

22nd January 2026

Dear Applicant,

Thank you for your interest in the post of Head of Modern Foreign Languages (MFL) at Falinge Park High School. This is a fantastic opportunity to join our team and make a real difference to the community which we serve.

At Falinge Park High School, we pride ourselves on being a school with a heart and soul, where everyone belongs to our Falinge Family. Our core purpose is to secure the best academic and personal outcomes for all our pupils and to instil a lifelong love of learning. Everything we do is underpinned by our values of Aspire Thrive, and Achieve.

We are proud of our inclusive ethos, our calm and purposeful learning environment, and the excellent relationships that permeate our school. We are also proud to be part of the Watergrove Trust, where we are committed to Providing More for all.

This post has become available due to the promotion of our current Head of MFL to a whole school teaching and learning role, reflecting the leadership opportunities and progression routes within our school. We are looking for an aspiring or experienced middle leader, someone who is ready to build on the existing strengths of the MFL faculty and lead it into its next phase of development.

The faculty is a strong team, delivering French, Spanish and Urdu to GCSE, with excellent outcomes and a culture of collaboration and support.

You will have the autonomy to shape the vision for the MFL faculty, while being fully supported by a committed Senior Leadership Team. Whether you are an experienced leader or ready for your next step, this is a role where you can make a genuine impact.

If you share our values and want to lead a team in a school that puts relationships, inclusion and ambition at its core, we would love to hear from you.

Visits to the school are warmly welcomed.

Yours faithfully



Mrs Paula O'Reilly
Headteacher

22nd January 2026

Dear Applicant

Thank you for taking the time to consider this exciting opportunity to join the Modern Foreign Languages Faculty here at Falinge Park High School.

Falinge Park is a truly special place to work. It is a school where relationships matter, and where leaders are trusted to make a real difference. You will be given the autonomy to shape the future of the MFL faculty while also benefiting from the support of an experienced and approachable senior leadership team who are genuinely invested in your success and professional growth.

Our MFL faculty is a dedicated and collaborative team of five language specialists, supported by a highly experienced Unqualified Teacher of MFL. We work closely together, sharing resources and planning as a team to deliver high-quality, engaging lessons that inspire a love of languages. We are well resourced, with dedicated MFL classrooms and access to interactive technologies. Our use of Active Hub allows pupils to consolidate their learning independently beyond the classroom.

At Falinge Park, all pupils begin their language journey in Year 7, where they are allocated to one of three languages: French Spanish, or Urdu. They continue to study this language throughout Key Stage 3 and Key Stage 4, with the vast majority progressing to GCSE. This structure ensures depth, continuity, and consistency in learning, and we are proud that our GCSE numbers are increasing year on year. In addition, we support many pupils in achieving GCSEs in community languages which reflects and celebrates the diversity amongst our school community.

Beyond the classroom, we are passionate about providing pupils with real world experiences of language and culture. We offer regular trips and visits, including to Cervantes Institute and Alliance Française which provide authentic opportunities for our students to develop their language skills and cultural understanding. We also run popular trips abroad, including visits to France and Spain, giving pupils the chance to immerse themselves in the language and experience different cultures first hand. These opportunities are valued highly by our pupils and their families, and we are always looking for ways to build on and expand our enrichment offer.

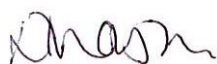
Academically, our MFL outcomes are amongst the strongest in the school. We are ambitious and always striving to go further, which makes this a fantastic time for a new leader to build on our success and lead the faculty into its next exciting chapter.

Whether you are an aspiring or experienced middle leader and are passionate about leading a high performing faculty, we would love to hear from you.

I would strongly encourage you to visit Falinge Park and see first-hand the warmth, ambition and energy that defines our school. It's a brilliant place to work, and I'm confident you will find it as rewarding as I do.

Wishing you all the best with your application.

Yours faithfully



Mrs Laura Thomson
Director of Area

Job Description

Why work for us?

At Falinge Park High School, we are more than just a workplace - we are a Falinge Family. Our Ethos is centred on relationships, inclusion, and aspiration, and we are proud of the diverse and vibrant community we serve. Whether you are an aspiring leader or an experienced middle leader, Falinge Park offers a unique opportunity to develop and make a real difference.

What makes us different?

- We are a psychologically informed school, where wellbeing for staff and students is at the heart of what we do.
- We value professional autonomy, trusting leaders to innovate and lead their areas with vision
- We provide ongoing CPD and leadership opportunities, within school and across the Watergrove Trust
- We are oversubscribed, with a strong local reputation and a culture of high expectations
- You will work in a collaborative, supportive environment, with an SLT who listen, care and invest in staff.

