



# CANNOCK CHASE HIGH SCHOOL

A C H I E V E M E N T F O R A L L

## The Benefits of Working at Cannock Chase High School

### A Commitment to Excellence and Well-Being

At Cannock Chase High School (CCHS), we are proud to offer our staff a supportive, inclusive, and forward-thinking environment where they can thrive professionally and personally. Joining **Team CCHS** means becoming part of a collaborative, values-driven community committed to **integrity, teamwork, responsibility, excellence, and resilience**. We are a stand-alone Academy who remain committed to the Teachers Pay and Conditions (STPCD). Below, we outline the key benefits of working at our school.

### 1 Professional Development Opportunities

We are committed to the growth and development of all staff members through a tailored approach to professional learning.

#### **Bespoke Professional Development Programme**

Our programme is designed to meet the needs of individual staff members, whether you are an early career teacher (ECT) or an experienced leader.

Access to a full subscription to a digital CPD Platform.

#### **Subject Collaboration Time**

Subject areas have regular, calendared, collaboration time to focus on the planning and delivery of first wave quality teaching.

#### **Annual Learning & Teaching Day**

Every year, one of our INSET days is dedicated solely to celebrating and sharing Learning & Teaching in our school. We share our classroom practice; a carousel of 'big ideas' is organised to allow us all to keep up to date with current pedagogy and we are given time in departments to develop our Learning and Teaching focus through collaboration and shared planning.

#### **Non-Graded Lesson Observations**

Observations are solely developmental, allowing you to reflect and improve without the pressure of grading.

#### **Leadership Pathways**

Opportunities to engage in middle and senior leadership development programmes to prepare you for the next stage of your career.

#### **Access to External Training**

We encourage attendance at subject-specific or role-related external courses and conferences to deepen expertise.

Staff supported to engage with partner agencies, for example, other schools and exam boards.

## **2 Positive Work Culture**

Our ethos and environment promote well-being, collaboration, and mutual respect among staff.

### **Core Values**

We live by our five values: **integrity, teamwork, responsibility, excellence, and resilience**. These shape how we work and support each other daily.

### **Team CCHS Spirit**

A collective focus on raising standards through collaboration, shared goals, and celebrating individual and team successes.

### **Supportive Leadership**

A senior leadership team that prioritises staff well-being and is committed to reducing unnecessary workload.

## **3 Innovative Performance Appraisal System**

Our approach to performance management is designed to empower and support staff.

### **No Student-Outcome-Based Targets**

We focus on the holistic impact of your work, not narrow measures tied to student data.

### **Development-Focused Reviews**

Appraisals are an opportunity for reflection, goal-setting, and personal growth rather than a box-ticking exercise.

## **4 Exceptional Student Body**

Our students are at the heart of what we do, and their positive behaviour and commitment to learning make teaching at CCHS rewarding.

### **Exemplary Behaviour**

Ofsted has recognised our students' behaviour as 'exemplary.'

### **Engaged and Ambitious Learners**

Our students are motivated to achieve their best and are supported by a strong pastoral system.

### **Positive Relationships**

Staff and students share mutual respect, fostering a productive and enjoyable learning environment.

## 5 Well-Being and Work-Life Balance

We understand the importance of maintaining a healthy work-life balance and offer initiatives to support staff well-being.

### **Reasonable Workload Policies**

We continually review policies and processes to ensure that workload is manageable.

### **Flexible Working Opportunities**

We consider flexible working arrangements where possible to accommodate personal commitments.

### **Staff Well-Being Programme**

Access to resources and activities to promote physical and mental health, including social events and mindfulness activities.

### **Employee Support Programme**

All staff have access to a staff wellbeing package, provided through the Schools Advisory Service. The package includes a number of supporting services for staff, for example:

- confidential wellbeing telephone support;
- specific support for maternity, menopause, men's mental health, cancer and chronic illness support;
- mindfulness and meditation;
- counselling;
- physiotherapy;
- complementary services;
- GP helpline.

All services are completely confidential and the school receives no information about access.

## 6 Competitive Benefits Package

In addition to a fulfilling professional experience, we offer a range of practical benefits.

### **Pension Scheme**

All staff are enrolled in either the Teachers' Pension Scheme (for teaching staff) or the Local Government Pension Scheme (for support staff).

### **On-Site Facilities**

Access to on-site parking, well-equipped staff rooms, and sports facilities.

### **Technology for Teaching**

Resources and technology to support effective teaching and learning, including interactive whiteboards and IT support.

### **Cycle to Work Scheme**

Promote healthy living and save on travel costs with our Cycle to Work Scheme.

## 7 A Vibrant Local Community

Cannock Chase High School is located in a community with plenty to offer:

### Great Location

Situated close to Cannock Chase Area of Outstanding Natural Beauty, offering opportunities for outdoor activities and relaxation.

### Accessible Transport Links

Easy access to the M6, nearby railway stations, and public transport for commuting.

### Family-Friendly Area

Cannock is a welcoming area with excellent amenities, schools, and housing options for families. Situated in close proximity to the West Midlands McArthur Glen shopping outlet

## 8 Commitment to Equality and Diversity

CCHS is proud to be an inclusive and welcoming school that values diversity.

### Equal Opportunities Employer

We celebrate the individuality of our staff and students and are committed to creating a culture where everyone feels valued and included.

### Cultural and Social Awareness

We promote equality of opportunity and celebrate the diverse backgrounds of our staff and students.

## Join Team CCHS

By joining Cannock Chase High School, you will be part of a school that:

- values your professional and personal growth;
- is committed to well-being and work-life balance;
- offers opportunities to make a real difference in the lives of students and the wider community.

If you share our values of **integrity, teamwork, responsibility, excellence, and resilience** and believe in our mission of '**Achievement for All,**' we would love to hear from you.

**We look forward to welcoming you to Cannock Chase High School, where we work together to inspire and achieve.**