

Our ref: POR/lf

31<sup>st</sup> March 2026

Dear Applicant,

Thank you for your interest in our school. Falinge Park High School is a school with a heart and soul where all members of our school belong to our 'Falinge Family'.

Our core purpose is to secure the best academic and personal outcomes for all pupils and instill a life-long love of learning. This will ensure that all learners believe in themselves and their future, have choices and the power to make them and are able to contribute positively to society.

**Empowering all to: ASPIRE, THRIVE, AND ACHIEVE**

Falinge Park is a multi-cultural, diverse, and inclusive school where all feel a strong sense of belonging to our 'Falinge Family'. Everyone who visits comments on the calm environment, the positive relationships, and the keen sense of inclusivity that permeates everything that we do.

The school is oversubscribed and everything that we do is relational and connected.

As part of the Watergrove Trust we are committed to 'Provide More' for all. 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. A psychologically informed institution. It is an exciting place, whether you are at the start of your career or an experienced teacher and, if you join us, I hope you recognise that you will be able to develop your practice in a safe, supportive and caring environment.

Yours faithfully



**Mrs Paula O'Reilly**  
Headteacher

## **Why work for us?**

- At Falinge Park High School, we are more than just a school – we are a ‘Falinge Family’.
- We pride ourselves on our inclusive ethos, calm and purposeful learning environment, and a shared belief in the potential of every pupil.
- We are a psychologically informed school, where wellbeing for staff and pupils is at the heart of what we do.
- Whether you are at the start of your teaching careers or looking for a new challenge, you’ll find a supportive, caring and ambitious environment where you can thrive.
- You’ll be joining a team where relationships matter, where your contributions are valued, and you will be empowered to develop your practice with confidence and autonomy.

## **What are we looking for?**

We are looking for an enthusiastic and committed Teacher of Art and Photography who:

- Is passionate about teaching Art and Photography and inspiring young people.
- Can create engaging, inclusive lessons that support progress for all learners.
- Values collaboration and works well as part of a team.
- Is open to ongoing professional learning and development.

## **What can we offer you?**

At Falinge Park High School, you will benefit from:

- A strong and supportive faculty, delivering Art and Photography across KS3 and KS4.
- A school where Art and Photography outcomes are consistently strong.
- A commitment to ongoing professional development within the school and across the Watergrove Trust.
- Access to a supportive ECT programme (if applicable) and a comprehensive professional learning programme.
- Opportunities to take part in enrichment activities including field trips.
- A positive working environment, where wellbeing is prioritised and staff are valued.
- A vibrant and inclusive school community where you can make a real difference.



**JOB DESCRIPTION  
TEACHER OF ART AND PHOTOGRAPHY (MATERNITY COVER)**

<b>Organisation:</b>	Watergrove Trust
<b>Academy</b>	Falinge Park High School
<b>Location:</b>	Falinge Road, Rochdale, OL12 6LD
<b>Job Title:</b>	Teacher of Art and Photography (maternity cover)
<b>Hours:</b>	In line with STPC
<b>Grade:</b>	MPS1/UPS3
<b>Salary:</b>	£32,916 - £51,048 per annum
<b>Special Conditions of Service:</b>	<ul style="list-style-type: none"> <li>• All posts require satisfactory pre-employment checks including enhanced DBS clearance prior to appointment.</li> <li>• 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.</li> </ul>

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.

**RESPONSIBILITIES**

**The Postholder must:**

- Perform his/ her duties in accordance with Equal Opportunities
- Ensure the Trust' Commitment to public service orientation and care of our customers is provided
- Be able to render regular and efficient service to undertake the duties of this post

**PURPOSE AND OBJECTIVES OF THE ROLE**

- Under the reasonable direction of the Director of Education (Secondary), carry out the professional duties of a school teacher as set out in the current School Teachers' Pay and Conditions Document (STPCD).
- Implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and support a designated curriculum area as appropriate.
- Monitor and support the overall progress and development of students as a teacher/ Form Tutor.
- Facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential.
- Contribute to raising standards of student attainment and personal development so that all pupils Aspire, Thrive, Achieve



## **Safeguarding**

- Fulfil responsibilities and obligations in relation to the safeguarding of children.

