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## *Why work for us?*

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We are a small Independent Alternative School with a big heart! We are committed to every student becoming **Employable, Sociable and Ready** with us, and we know that we cannot do this alone. Our staff are valued, they are passionate and understand our values. They work with us to underpin them into our schools foundations and to create an environment where the most challenging students can find hope and enthusiasm in learning again.

ReFocus School is a place where your passion, motivation and diverse thinking are welcome. Our students benefit from learning in a community where expertise spills over, where your life adventures can take them on a path, they never realised they could take.

That might be a skill you'd like to share – for example, Sports, Arts and Crafts, Drama or a different language. You might wish to join in leading the fabulous range of enrichment activities which are on offer or even perhaps starting an activity yourself.

You could lead on trips which genuinely change lives. There aren't too many schools who offer termly incentive trips and your contribution to opportunities such as these make memories of a lifetime.

For **Tutors**, our school is a place where you can create alternative lessons within a well-balanced, interesting and relevant curriculum. Feel valued and appreciated as you shape the curriculum with colleagues, other leaders and governors.

For **Support Staff**, there is also a relentless focus on great performance. Staff have the opportunities to upskill, train and develop.



Each team aims for excellence: from HR to IT, Admin, Finance and Site management, all are aligned with the core values and ensure that the operations required for a small business to function effectively are well performed. We are reflective and ensure the highest standards to ensure an efficient, safe and financially secure environment for everyone in our community.

*Our students are awesome! They are good humoured, honest and appreciate being able to access education. They feel safe here, listened to and recognise great teaching and learning, and you'll thrive on their new found interest in your subject.*

*So if you are passionate about educating, passionate about making a real difference and wish to be an inspirational role model for young people and your colleagues, this is a great place to be.*



## Training & Development

Your development matters to us and we appreciate forward thinking, effective staff.

We're honest, we couldn't do what we do without amazing staff. We appreciate that an alternative provision can be challenging and recognise that we can't expect expertise across our school without investing in colleagues.

We encourage colleagues to ask for opportunities and we provide them whenever possible. We share expertise with each other, and we create many opportunities for you to learn new skills, enhance knowledge and share your skills. Ultimately, our aim is to ensure that all staff feel valued and appreciated.

Your entitlement is simple: support for you as you grow in your career, with individualised opportunities to take part in relevant development opportunities. For **all our colleagues**, we provide:

- An induction programme with 1:1 support from a member of the Leadership Team;
- Performance Management;
- Access to a range of online courses to support knowledge developments;
- Access to additional courses provided by relevant authorities and specialist knowledge companies.
- Dedicated CPD time
- Cross-school research and CPD groups;