriate coaching and external CPD. In addition to this, new Middle and Senior leaders are supported by an appropriate buddy. The link meeting structure between Middle and Senior Leaders enables Curriculum Team Leaders and Year Leaders to evaluate the progress of their team and their own skills as a leader and with support and coaching to move both aspects forward.

Middle Leaders have opportunity to lead whole-school work, often undertaken as projects for National College Programmes for Senior Leadership. All colleagues have the opportunity to have an impact on the development of pedagogical strategies across the whole school by contributing to our whole school development work on learning behaviours, neurodiversity or digitising the curriculum.



PLANNING YOUR DEVELOPMENT

SHS INSET & TRAINING	PGCE	ECT	ALL TEACHING STAFF (above ECT level)	LEADERSHIP
	<i>Supporting colleagues to achieve QTS</i>	<i>Supporting colleagues to start their development as an ECT, embed the teaching standards and progress towards excellence</i>	<i>Supporting colleagues with new challenges to enhance their portfolio of skills</i>	<i>Supporting colleagues on the journey towards exceptional leadership</i>
Statutory Educare Modules: - Equality & Diversity - H&S in Education - Practical Guide to GDPR in Education - Child Protection in Education - Fire Safety in Education - First Aid Essentials - Online Safety - The Prevent Duty	- Pre-PGCE observation opportunity - Orientation Day - Offer places to trainees in both parent and twin placements from GITEP - High quality mentoring and Training Manager provision - Collaboration with other schools to provide school-led professional preparation sessions - School Enhancement Week	Bespoke package of support including: - Statutory observations and assessment forms with target setting - Weekly meeting with ECT mentor - Informal and formal lesson observation and feedback - Opportunity to observe colleagues - Professional coach Appropriate body: Balcarras Teaching School Provider: UCL	- ITT Subject Mentor - Lead or contribute to SHS Teachmeets - Lead or contribute partnership work - Lead or contribute steering groups - Roles within GITEP - Support primary transition work - Support a Higher education Pathway - Lead or contribute to trips and visits - Develop expertise to lead significant components of co-curricular provision - EPQ Supervisor - Sixth Form Outreach work - Share best practice with other colleagues <i>Some of these opportunities may form part of UPR work</i>	Externally led courses NPQs: - Leading Teacher Development - Leading Teaching - Leading Literacy - Leading Behaviour and Culture - Senior Leadership - Headship
Becoming a Subject Expert: - Learn from and with other teachers in your curriculum team and across the school. Plan together and work on developing the pedagogy specific to each subject - All teachers get high quality CPD to support the integration of technology, and training to support the digitising of the curriculum				
Externally led courses focussing on teaching and learning				

SUPPORT STAFF

For support staff we provide a programme of learning opportunities, linked to specific needs. This results in improved quality and effectiveness, alongside enhanced job satisfaction. Support staff can also access a variety of CPD opportunities and where possible all training and development will be linked to the School Priorities and/or role-related training. Such training may include:

- Promoting the effectiveness of the staff as a team
- Responding to/coping with new demands/pressures/opportunities
- Achieving/maintaining the professional skills needed to fulfil a particular role

Training can be delivered either in house or through outside providers and are tailored where possible to the individual.

Opportunities for support staff to become involved in the whole school community are vast - from accompanying curriculum trips, taking part in enrichment activities such as the ski holiday and international expeditions, to becoming a member of the school orchestra or leading our Combined Cadet Force.



STAFF WELLBEING



It's important to us that you're as proud of Stroud High School as we are, so we have put together an overview of the range of exclusive benefits that are currently available to our staff community, so you can get the best out of working here. The school offers a range of wellbeing and work-life balance benefits to recognise and reward the essential contribution our staff make to the success and growth of Stroud High School. As an employer, the school encourage all staff to maintain a healthy work-life balance and as such will promote initiatives for staff to enjoy.

BUPA HEALTHY MINDS

Psychological wellbeing is a critical component of sound health and wellbeing. Stroud High School supports this area with a dedicated unit – Bupa Employee Assistance which is 100%, dedicated to the provision of employee assistance programmes (EAP).

EAP is designed to help people through life's rough patches and inevitabilities, offering support, advice and the coping mechanisms needed to deal with the ensuing consequences and emotions. It is having someone to talk to who listens and will offer qualified advice and guidance. Employees will receive a telephone assessment from a counsellor who will determine whether onward support is appropriate and or beneficial.



EMPLOYEE FLU JAB SCHEME

Our free staff flu jab service aims to protect you from getting sick during the flu season. The flu virus affects people of all ages, including those who are otherwise healthy. Information will be distributed at the appropriate time.

DISCOUNT SCHEMES

There are number of discount schemes, which help you to make your salary go that little bit further. You can get money off retailers nationwide, access family days out and even join in with new activities.

We have worked with local and national businesses to offer discounts to you, whether it's allowing staff to claim student discounts with an NUS Extra card, salary sacrifice schemes, or reduced gym memberships.



MORE THAN JUST A TEAM...

Working at a Stroud High School should be challenging, fulfilling and also an enjoyable experience. The staff work together to make the school community a vibrant place to be. Every week staff gather for 'Friday Treats' and each year many staff join together for an enjoyable weekend away.

Many staff contribute to a staff band, and each year staff willingly parade on stage at the now famous Teacher Lipsync event. The staff take part in local triathlons and races - whether you are a fitness freak or a first timer, anyone can get involved.

Each member of staff represents a school House and this becomes incredibly competitive at the annual Staff Handball Tournament for Children in Need, whilst staff also compete against the Sixth Form for bragging rights on the netball court and football field. Ultimately, the staff live the values they want to see in the students in the school.



MEET OUR STAFF...

RIA



When I joined SHS it was as an English teacher and KS3 Coordinator, before moving into the role of Second in English. I then took on leadership roles as Head of Year 10 and Year 11, before joining the Sixth Form team and working with Year 12. After completing the NPQSL qualification, I became Head of Sixth Form and joined the Leadership team here. Following my return from maternity leave, I shifted direction and became Assistant Head, responsible for Teaching and Learning and whole-school self-evaluation. I'm currently completing the NPQH qualification, the aspiring Headship programme, and I lead SHSF while working alongside the Designated Safeguarding Lead as DDSL. My journey at SHS has provided me with incredible opportunities to grow in a supportive and enjoyable working environment.

ROBBIE



I began my teaching career at Stroud High School in 2017 as a newly qualified History teacher, and since then, I have been fortunate to benefit from numerous opportunities to advance my career. The school and its leadership team have been incredibly supportive in helping me achieve my goals, enabling me to complete my NPQML qualification and recently be appointed as Assistant Head of Sixth Form. Working in such a positive and dynamic learning environment has allowed me to strengthen my teaching fundamentals, while also progressing in my career with continuous support. SHS is a truly unique workplace, filled with a wonderful sense of camaraderie and a spirit of togetherness in everything we do. It's a place I am proud to be a part of.

AMBER



As a past student of Stroud High School, I always received the utmost lovely support from staff and I am delighted that I can now give that support back to our current students through my role at Student Services. We encourage, listen, build up self-esteem and teach the students to respect each other, themselves, our school and the community. The support team as a whole at Stroud High School thrive on supporting each other, tackling challenges, helping each other to learn and grow, enabling us to develop our skills together on a daily basis. I hold a great sense of self-worth within my role at Student Services and I am so proud that I can provide the support and care I once received myself.



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