

Dear applicant,

I'd like to welcome you to Falinge Park and for your interest in the post of TA Level 2. You will be joining a large team of teaching assistants ranging from Level 2 to those with HLTA status. We are developing excellent provision in this area and have a firm belief in inclusion for all.

Our school

Falinge Park is a large multi-cultural school in the centre of Rochdale. Facilities are excellent and we are fully staffed with specialists in each area. The school is oversubscribed and behaviour is very good both in the classroom and around the school at unstructured times. We are a community school which serves the community and are proud to create a positive environment for our pupils and the future of Rochdale. Inclusivity, equality of opportunity and creativity permeates throughout our school in an open, honest and transparent culture. It is an exciting place, whether you are at the start of your career or an experienced teacher.

We are an outward looking school and work with a variety of partners who enrich the experience of the pupils and the members of staff. We work closely with Assessment Academy, SSAT and Teacher Development Trust and have a unique approach to professional development and performance development which is based in successful research. In our last audit by the Teacher Development Trust, they noted that "Collaborative planning and enquiry is a key aspect of professional development and learning at FPHS" and "There is a strong culture of disciplined risk taking and innovation at FPHS. Interviews were consistently positive regarding the level of trust that exists within the school and how this has impacted on staff development. Staff were consistent in their views that they "don't have to be perfect all the timeSignificantly, a majority of teaching staff are also evaluating the risks and practice they have taken."

We had a short Ofsted inspection in February 2018 which stated that the school continues to be good. As a Headteacher, I don't chase the outstanding grade, and instead have been very clear that we should aim to be consistently good and to focus on Key Stage 3 as well as Key Stage 4. We were pleased that the Ofsted report recognised this and stated:

"The response to Ofsted's questionnaire from staff was overwhelmingly positive. Staff are proud to work at the school and are confident in your leadership. This culture, where staff feel valued and their work and life balance is considered important, is appreciated by those who work at the school. The promotion of this culture has proven to be successful, as the outcomes for most pupils are strong."

"You and your leaders have been cautious in not adopting quick-fix solutions and have preferred to take a more considered approach to school improvement. In the circumstances of Falinge Park High School, this approach has been appropriate."

Why Falinge?

Opening Doors; Unlocking Potential

Our objective is simple at Falinge: **to create a compelling learning experience**. We do this by believing in people and positive relationships. This underpins our actions with each other and with the children. We have only one non-negotiable in school and that is our commitment to Safeguarding.

If you visit the school I would hope you would notice the warm, welcoming environment; the excellent behaviour of the children; strong staff morale; a commitment to professional development of all staff; and a strong sense that this is a place where learning is valued. We do this through peer to peer collaboration, learning hubs, accredited courses, lesson study and developing a culture where we can take risks and learn from mistakes. This is an exciting opportunity for the right person to join our school and the right time for someone who is interested in developing in a supportive environment.

As with any organisation, we don't get it right all of the time – but we make sure that we work in a non-judgemental environment and we focus our actions have to be for the benefit of the children.

Next steps?

If you are interested in applying, please look at the person specification, our website and familiarise yourself with what we are about. If you would like to visit the school please contact my PA Lisa Fitton on fittonl@falingepark.com to arrange a visit and we will make sure we accommodate you. When writing your application, I am interested in understanding why you want to work at our school as well as gathering information about your skills and knowledge that make you suitable for this role.

Yours faithfully,

A handwritten signature in black ink that reads "J. Allen". The signature is written in a cursive style with a small flourish at the end.

Janice Allen
Headteacher