



## The recruitment and retention of teaching staff at The Bromfords School and Sixth Form College

The Governors of The Bromfords School and Sixth Form College wish to recruit teaching staff of the highest quality at all levels. Whilst accepting that teachers will wish to further their careers both within the school and elsewhere, they wish to ensure that teachers can gain both financial and non-financial benefits from working at The Bromfords School and Sixth Form College which are at least as favourable as those available elsewhere.

The incentives are expressed under two headings:

1. Financial benefits
2. School-based benefits

### 1. Financial benefits

- All staff benefit from the London Fringe Pay Scale - this equates approximately to an additional £1,000 per year over standard salaries
- Early start scheme for NQTs, allowing colleagues to begin their employment prior to the start of the summer holidays
- Reduced Gym membership at the Nuffield Group run Bromfords Sports Centre
- Cycle to work scheme - a scheme that will allow you to make significant savings on cycle purchases (see [www.cyclescheme.co.uk](http://www.cyclescheme.co.uk))

### 2. School-based benefits:

- NQT induction
  - It is anticipated that NQTs taking up posts at The Bromfords School and Sixth Form College will spend the July prior to taking up appointment being inducted into school
  - Mentor support
  - Reduced teaching commitment for professional development activity
  - Whole school induction programme
- Professional development
  - The school will provide professional development opportunities at an appropriate level to new teachers:
    - An induction package for all new teachers, including a whole school programme and mentor support
    - A range of optional bitesize CPD opportunities delivered throughout the academic year delivered by passionate staff to not only raise awareness but also develop key areas of current pedagogical study or teaching practices.
    - Focused CPD tailored to each teacher, based on their emerging personal development requirements
    - Opportunities to participate in action research within the classroom.
    - Middle Leader development programme through triad support.
    - Opportunities for departmental and whole school development/experience
    - Half termly teaching and learning meetings, open to everyone, to support the development of the school with ambitious thinking.
    - Coaching and development opportunities.

