

# GORDON'S SCHOOL

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## BENEFITS & PERSONAL PROFESSIONAL DEVELOPMENT



# Working at Gordon's School

A non-selective state boarding school, Gordon's School was established in 1885 at the behest of Queen Victoria and has since developed into one of the leading boarding schools in the UK. Situated in 50-acres of beautiful grounds with generous facilities, we seek to provide a world-class education that ensures all students learn how to be the best they can be.

Gordon's size ensures that every student is well known as an individual. The School places a strong emphasis on academic standards, self-discipline and traditional values and aims to be much more than just outstanding examination results, providing abundant opportunities outside the classroom and exceptional pastoral care.

Good character is a hallmark of a good school. We aim to nurture the right beliefs, values and positive mindset so that all students routinely work hard and behave well. Students are expected to be courteous, diligent, enthusiastic, resilient and show integrity at all times. Good values are most likely to be embed when modelled by staff, therefore we strive for every member of staff to...

1. Be courteous: put the interests of students first.
2. Have integrity: always be relied upon to do what they say, when they say.
3. Be diligent: always show consistent effort and attention to detail.
4. Be enthusiastic: seek to continually improve
5. Be resilient: don't leave behind even the most challenging students

## Examination Results

The school has enjoyed strong results at both Advanced Level and at GCSE, both in terms of progress and attainment. Typically three-quarters of students at A Level achieve A\*-B and forty percentage of GCSE students achieve grades 9-7.

## The School Site

Gordon's is situated in fifty acres of wooded parkland just 5 miles from the Surrey town of Camberley. Ascot, Bagshot, Windsor and Woking are within easy reach. Access to London is served by the nearby station at Brookwood and the fast commuter lines at Woking. The London airports, including Heathrow are within easy reach.

There are suites of specialist teaching rooms for all subjects, including recently refurbished science laboratories and a new Mathematics teaching block. In 2020 a new £5 million Sports Hub is opened and there are plans for a new Creative Arts Centre, refurbished Library and a Computing and Business centre. A particular feature of the school is its Victorian chapel which is used for daily services.

# The benefits of working at Gordon's

## Professional Development

The school places great emphasise on the continued professional development of its staff; both teaching and support staff. There is a very generous Continued Professional Development budget which allows staff to attend courses and other training events in order to develop their careers and enhance areas of pedagogy.

- A well-developed NQT programme with subject and whole-school mentors.
- RQT support programme for those in their second year of teaching.
- In-house coaching programme
- Free on-site Institute of Leadership & Management course available for all staff.
- Generous training and development budget
- Financial support for the NPQH and Educational Masters Programmes.
- Corporate membership of the Prince's Teaching Initiative Unlimited scheme
- Corporate membership of the Chartered College of Teaching.

## Other financial and non-financial benefits

- The school offers membership of the TPS for teaching staff and an appropriate pension scheme for non-teaching staff
- PPA allowance above the national average
- Enhanced salary structure
- 16 weeks holiday for teaching staff
- Generous occupational health scheme
- Extensive staff well-being initiatives
- Complimentary lunch, coffee, tea and fruit
- Cycle to work scheme
- Subsidised or free accommodation on site (subject to availability)
- Use of the school sporting facilities including the 20-metre swimming pool, fitness centre, sports hub\*, Ergo suite and tennis courts.
- Free car parking on site
- Staff book club
- Use of the school library facilities until 9pm each day

*\* Opens in September 2020*

# Teaching Staff

The Associate Assistant Head (Teaching and Learning) along with the Deputy Head (Curriculum) co-ordinate CPD for teaching staff.

Opportunities include:

- External day and residential courses
- Online courses by external providers
- MOOCs such as Future Learn and 'Coursera'
- Support for Master's degrees and NPQH programme
- ILM 3, 5 and 7
- Internal CPD courses run during early morning, breacktimes, lunch, period 7 and evenings.

CPD training courses will be informed by the whole-school self-evaluation and Departmental Development Plans.

The school also encourages staff to engage with the external examination boards to undertake work as assessors, examiners and moderators. Within reason, time will be allowed for such standardisation meetings as long as a teacher release vouchure is obtained.

In accordance with our intent for a knowledge-rich and skills-rich curriculum, the school has subscibed to the Prince's Teaching Institute Unlimited programme as well as corporate membership of the Chartered Institute of Teaching.

## **Prince's Teaching Institute**

The PTI aims to enhance the subject knowledge of teachers across the UK and encourages staff to staff best practice. The PTI Unlimited scheme allows for an annual payment by schools and then all courses can be attended at zero cost. All colleagues are encouraged to develop their own subject knowledge by attended a PTI course or undertaking an online course.

Further details can be found at <http://ptieducation.org/>

## **Chartered College of Teaching**

The Chartered College of Teaching is the professional body for the teaching profession. Its aim is to celebrate, support and connect all teachers to provide world-class education benefiting both pupils and society. The school funds corporate membership of the Chartered College of Teaching allowing all staff to benefit from:

- ✓ Access to University of Bristol Document Summary Service
- ✓ Invitations to Chartered College of Teaching events
- ✓ Access to the college's online learning platform
- ✓ Access to Chartered College networks across the country
- ✓ Staff CPD Library copies of "IMPACT"
- ✓ Access to an education and research database

Further details can be found at <https://chartered.college>



# Institute of Leadership and Management

Level 3 Award for  
Aspiring Middle Leaders

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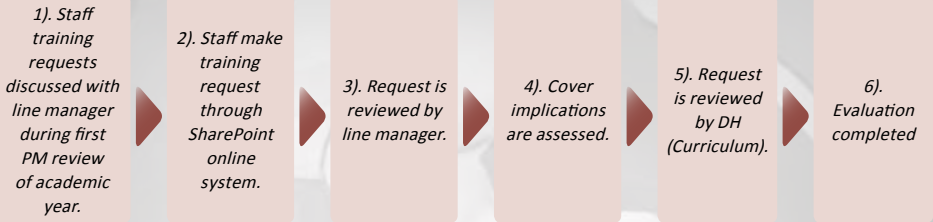
Level 5 Award for  
Senior Leaders

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Level 7 Award  
Aspiring Senior Leaders  
(coming soon)

*See separate leaflet on the website:  
Join us / Staff Benefits and Professional Development*

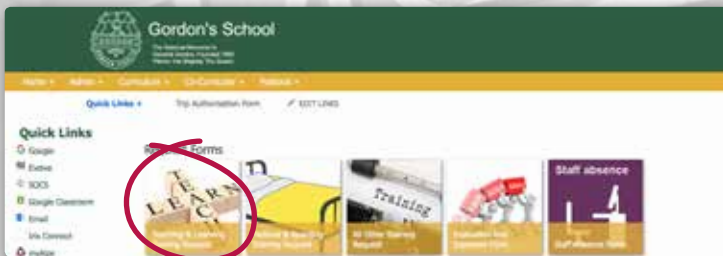
# How to book on an external training course



1). Click on forms:



2). Click teacher & learning training request:



3). Complete form with as much detail as possible:

The screenshot shows the 'Forms' page with a form to be completed. The form fields are:

- Full Name \*
- Course Title \*
- Course Venue \*
- Course Type \*
- Course Start Date \*

The 'Course Start Date' field is pre-filled with 31/12/2019.