



Your Career at **La Retraite** Roman Catholic Girls' School

Cultivating Passion – Realising Potential – Excellence for All

La Retraite
Roman Catholic Girls' School



Welcome

La Retraite Roman Catholic Girls' School is an ambitious, collaborative, diverse and dynamic school; where innovative teaching and learning is the norm and every staff member's talents and aspirations are recognised, developed and rewarded.

Firmly rooted in our community, we are a Catholic girls' school in Lambeth with a co-educational Sixth Form, proudly recognised by Ofsted as an **Outstanding** school.

Parents choose La Retraite because of the high expectations that define our school, our consistently impressive outcomes for students that place us in the top % of schools nationally and our collective effort in ensuring every student flourishes; by exploring their passions, realising their ambitions and embarking upon their chosen pathway.

Our relentless pursuit of excellence is not only for the outcomes of our students, but matched for our greatest asset, our staff.

Central to our offer is a community and environment that nurtures, challenges and supports, which fosters the expertise of our staff and allows us to offer a broad and innovative curriculum, to inspire learning at every level. To ensure that all of our students make the progress that we aspire for them, we place great emphasis on clear leadership and focused and high-quality professional development for all staff.

La Retraite is underpinned by the commitment of staff. By joining our team, you join a team of dedicated, like-minded, passionate colleagues in a welcoming staff body. Our Catholic ethos welcomes students and staff of all faiths and none, an eclectic network of partnerships enhances our offer to our whole community and a culture that is supportive and ambitious for one, other forms our traditional, yet innovative school.

Dominic Malins, Headteacher

A Valued Career: Investing in You

Professional development is extremely important to us. We understand the pivotal role our staff play in ensuring students make the progress we desire for them. As such, we have a key focus of providing every member of staff with access to a range of clear and high-quality training opportunities and progression prospects through a bespoke development plan based on expertise, experience and ambition. We firmly believe that our attractive package meets the developmental needs of every member of staff and encourages every individual to progress in their career, with us.

We have invested in a range of professional development opportunities for our staff. These include, but are not limited to:

- A 10-week (1 day per week) detailed induction programme for NQTs and New Staff with extensive training in a range of interventions and practices (Safeguarding, H&S, Catholic Ethos, SEN/EAL, teaching with technology, Oracy, Metacognition)
- Two weeks of paid work for newly qualified teachers in July for a September start
- Dedicated weekly mentor hour for NQTs and PGCEs
- Leadership Programme for different levels of responsibility (NPQM, NPQS, NPQH)
- Inset sessions on Teaching with Technology and Blended Learning
- Training sessions on Oracy and Literacy
- T-level training
- Cross-curricular working parties to develop teaching and learning and share best practice across the school
- Access to different online training platforms (SSS, National College)
- Support to attend subject specific CPD courses
- Internal department training
- Royal Navy training for designated staff.



A Valued Career: Rewarding You

We recognise the importance of developing and sustaining creative, productive and empowering working environments in which our staff can flourish. To enhance and support day-to-day life working at La Retraite, we offer unique benefits related to the individual, and working environment. Some of which include:

- Inner London weighting
- Free onsite parking
- Free tea and coffee and spacious staff room
- Dedicated wellbeing programme: the Heath Assured Employee Assistance Scheme and access to an onsite staff counsellor
- Benenden Membership (healthcare scheme)
- We endorse the Cycle-to-Work scheme, childcare vouchers and annual season ticket loans
- Staff social events are organised throughout the academic year
- Regular onsite massages.

A Valued Career: What Can You Expect From Us?

Our staff body is underpinned by a culture of collaboration and strong relationships, within a community of like-minded colleagues. As a result of our positive working environment, every member of staff is valued.

- Relationships between staff are based on mutual respect and developmental feedback. Senior leaders encourage staff through clear leadership and a meaningful vision for the school
- The potential and commitment of all staff is recognised and rewarded
- We value strong partnerships with our whole school community: parents, families, and Governors
- Positive engagement with networks, professionals, and organisations
- Strong, visionary, and successful leadership
- An emphasis on a positive home: life balance
- A highly skilled, supportive, and approachable network of colleagues
- Positive teaching environment: computer suites, spacious classrooms, interactive whiteboards, modern technology, well-resourced library, state-of-the-art Sixth Form centre, dedicated science labs and much more.

What Our Staff Say

"As a member of the La Retraite Legacy – a member of the school alumni – myself, I was keen to come back and share with current students the school experience I had myself. With a passion for mentoring and a love for my subject, science, I pride the school on equipping me with the knowledge, training, and expertise to deliver the highest standard of education for every student in my care.

What makes my role rewarding is the opportunity to have both academic and pastoral responsibilities, offering a unique perspective of the school. I witness how the support we offer every student benefits them and the impacts it has on their personal and academic growth and for me this is incredibly fulfilling. Our girls love their school experience as they are engaged, respected and cared about, and this is a direct results of our approachable and visionary senior leadership team".

Naiomi Tamakloe, Year 8 Learning Coordinator + Associate Headteacher



What Our Staff Say

With 18 years at La Retraite under his belt, Reynold's passion for every student's individual success and personal development is evident. Citing a dedication to inspiring the next generation of learners and broadening their horizons, Reynolds believes that students choose La Retraite for its safe environment and high academic expectations; the balanced curriculum and rich student experience; where every learner overcomes barriers and students thoroughly enjoy school, with inclusivity at the heart of the school community.

When queried why Reynolds was inspired to work at the school, he stated the Christian principles and values which reflected his own, the community of kindness and consideration and the drive among the whole staff body of wanting every student to achieve their utmost. In addition, staff benefit from positive and collaborative relationships with one another, allowing us to work closely in a close environment, sharing best practise for the benefit of both our own development, and our students.

Reynolds commented that the sense of achievement and fulfilment experiences daily within his career comes directly from knowing that his contributions have made a difference to the lives of students.

"La Retraite is not only a popular choice for students, but also for staff through development opportunities and sense of care towards every member of staffs welfare. Within my role, I work closely with students to ensure the curriculum meets their needs, develops their skills, and prepare them for the next stage of their lives, whether that is the world of work or progression into university. I look forward to developing within my role and expanding the provision for our students, to create a broad offer that not only meets the needs of every student but empowers them to succeed".

Reynold Stober, Head of Business and Vocational Lead



An Envidable Location

Situated in the London borough of Lambeth, La Retraite commands a desirable location in an independent, historic and thriving hub.

Working in Lambeth offers a competitive employment package, attractive working environment and strong prospectus to support and enhance your professional working life. Here are some of the reasons why it is an outstanding place to work:

- A vibrant borough just 18 minutes from the centre of London, we are well connected through excellent transport links
- A wealth of unique sights, attractions and activities on your doorstep to benefit you in your free time and provide exciting learning opportunities beyond the classroom
- A successful part of London, our local highstreets is filled with independent shops, cafes and diverse restaurants, with specialist foodie spots and bars dotted throughout
- A culturally rich borough: closely situated to the Clapham Common, Tate Modern, Oval Cricket Ground, Imperial War Museum, Shakespeare's Globe, Lambeth Palace, Streatham Ice Rink, Norwood Park, Brixton O2 Academy, Brixton Market and Village, a plethora of theatres, and so much more.



