

We welcome you to our third edition of our HR newsletter! We always welcome your thoughts, ideas and suggestions so *please, please* share your feedback and suggestions to help us improve.

Since the beginning of term we have welcomed a few more new faces to the School. Introducing some of the New Staff at Caludon Castle....



**James Owen** - *I recently joined the Caludon Castle team as Leader of Art. This is my 5th year of teaching and previously worked in a school in West Bromwich. I live in Birmingham, and have done for the past 9 years. I was born and grew up in the West Country, very close to Bath. I have a massive passion for all things music related and played guitar for a local band when growing up. From there I began my artistic journey and started studying Fine Art at the school of art at the University of Aberystwyth. I have a great love for the greatest sport on the planet 'Rugby' and try to get down to Bath game or national games as often as I can! Thanks to all the staff to date for the warm welcome and look forward to meeting and getting to know more of you soon..*



**Catherine Dearden** - *I am excited to join the warm and supportive Sixth Form team here at Caludon. Originally from the Wirral, I studied at Nottingham University and have had a diverse career in both support and education. After initially working with asylum seekers and mental health support teams in the East Midlands I then fancied a new challenge, moving firstly to Sri Lanka for NGO work and then to China to work at a British international school near Shanghai. After 5 years abroad I am very excited to be back in the UK for a proper British Christmas! In my free time I love reading, rambling and keeping fit through dance classes and I love to travel the world for new experiences and exciting food!*



**Corinne Gaggini** - *Hi everyone! I am the newly appointed PE technician/SSM. I recently graduated from the University of Gloucestershire where I studied Sport and Exercise Science. During my time there, I joined the lacrosse team and competed at nationals for cheerleading and dance. As a former Caludon Castle pupil, I am happy to be back, despite being mistaken for a present student from time-to-time (clearly because of my youthful complexion and not the fact that most of the year 7 pupils are actually taller than me)! I am hoping to complete a PE teacher training course in the future and maybe even become a permanent member here at Caludon!*



**Jack Pegler** - *I am a new member of the SSM team. This is my first job within a school as I graduated from Coventry University with a degree in Geography this year. I am working mainly within year 10. As well as my degree I have A Levels in Maths, History and Physics. Outside of school, I run for the local athletics club, Coventry Godiva Harriers. I am a long distance runner racing over 5km plus distances. Unfortunately, I'm a supporter of Coventry City Football Club. I am really excited to be working at Caludon Castle and I look forward to helping out where I can.'*



## December Pay Day



Christmas Payday has been confirmed as Thursday 21<sup>st</sup> December 2017.

## Important information about Pensions Auto Enrolment

### Automatic Enrolment

Automatic enrolment is a Government initiative to help more people save for later life through a pension scheme at work.

#### Automatic pension benefits for the employed

Automatic enrolment makes it compulsory for employers to automatically enrol their eligible workers into a pension scheme. The employer must also pay money into the scheme

If you are not already in a qualifying workplace pension scheme, you will be automatically enrolled into either the Teachers' Pension Scheme or the Local Government Pension Scheme (LGPS) if you meet the following criteria;

- You are aged between 22 and State Pension age
- You earn at least £10,000 per year

If you do not fit the above criteria you will still have the option to join one of the schemes relevant to you.

Staff will be receiving a letter over the coming weeks to explain in more detail how this will affect them personally.

### Lead Learning Practitioner opportunity

The Lead Learning Practitioner accreditation is for those excellent teachers who see themselves as life-long learners. Not only are they keen on self-development but also on leading others.

**Application** - This the last opportunity to apply this academic year.

#### Application window

Stage 1: 14 March 2018

Stage 2 and Stage 3: 23 March 2018

#### Roles and Responsibilities:

Once accreditation status as a Lead Learning Practitioner has been achieved the following is expected:

- An open door policy for lesson observations or 'drop-ins' for all classes
- At least 'good' teaching is consistently maintained and attainment and VA are consistently above the national average
- Contributions to all Teachmeets, the development of learning and teaching resources, the learning and teaching blog/Twitter, to whole school CPD and relevant key events
- Annual research project which impacts positively on learning in, at least, the faculty
- Support to the Leaders of Learning
- Mentoring/coaching of an Aspiring Lead Learning Practitioner

**Pay** - Accreditation as a Lead Learning Practitioner enables access to accelerated pay progression, and is subject to annual review through the performance management process.

For more details or to discuss this opportunity in more detail please contact Ann Rayns, Deputy Headteacher, Learning & Teaching Consultant on ext. 103

## Wellbeing Committee Update

The inaugural 'Feel good wheel' draws took place within each Faculty/Department at the end of last half term with winners spinning a variety of prizes including a cake baked for them, boxes of chocolates, vouchers, me time and tutor covered. If you have any comments or suggestions about this initiative please email Laura Greenacre, HR Officer. Please keep continuing to nominate your colleagues as the next draw is due to take place during week commencing 18<sup>th</sup> December 2017. If you need more nomination cards Laura Greenacre and Catherine Murrey, PA to Headteacher have spares.

We are still progressing the all staff BBQ at a Teaching Training Day in June and are hoping to add more initiatives and events to the school calendar over the coming months. Any ideas or suggestions can be emailed directly to Laura Greenacre or via one of the members of the group –

Vic McManus, Kathy Howell, Lynsey James, Michelle Linton, Debbie Robertson, Emma Phillips, Sue Herron and Scott Hamilton.

## HR's Mission

Finally we would like to take this opportunity to share with you the HR team's newly devised mission statement for across the School and Trust. In a nutshell it hopefully explains why we are here and what we aim to achieve.

### HR's Mission Statement

#### To continually develop the HR strategy and provision to:

- Support the Trust's vision, strategic aims and each school's development plans through people
- Attract, retain and develop a talented, diverse and motivated workforce
- Create a culture committed to wellbeing in which people thrive
- Develop the Trust as a high performing organisation to maximise student success

#### Through

- Responsive HR expertise and professionalism
- Working in partnership and with integrity
- Business focussed solutions using best practice
- Effective performance management that develops and empowers staff
- Policies and processes that are fit for purpose
- Building the Trust's values of Trust, Honesty, Respect, Empowerment, Excellence

#### *Trust's Vision*

*"To ensure that The Trust has well qualified staff, meets pupils' individual needs; offers equal opportunities for all; encourages responsible citizenship; celebrates pupils' strengths and achievements; develops positive behaviours for learning in a well ordered environment; promotes learning in a caring and supportive atmosphere; works in partnership with parents and all stakeholders including the wider community"*

#### HR Contact details

For any HR queries please contact one of your HR team

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