



Why work at Norton College



1. **Students** - Our students speak of the family feel that the College generates and see this as one of our unique selling points. Staff truly feel part of a team and support the ethos and direction that the Governing Body sets.
2. Norton College is **highly committed** to developing all staff within their roles and creating pathways for further career progression.
3. **Professional Development** is a real feature of life at Norton College. We have a comprehensive and extensive induction programme for new staff who join us. Staff benefit from regular training opportunities. Every other Monday, school finishes early to allow for a 2 hour training time with high quality input and the time to put ideas into practice. A feature of our Professional Development is a focus on JPD (Joint Professional Development) where staff are able to work in small groups to develop their teaching practice around the ideas of 'Lesson Study'. The school has other opportunities such as Twilights, Teaching and Learning briefings and a coaching programme where staff can develop their skills alongside like-minded colleagues. Many of our staff have gone on to promoted posts, both internally and externally, as a result of the relentless focus on Professional Development. Find out more by following us on Twitter @NortonTandL.
4. **Work-life balance** - We aim to be a 'best practice' employer. We understand that our employment policies need to be flexible and responsive in order to promote diversity and equality, and to attract and retain the highest quality staff. Our recently reviewed HR policies promote this ethos throughout.
5. **Strong Communications** - There is an active and effective Staff Consultation Group which represents all groups of staff. In addition, the College has excellent links with all professional associations.
6. **Employee Benefits** - These have been organised internally and have been handpicked individually rather than by employing an agency organisation. Main benefits include:
 - **Pension Scheme** - Every employee of the College is entitled and encouraged to join the pension scheme which is relevant to them. For teaching staff this is the Teachers' Pension and for support staff this is the Local Government Pension Scheme. The College also has a nominated person who can assist you in matters relating to pensions;
 - **Cycle to Work Scheme** - run in conjunction with Halfords but not exclusively linked to them the scheme continues to provide a cost effective and healthy alternative to other methods of commute. The college also provides secure cycle storage;
 - **Child care vouchers** - embedded scheme currently well used and providing excellent savings by choosing to purchase these via payroll deduction;
 - **Free on site fitness suite access** - the College has its own modern, well-equipped fitness suite which is open to the public outside of College hours. All staff have access to this facility during the opening hours, as well as staff run spinning and dance classes;
 - **Lifestyle support – local offers** - the College has organised a number of discount schemes with local suppliers which have been well received by current staff.
7. **Location** - The College serves the towns of Norton and Malton and the surrounding rural community, however, it also has good road access from Leeds and York via the A64. Scarborough, Thirsk, Northallerton, Harrogate and the East Riding and Hull are also within an hour's commute.
8. **Community** - Norton College has strong community links with both the towns of Norton and Malton. The College is seen as the number one choice within catchment and also has a growing number of families, as far away as Filey and Scarborough, who are accessing the consistently good education on offer.