

# Working at Pate's 2018/19



## Welcome!

Thank you for showing in an interest in working at Pate's. Our website [www.patesgs.org](http://www.patesgs.org) will allow you to explore our broader vision and values in more detail, however this booklet is designed to give you a flavour of what it is like to join our strong community of over 150 exceptional staff.

The positive ethos at Pate's is evident from your first few minutes in our school and is seen in the quality of relationships between all members of our school community. Students and staff motivated, they look after and challenge each other. Our students are quite simply the best of their generation. They are inspiring young people, it is truly a privilege to work with them.

We recognise that our staff are main our reason for our successful and happy school. Both teaching and support staff are committed and hardworking, all believing firmly that we should help students to be and do their best. Pate's prides itself on attracting and retaining staff of the highest quality. We have a reputation for promoting professional autonomy and for investing in staff through the provision of high quality courses and development opportunities. Modern, purpose built accommodation ensures a high quality working environment for all and above all staff join a very special 'Pate's Family'.

New staff, at all levels and in all roles have a key part to play in our journey. We welcome and value immensely the continual renewal, regeneration, debate and ideas that new blood brings. Please do come and visit is to find out more.



Russel Ellicott  
Head Master



## Top 10 Reasons to Work at Pate's!

- **Highly motivated and engaged students - the best of their generation!**
- **A supportive staff team, you join a real 'Pate's Family'**
- **A culture of professional autonomy**
- **As a Teaching School we develop and support our staff (teaching and non-teaching) at every stage of their career**
- **We recognise that our staff (like our students) have other commitments away from school and are entitled to a healthy work-life balance and our support with family or other commitments wherever possible.**
- **The opportunity to work in an outward facing school that treasures and cherishes the best of the past, yet looks to embrace and be at the cutting edge of national and world educational developments.**
- **Modern, purpose built accommodation with onsite parking**
- **Well resourced departments and access to a high quality library for both professional and personal use – thanks to additional funding we receive from a variety of sources**
- **FREE access to the onsite school gym**
- **Longer holidays than many other state schools**





## Staff Stories

Over the following pages are some 'staff stories' - Have a read to see how Pate's has supported them both professionally and personally over their time with us.:

### Geoff....

*My name is Geoff Worth. I am 37 years old and came to Pate's in September 2009 as Head of Physics. This was my second teaching position having previously worked for 5 years at a selective boys Grammar School in South West London. This was not an easy move as I thoroughly enjoyed my job at that school but working at Pate's has been more fantastic than I could have imagined. I myself went to a selective Grammar school and so I feel completely at home in this environment. Pate's is a fantastic professional and academic institution with a wonderfully friendly, almost family feel.*

*Since I joined Pate's I have had the huge privilege of leading possibly the highest achieving physics department in the country. I have taught a large number of students at A level (we regularly have over 150 students in the sixth from studying physics), as well as GCSE. I have enjoyed this enormously and still look forward to it every day. I have been on school trips overseas and many within the UK including CERN and Rutherford Appleton Labs. I have also been to Ireland twice on junior rugby tours. These are combined with taking rugby teams most Saturday mornings during the autumn term.*

*I am hugely grateful for the help and support I have received from a number of colleagues. I have been on numerous development days both in school and all over the country. I have also completed the National Professional Qualification for Senior Leadership Course. This course has really enabled me to follow through and deliver results on a wide selection of school life. This is a snapshot of what Pate's is like. All staff are supported to excel and should they wish, expand their portfolio of roles. In September 2010 I therefore took on the role of timetabling and Data Manager. I have really enjoyed this job as it suits my scientific and technical background. In September 2016 I was also given the opportunity to become Head of Science with oversight of the Biology, Chemistry, Physics and lower school (KS3) Science. This has been a hugely rewarding, supporting other staff in furthering science excellence.*

*As many staff at Pate's would agree, working here is an enormous privilege and one that I do not take lightly. Going the 'extra mile' in search of excellence is the default norm as we have complete autonomy to deliver the best results possible, in a supportive and encouraging environment. In summary it is an extraordinary place to work.*



