

Working at Deptford Green



Deptford Green is an innovative, diverse and community school, where we place great emphasis on the Arts, encourage students to be expressive, and enrich their lives through exceptional academic, pastoral and extra-curricular provisions.

Our commitment to excellence and growth is evident not only in our strive for students, but for our staff too. Here, potential and ambitions are realised and rewarded. Staff are inspired to flourish, to be creative and work collaboratively to secure the very best outcomes for students. Within our team, we work collectively with students to explore their personalities and gifts, realise their ambitions and urge them to embark on their chosen pathway.

We are committed to staff wellbeing and career progression is prioritised at every level and through a range of CPD opportunities. We have worked exceptionally hard to ensure that choosing a career at Deptford Green is a fulfilling experience for everyone: by valuing every staff members ambitions, rewarding passion and investing time to ensure an esteemed and lasting career.

By joining our team, you join a dynamic, evolving and passionate community of staff, united by a shared belief in our motto and underpinned by the highest standards in teaching, enrichment and care. We have a long and successful history of delivering an exceptional education in Lewisham, and are seeking to recruit confident, ambitious and driven staff to join our close-knit team. If this sounds like you, then we want to hear from you.

Emma Thurston, Headteacher

Our GREAT Values



Growth



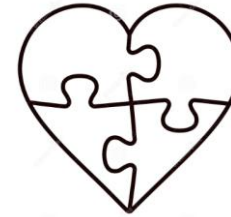
Respect



Equity



Accountability



Togetherness

Growth

- We reward great effort not just results
- We reflect and continuously try to improve
- We try new techniques and strategies to develop

Respect

- We do not raise our voices
- We listen and understand the view points of others
- We model the use of good manners

Equality

- We plan diversity into our curriculum
- We treat all students the same regardless of individual differences.
- We celebrate the individuality of others
- We create BRAVE spaces when in the classroom

Accountability

- We assume responsibility for classroom behaviour and ensure appropriate follow up has been taken
- We accept when we have made mistakes
- We are committed to planning and delivering the best we can, every day

Togetherness

- We contribute toward trips and community events
- We have an open door policy, sharing thinking and techniques with others
- We support other staff and students in times of need as well as celebrating their successes

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Our Vision

‘Steering our journey towards becoming a leading Arts school in Lewisham and beyond with expectational academic and pastoral provision inclusively for all’



ECTs are contracted from July
& paid over the Summer holidays

Free eye tests for computer users
& money off glasses for screen use

Paid overtime for staff during school holidays
For summer school and revision sessions

Free flu Jabs
Annually, on request

Free drinks, snacks and meals at our end of term socials
Summer BBQ, Christmas meals & Easter celebrations

Opportunities for staff to get creative together
Termly creative staff competitions & prizes
Termly 'Community Hour' sessions, allowing staff to be social
and share their skills

Staff 'thank you' nominations
Staff are nominated by peers weekly
and awarded with prizes termly

Massage Therapist drop ins
Mini appointments available

Opportunities for leadership progression
80% of our Senior Leadership Team were promoted from within

School therapy dog
If you're a dog person!

Pensions: Teaching or Local Government pension scheme

Perks & Incentives

Employee Assistance Programme (EAP)
Practical and emotional support when you need it. Free and
confidential, 24/7

Long service awards
Rewarding staff for their commitment to our school at five, 10,
15, 20, 25, and 30 years

Occupational health referrals
Supportive adjustments where necessary for staff

Flexible working for Support Staff
I.e. some roles compressed from all year round contracts to
term time only for optimum school holiday enhancement

Access to free sanitary products

Actively promoting equality & Diversity

Access to free Cuppa Soups and noodles
for when you have forgotten your lunch

Access to the school's sports facilities
before and after work

Free hot drinks & fresh fruit
Available to all in our staff rooms

Early finishes termly
Half days on the last day of term

Have your say!
Pulse surveys, wellbeing group, working parties...

In House HR support

Support staff are paid 5 extra days holiday after working
here for five years
then 4 extra days holiday after 10 years

Twilight CPDs
in place of three INSET days = more holidays

Two week October half term
in 2022/23

A paid day for when you need to move house

Innovation & CPD funding applications available

Place2Think counselling
Available onsite for all staff from Place2Be

Refer a friend Award
Receive £250 voucher for successful recruitment of
someone that you have recommended who stays for at
least 6 months

Salary increments for Support Staff
every April until you are at the top of scale

Access to the Lewisham Local card volunteer to do
ANYTHING in school
This gives you access to local discounts i.e. 25% of
swimming and gym sessions at Wavelengths local leisure
centre.

