



Cams Hill School is a state comprehensive secondary school that has high quality teaching and learning opportunities along with a deep and embedded strong academic drive. These elements, coupled with a phenomenal co-curricular programme of activities, engage, challenge, inspire and develop highly qualified, confident, resilient individuals.

We are extremely proud of our school. It is a special place to learn and work and, at Cams Hill, it is definitely the people that make the place: pupils, staff; parents and carers. All staff are part of a culture of trust, autonomy, parity, respect and are regularly recognised for their contributions. All staff complete annual performance management reviews with the opportunity to receive progression through the pay scale and the potential to receive remuneration for exceptional performance.

Cams Hill School recognises the benefits derived from investing in our staff, and there are a number of additional benefits available to all staff:

- Teachers Pension Scheme
- Local Government Pension Scheme
- Professional development opportunities
- Free parking for all staff
- Access to School Dining with Chef Manager
- Childcare vouchers if already part of the scheme
- Annual Flu Jabs offered via the onsite welfare team, free
- Assistance towards eye tests and glasses

For teaching staff we are able to offer the following:

- 0.68 average contact ratio for teaching which is far lower than national average. Our teachers have more time to plan, prepare and evaluate their teaching
- Average class size of 23.7 so teachers have greater ability to build relationships with smaller classes
- An evidence informed approach to assessment, marking and feedback which supports pupil learning and manageable workload for teachers
- A programme of Continued Professional Learning designed to develop teachers at every stage of their career
- Performance management targets which are not based on pupil performance data
- Departmental work/ staff rooms in many subject areas
- IT equipment – laptops, ipads for all teachers
- Interactive whiteboards installed in all classrooms

If you would like to be part of a school which develops pupils to be positive contributors to society, and which values its staff, we would very much like to hear from you.