## Staff Stories

### Meg....

*Hi, my name is Meg; I am 27 years old and I teach Physical Education at Pate's. I arrived at Pate's in 2015 as an excited, if not a little daunted NQT, really looking forward to embracing the challenge! Pate's runs their own Newly Qualified and Recently Qualified Teacher programmes. The dedicated NQT mentor and support team facilitated my transition to Pate's and teaching competently on my own, brilliantly. I felt fully supported in the classroom, even when no one was around. SLT are committed to my ongoing professional development and have clearly valued its importance at this early stage in my career offering me time, and internal and external training when I have wanted it. This provision of professional development is widely offered and encouraged to all staff in school at all stages of their career and in all areas of school life.*

*One of the things that I value most about working about Pate's is that you don't earn responsibility by time in service, but by aptitude and enthusiasm to do the role well; I was offered the position of Head of Beaufort House in my NQT year, a huge honour after such a short time at Pate's and in the profession. The role gave me a new challenge, developing my skill-set across a wide range of extra-curricular activities, and also delivering assemblies to large numbers of pupils across all age ranges. It has allowed me to be involved in more whole-school activities and in doing so working with more staff and students. Since then I have been given the opportunity to additionally undertake a number of other roles around school in both Pastoral and Teaching and Learning areas. Management are always looking for ways to further staff and collectively we enjoy the prospect of taking on new challenges to develop our school.*

*It is a pleasure to be in the classroom at Pate's. Both staff and students clearly share a passion for learning. The pupil creativity and spark around school is contagious and makes teaching here so enjoyable. The classroom is only further supported by the outstanding extra-curricular provision. Alongside our thriving House System, the opportunities provided by music, drama, sports, arts, science and other subject clubs is exceptional. Participation levels are fantastic and it is always a pleasure to give up my free time to offer the large number of inter and intra school fixtures and training sessions.*

*Pate's is honestly a really unique and wonderful place to work. The staff, pupils and 'Pate's feel' you get from this school every day makes the challenge of coming to work a great and enjoyable one!*



## Staff Stories

### Shirley....

*I am a member of the support staff and work in the Development Office on fundraising campaigns, campus developments and alumni relations. I joined Pate's in September 2009, coming from a previous career in the military and the defence industry. Indeed! Why on earth did Pate's recruit me into a fundraising role? I'm still not sure I know the answer to that, but whatever the reason I am very grateful. I report directly to the Bursar. I have fundraising targets to achieve but these are developed in a collaborative process between myself and the Bursar, with full sight and explanation of the school's financial position. This enables me to have total belief and understanding in what I'm doing, which is crucial when I have to wear my heart on my sleeve when asking people for money!! I feel extremely lucky to be given the autonomy to define the fundraising direction for the school and be able to present this to the SLT and governors for approval. I am trusted to develop fundraising initiatives that fit with the Pate's ethos. So far our fundraising appeals have been very successful and I am convinced that the atmosphere of honesty, transparency and trust is key. I feel able to try things and if they don't work, I am able to review it and change direction without fear of criticism.*

*Work relating to Campus Developments ranges from crafting the bids in order to gain the funds to working with builders and architects on multi-million pound projects. This is a particularly busy part of the role but an extremely exciting one too. We have had a good rate of return of successful bids but when they fail there is of course personal disappointment and the inevitable self-criticism but only support and encouragement from other members of the team. There is an amazing ability at Pate's to brush off and move on; students are encouraged to develop the trait and staff demonstrate it! When projects do get the funds, I am very fortunate to then work on the school project team, to deliver it. This is a hugely rewarding part of the role, not to mention completely fascinating.*