What we're looking for

We are seeking a passionate practitioner who:

- Can teach French and Spanish
- Is an aspiring or experienced middle leader who wants to drive innovation
- Is committed to high standards of teaching and learning, inspiring both pupils and colleagues
- Has a passion for languages
- Values inclusion, diversity, and is motivated by making a difference
- Wants to part of a forward- thinking, relational school where wellbeing matters

What We Can Offer in Return

At Falinge Park, you will have the opportunity to:

- Lead a successful and growing faculty, with increasing GCSE numbers
- Work in a school where MFL outcomes are amongst the highest
- Shape the next phase of language learning
- Benefit from leadership development opportunities within the school and Watergrove Trust
- Access to dedicated MFL suite with well-resourced classrooms
- Take part in (or lead) cultural enrichment trips to France, Spain, Cervantes Institute, and Alliance Française
- Enjoy a strong focus on staff wellbeing, with access to wellbeing programmes and a culture of mutual support
- Be part of a psychologically safe environment where innovation is encouraged and supported.

Headteacher: Mrs P O'Reilly

Falinge Park High School, Falinge Road, Shawclough, Rochdale, Lancs. OL12 6LD.

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Organisation:	Watergrove Trust
Academy	Falinge Park High School
Location:	Falinge Road, Rochdale, OL12 6LD
Job Title:	Head of Modern Foreign Languages (MFL)
Hours:	Full Time
Salary:	£32,916 - £51,048 + £8610
Grade:	M1 – UPR3 PLUS TLR2C
Accountable to:	SLT Lead, Director of Area
Accountable for:	See below
Special Conditions of Service:	All posts require satisfactory pre-employment checks including enhanced DBS clearance prior to appointment. From time to time you may be expected to work outside normal working hours to participate in duties that are otherwise not indicated in your job description. (Example): Supporting Open Evenings and other out of hours school events as and when required or to perform routine system upgrades and general maintenance.

Watergrove Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

WATERGROVE TRUST Person Specification			
Academy :	Falinge Park High School	Post:	Head of MFL
Section	Modern Foreign Languages	Scale:	M1 – UPR3 PLUS TLR2C

Note to Applicants:

Essential Criteria (E) are the qualifications, experience, skills or knowledge that you **MUST SHOW YOU HAVE** to be considered for the job. There are a range of methods by which this information can be obtained. The 'How Identified' column illustrates how the Trust will obtain the necessary information about you. For example: Where **(AF)** is indicated next to an *Essential Criteria* you **MUST** include details relating to this aspect in your **Application Form**. You must include examples from both paid or voluntary work. Do not leave gaps in employment.

Criteria	Essential (E) Desirable (D)	How Identified: Application Form Interview
Qualifications		
Qualified Teacher Status	E	AF, I
Appropriate Honours degree	E	AF, I
Other professional qualifications	D	AF, I
Knowledge, Ability & Personal Qualities		
The importance of safeguarding/child protection when working in a school setting.	E	AF, I
Subject Matter	E	AF, I
Teach subject to GCSE	E	AF, I
To teach an additional subject	D	AF, I
Intervention Strategies designed to raise attainment levels	D	AF, I
Strategies designed to increase students' motivation to learn	E	AF, I
Communication and interpersonal skills	E	AF, I
Ability to use ICT both as a classroom resource and as a management tool.	E	AF, I
Establish an excellent classroom climate and relations	E	AF, I
Identifiable record of raising standards of student attainment in your subject	E	AF, I
Plan lessons in line with relevant schemes of work and exam syllabuses	E	AF, I
Successful curriculum design and innovation leading to raised standards of achievement	E	AF, I
Model Excellence	E	AF, I
Communicate effectively with staff and students	E	AF, I
Teamworking and sharing of best practice	E	AF, I
Enthusiasm and enjoyment of teaching	E	AF, I
Appropriate appearance and presence	E	AF, I
Take part in and lead co-curricular activities	E	AF, I
Sense of humour	E	AF, I
Values and Behaviours		
Please confirm you are willing to adhere to these values and behaviours. ASPIRE THRIVE ACHIEVE	E	AF/I
All posts require satisfactory pre-employment checks including enhanced DBS clearance prior to appointment	E	AF, I
You will be expected to work outside normal working hours to participate in duties. For example, supporting at Open Evenings and other out of hours school events as and when required	E	AF, I
Full driving licence	D	AF, I