Open Door Policy

Teachers have their own classrooms

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CPD Package for Staff

Beginner Teachers	Early Career Teachers	Middle Leaders	Senior Leaders	All Staff
<p>Teach First</p> <p>PGCEs</p> <p>Goldsmiths</p> <p>Institute of Education</p> <p>Teacher Apprentice Programme</p> <p>Weekly in-house ECT programme and mentoring</p>	<p>Partnership with London South Teaching School Hub</p> <p>Mentoring</p> <p>Ward Rounds</p> <p>Weekly in-house programme</p> <p>TEEP Level 1 training (Pedagogy & Practice)</p> <p>Expert support from a Lead Practitioner</p>	<p>Opportunity to apply for a range of NPQs</p> <p>PiXL – subject specific</p> <p>Legacy Leadership (SSAT)</p> <p>TEEP Level 2</p> <p>Extended SLT</p> <p>Twilight & Faculty time</p> <p>Enquiry Walks</p> <p>Coaching</p> <p>Shadowing of SLT</p> <p>DGML Programme</p>	<p>Visits to other schools and settings</p> <p>Opportunity to lead in SLT meetings</p> <p>Opportunity to apply for NPQSL & NPQH</p> <p>Coaching</p> <p>Presenting to governors</p>	<p>Coaching</p> <p>Ward Rounds</p> <p>Enquiry Walks and feedback</p> <p>Safeguarding training</p> <p>TEEP Peeps</p> <p>Lead Practitioner support</p> <p>Risk it for a Biscuit</p> <p>External CPD</p> <p>Bespoke in-house CPD in Twilight & Faculty time</p> <p>Bespoke Activities</p> <p>Access to the National College with lots of resources</p>

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Graduate Learning Support Assistant Programme

Term 1	Term 2	Term 3	Term 4
<p>Included in new staff induction programme before taking up post (including Safeguarding training).</p> <p>Training session on the Teaching and Learning Wheel at Deptford Green.</p> <p>Included in the training programme for Early Career Teachers In Faculty Inclusion training.</p>	<p>Training sessions with the T&L Team on techniques from Goug Lemov's <i>Teach Like a Champion</i> Book and the basics of Behaviour for Learning.</p> <p>Ward Rounds with teaching colleagues to see T&L in action across the school and feedback on pedagogy and the basics of Behaviour for Learning.</p> <p>Included in the training programme for Early Career Teachers.</p> <p>In Faculty Inclusion training.</p>	<p>T&L Team to Invite LSA to lead a section of a lesson using some techniques learned in previous term. Feedback offered.</p> <p>Two coaching sessions with a member of the T&L team to discuss progress in post and career options moving forwards.</p> <p>Included in the training programme for Early Career Teachers.</p> <p>In Faculty Inclusion training.</p>	<p>Continuing to lead sections of lessons with support from the T&L Team, including feedback.</p> <p>Ward Rounds with T&L Team to see techniques modelled in other lessons.</p> <p>Coaching sessions to plan next steps including applications for Initial Teacher Training and interview support where appropriate.</p> <p>Included in the training programme for Early Career Teachers.</p> <p>In Faculty Inclusion training.</p>

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More About Us...

"It's a unique school because of the children that attend and the staff that remain dedicated to providing the best experience for any child that attends. Deptford Green is my fourth Lewisham school and it's uniqueness makes me want to retire here."

Natasha Cameron
Head of Inclusion
4 years at Deptford Green



"The most important reason was that Deptford Green School is a 'Cultural melting pot'. Deptford Green is unique because it enables students and families from different backgrounds, cultures, and beliefs to thrive. No student is left behind."

Fabian Almeida
EAL Coordinator
5 years at Deptford Green



"Students appreciate the hard work of the staff, and know that they're getting a really high standard of thoughtful, creative education."

"Our school is unique in that it has at its heart, the community and a strong desire to better the lives of the young people and families we serve."

Adam Lambert
French & Spanish Teacher
1 Year at Deptford Green



"Pupils enjoy coming to our school because it is a safe space for them to learn, grow and have fun! Pupils feel supported and encouraged by their teachers and we do everything we can do to prepare them for their futures."

Zoe Calvert
Head of MFL
5 Years at Deptford Green



"Soon I will have been working here for longer than some students here have been alive! I have worked here 13 years and what made me stay? I think it is because the young people are amazing, so I really love working here".

Celine Nembhard
Careers Co-ordinator
13 years at Deptford Green



"Having been a student at Deptford Green myself, I ended up coming back here to teach! I had my life so positively impacted by my Head of Year that I decided that teaching was the career path I wanted to follow."

Fraser Walker
Assistant Headteacher
6 Years at Deptford Green