*Alumni relations is an expanding area and alumni events demand weekend and evening commitments. I can always rely on the support of other members of staff at these events, and get the sense that is gladly given, whether it's the catering staff or the SLT. Even at the end of a long Saturday working, there are smiles! I also have the total privilege of working with our fabulous Parents' Association; an amazingly creative, resourceful, professional, proactive and downright great fun team of selfless, devoted volunteers. There is not a single word in that list that is superfluous to requirements! No wonder we have such amazing students, if this is the gene pool from where they come! As part of my role I meet many parents, alumni and former staff. I work with many volunteers who help the school usually from these same groups of people and whatever the connection with Pate's they seem to have an undefinable passion for the school. As corny as it sounds - Pate's gets into the blood.*

*On a personal note, I have 2 children and during my time at Pate's I have been able to flex my time so that I have not missed a nativity play, a sports day, a school show or at the other end of the scale a university open day or graduation ceremony. To me that is more valuable than any salary scale. Life at Pate's is extremely busy, if not frenetic at times. Working at Pate's is not a job. It is joining an amazing community of dedicated professionals, aspiring students and proud alumni. It is interesting, rewarding and fun! It is a privilege to be part of it.*



## Staff Stories

### Liz....

*I joined Pate's as Sixth Form Manager in 2011, and the first task I was given was to oversee the Sixth Form Charity Christmas lunch. I watched staff from all areas of the school donning festive aprons and serving turkey and all the trimmings to the whole of the sixth form, and I had a good feeling about my new job. Seven years later, my first impressions have proved to be accurate: this is a great place to work! For me, one of the best thing about working at Pate's is the variety that my role offers and the exhilarating pace of a Pate's school week. I can truly say that no day is ever the same, and, whilst the backbone of the job may be office administration, I have been encouraged and supported to extend my role far beyond that, into pastoral support, EPQ supervision, UCAS reference writing, event-management and beyond.*

*I particularly enjoy working with sixth formers as these two years are such a pivotal, exciting time in their lives; they are changing from school children to young adults and beginning their journey towards independence – some more quickly than others. The sixth form team works very well together – we communicate closely and there are no boundaries in terms of what someone will or will not do; we are all in it together and it helps enormously that we get on so well, and can always find something to laugh about at the end of the day.*

*I have found that this supportive, friendly environment stretches beyond my immediate team, and I appreciate the atmosphere of mutual respect and cooperation throughout the school; I like the informality of communication between staff from all areas of the organisation, and I think that the result is a professional, efficient working environment where everyone feels that their views are valued and taken seriously.*

*The thing that I have most appreciated over the past few years is the unfailing support and flexibility that I have been shown, particularly when I had the crazy idea of embarking upon a part-time PhD two years ago. The school has been fantastic in working with me to ensure that I can juggle both work and study, and has really gone the extra mile in allowing this to happen. I don't under-estimate how fortunate I am to work in an environment that pays far more than lip service to personal development and that is always ready to listen and work with staff in order to meet their needs.*



## Staff Stories

### Sophie....

*Hi, my name is Sophie and I am going into my 6th year of teaching at Pate's. I joined in September 2012 as an NQT maths teacher. The support I received from both my department and the rest of the teaching staff was great and I really enjoyed getting to watch some inspirational lessons as part of my ongoing training.*

*The maths department is the biggest department in the school and everyone is very supportive of each other both professionally and personally. We have autonomy over all of our lessons but are always sharing great resources and ideas with each other. It really is a friendly department with a mixture of personalities which continues to make work a great place to come to each day.*

*I became a the Head of York House in April 2015 which has been such a fun and exciting role for me to take on, so much so, in May 2016 I took on the role of House system coordinator. The House system is a huge part of Pate's school where the 5 Houses compete against each other in a wide range of events such as music, sports, drama, art but also public speaking, swimming and there is even a bake off. Getting involved in the House system has been the highlight of career so far, its a great way to get to know pupils outside of the classroom and give something back to school life which isn't revolved around a subject.*

*Pate's has offered me so many opportunities since I joined, including overseas trips, job roles and being able to work with some of the UK's brightest students and work with the top, most engaging teachers. I am so thankful for my job at Pate's; I love going to work everyday.*

**Why not get in touch and  
find out more? We  
would love you  
to join our team.**