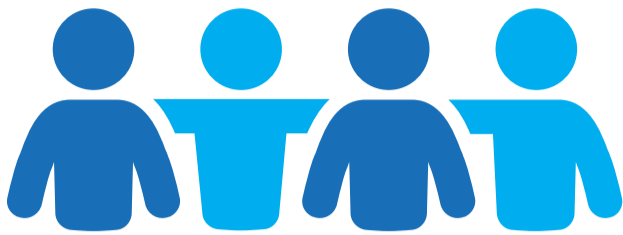


# WHY WORK AT KPHS?



We Co-operate  
We Pioneer  
We Belong



**ETHOS:**  
Our ethos of co-operating, pioneering and belonging to the KPHS family is at the forefront of everything we do.

## WE CELEBRATE SUCCESS:

We have a leadership structure for teaching and support staff, allowing staff to progress in their career in the way that suits them best.



## WE CELEBRATE SUCCESS:

We recognise and celebrate the success of our staff with 20 members of staff securing internal promotion in 2022/23.

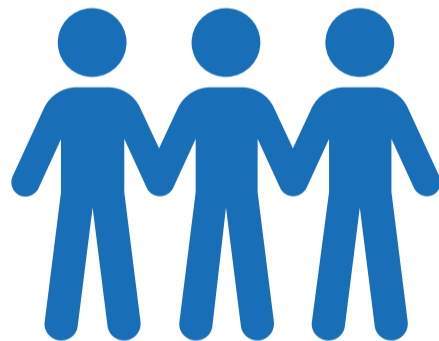


## ENVIRONMENT:

We care about our environment and offer salary sacrifice scheme for the purchase of bikes and electric cars.

## COMMUNITY:

We care about our wider community and provide a Pantry Hub, additional ESOL, IT and parenting classes and a citizens' advice services for those in need.



## DATA DROPS:

We are sensible when it comes to collecting data and never collect data for data's sake. We have three data capture points per year group, per year with one additional data point for our Y11 students.

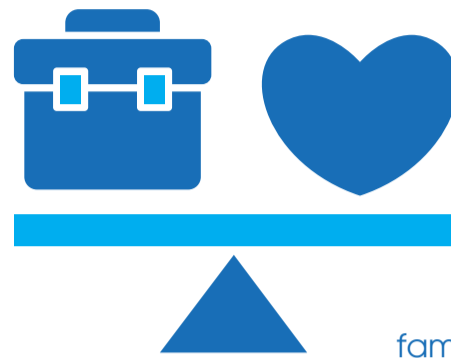
## SUPPORT:

SLT and the Headteacher have an open-door policy. Leadership work collaboratively with the union representatives and are open to feedback.



## COLLABORATION:

As a Manchester United Foundation school we have additional mentors on-site and access to Street Reds. We have recently secured an additional £5000 as a pilot school for MU community offer.



## WORK/LIFE BALANCE:

We recognise the importance of a work/life balance. All meetings are calendared for the academic year to support managing childcare/family support and with 'grey time' being avoided where possible. We aim to only send emails between 6am-6pm on workdays.

## WORK/LIFE BALANCE:

We understand the benefits of flexible working when it comes to work/life balance and therefore we run a 'Cover+' optional system for teaching staff, where teachers can volunteer to do cover in their PPA time and then 'cash-in' a day off of their choosing once they have completed a number of covers.

## WORK/LIFE BALANCE:

We ask main-scale teachers to do only one breaktime duty per week. If you volunteer to do a lunchtime duty or choose to run a lunchtime club, we will provide you with a free lunch.

## PPA:

We truly believe in the importance of having the time in the school day to plan and prepare for your classes. All staff have 20% PPA with additional PPA for those with additional responsibilities.



## PART OF THE TEAM:

We value the importance of time to collaborate with your colleagues and therefore have an hour off timetable fortnightly to work within your main subject department.



## WE VALUE STAFF:

There is always free tea and coffee! We offer additional refreshment for staff when staying behind school for a community event.

Your mental health is important to us, and we offer all employees access to an 'Employee Assistance Programme', offering guidance, support and counselling on a range of subjects personal or work related for free.

## CPL:

We encourage our staff to fully develop as professionals. Opportunities include weekly CPL in school, CPL on a Trust level or support in completing nationally recognised qualifications. We have invested £12k in the GTT programme for all teaching staff.

