

15 reasons to join Broadway Academy



1. **Staff development is a priority.** We provide excellent in-house staff CPD and offer accelerated management and leadership development through the National Professional Qualification schemes for middle and senior leadership (NPQML and NPQSL).
2. **Development doesn't stop there;** if you want it, we will give you the opportunity, support and mentoring to develop your skills and career, including development opportunities for non-teaching staff.
3. **Access to great pension schemes.** We are part of the Teachers' Pension Scheme and the Local Government Pension Scheme (for support staff).
4. **Well-being support.** We provide all staff with access to an employee assistance programme including free confidential advice, support and counselling 24 hours a day, 365 days a year
5. **Financial well-being support.** We know our staff appreciate the range of financial benefits and discounts they get on everyday expenditure through the free Perkbox scheme.
6. **Cycle to Work scheme.** Buy your bike or cycling accessories through your gross salary with tax savings
7. **On site gym** – free to staff out of hours, at weekends and in the holidays.
8. **A laptop for every teacher.**
9. **We are values-driven** and expect staff and students to live the core Broadway values – integrity, respect, optimism, responsibility, appreciation, aspiration, generosity and inclusivity. Our values are at the heart of a character-led education
10. **Commitment to reducing teacher workload;** we have removed the requirement to mark class work and focus on quality marking, not quantity, for assessments
11. **Our fantastic outdoor education centre in Worcestershire.** We believe in offering our students opportunities for a wide range of extra- and co- curricular experiences, including outdoor learning at Island Pool and Esperance Farm
12. **We have a strong pastoral team** providing students and teachers with support for behaviour, welfare and attendance
13. **A relentless focus on student attendance.** Prior to Covid our overall attendance was 96.6%, compared to the national average of 94.6%. From September 2021, we have achieved 94.4%, well above the national average of 89% .
14. **We are in, and of, the community.** Our school is open for business all year round as a community hub, serving 50,000 community members annually
15. **We have a committed, approachable, supportive leadership team and governing board who lead by example**