January 2023

Dear applicant,

**Subject Lead Food and Nutrition**

I would like to welcome you to Falinge Park and for your interest in this post which has arisen due to an external promotion of the previous post holder who has held this position since 2018.

Food is a popular subject at the school and this has been strengthened over the past two years through the intensive work of the current post holder and a Lead Practitioner. It is not yet quite where we think it can be and we are open to the development of the qualifications we currently offer and the development of food across the school. The post includes leadership of vocational subjects although this is something that can be developed if you do not currently have experience of this. Ideally, we would like the post holder to oversee vocational subjects as the quality nominee but this is not urgent at this point. We want someone first and foremost who loves their subject and has a strong understanding of the importance of this subject within a school.

We are a forward looking school and have constantly sought expert advice working closely with Professor Rob Coe and Professor Stuart Kime on the What Makes Great Teaching Toolkit as well as being awarded gold for the quality of our professional development by Teacher Development Trust. The opportunity comes at an exciting time for the school and also a time of some change which has been planned for very carefully. Recruitment has not been a challenging issue for us in the fact that many staff have joined and stayed with internal promotions within school such as the current post holder. However, we have seen a number of staff promoted externally to Headship, Deputy Head, pastoral leaders and this includes the current postholder who will have  a wider role leading teaching and learning. As a school who invests in our staff there will always come a point where the staff are so good they seek promotion elsewhere and this accounts for why we are recruiting now. It is important for us to have someone who, like us, recognises the importance of this subject, and who aligns with our values but who can bring fresh perspectives to the role.

There has been a specific impact of the pandemic on our school and we were possibly impacted due to its disproportionate impact on the communities we serve. We are back on our feet now after a difficult year in 2021-22 which you will identify through the GCSE outcomes – for example, we are currently seeing our attendance above FFT National Average and disadvantaged pupils’ attendance is 4% higher than those nationally. It is a tough job but made easier through our policies and practice and open, honest and transparent culture.

**Why Falinge?**

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. It is a place where calculated risks can be taken in a supportive environment and where we operate through a positive culture rather than a criticising, deficit model.

Our values are writ large: securing equity; strengthening communication; building communities; celebrating diversity. Our big aims of the curriculum and the learning behaviours we hope to instil in our pupils are: show kindness; show empathy; be curious; be responsible; take positive action.

We have developed our community wing of the school and are working closely with our charitable and voluntary organisations on social action and social justice projects. We believe in the beauty of civil society: of schools and community partners working together, ultimately benefiting the wellbeing and agency of communities. We would expect the successful applicant to be part of this approach.

We do work hard at the school but wellbeing and sensible policy-making is at the heart of our practice. We do not have a culture of “meeting for meeting’s sake” or a tick-box approach to school improvement. We are sensible with workload and expectations and are not afraid to stop if what we are doing isn’t having an impact on compelling learning.

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 the focus of all our actions has 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](mailto:fittonl@falingepark.com) to arrange a visit and we will make sure we accommodate you. If you want to have a conversation prior to applying then please contact me via Lisa Fitton. 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, knowledge, leadership and vision for this role.

Yours faithfully,



**Janice Allen**

**Headteacher**