## **Financial**

- Resources

## **Equipment/Materials**

- To be responsible for the safe use of equipment/materials used by self, colleagues and students accountable to the post holder.

## **Health/Safety/Welfare**

- Responsibility for the safety and welfare of self, colleagues and students in accordance with the Health and Safety Policies of Watergrove Trust.

## **Training and Development**

- The postholder will be responsible for assisting in the identification and undertaking of his/her own training and development requirements in accordance with Watergrove Trust

## **Relationships (not exhaustive)**

Headteacher	Senior Leadership Team	Teachers	Parents/Carers
Students	Associate Staff	Visitors	External Agencies

## **Values and Behaviours**

Our mission is to be ever “Providing more” to the communities we serve, to enable life in all its fullness. Our Trust is enabled by a mutual interdependency within which we will always:

- Coach
- Challenge
- Innovate

At Falinge Park High School empowering all to ASPIRE, THRIVE, ACHIEVE is our purpose

FPHS has high expectations of its pupils and staff and we expect our employees to be aware of, and apply these values and behaviours at all times.

## **RESPONSIBILITIES**

The postholder must:

1. Perform his/her duties in accordance with the Equal Opportunities Policy.
2. Ensure that the Trust’s commitment to public service orientation and care of our customers is provided.
3. Be able to render regular and efficient service to undertake the duties of this post.

## **TEACHING**

- Teach students according to their educational needs; including setting and marking of work to be carried out by the student in school and elsewhere.
- Ensure a quality learning experience for students which meets internal and external quality standards
- Assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required
- Provide, contribute to, oral and written assessments, reports and references relating to individual students and groups of students



- Ensure that IT, Literacy, Numeracy and Social, Moral, Spiritual and Cultural dimensions are reflected in the teaching/learning experience of students
- Prepare and update subject materials
- Use a variety of delivery methods which will stimulate learning appropriate to student needs and demand of the curriculum.
- Maintain discipline in accordance with Academy's procedures, and to encourage best practice with regard to punctuality, behaviour, standards and homework.
- Undertake assessment of students as requested by external examination bodies, departmental and Academy procedures.

### **STRATEGIC AND OPERATIONAL PLANNING**

- Assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the curriculum area and faculty.
- Contribute to the curriculum area and faculty's improving performance and its implementation.
- Plan and prepare courses and lessons. Contribute to the whole school's planning activities.

### **CURRICULUM PROVISION & DEVELOPMENT**

- Assist the Director and Subject Lead to ensure that the curriculum area provides a range of teaching which complements the school's strategic objectives.
- Participate in the organisation of extra and co-curricular activities.
- Assist in the process of curriculum development and change so as to ensure the continued relevance to the needs of students, examining and awarding bodies and the school's mission and strategic objectives.

### **STAFFING**

- Take part in the Trust/ Academy staff development programme by participating in arrangements for further training and professional development.
- Continue your own professional development in the relevant areas including subject knowledge and teaching methods.
- Engage actively in the appraisal review process.
- Ensure the effective/efficient deployment of classroom support.
- Work as a member of a designated team and to contribute positively to effective working relations within the Academy.

### **QUALITY ASSURANCE**

- Help to implement the Academy quality procedures and to adhere to those.
- Contribute to the process of monitoring and evaluation of the curriculum area/faculty in line with agreed school procedures, including evaluation against quality standards and performance criteria. Seek/implement modification and improvement where required. Review methods of teaching and programs of learning
- Take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the Academy.

### **MANAGEMENT INFORMATION**

- Maintain appropriate records and to provide relevant accurate and up-to-date information for MIS, registers, etc.
- Complete the relevant documentation to assist in the tracking of students.
- Track student progress and use information to inform curriculum implementation
- Participate in the school's rewards programme.



## **COMMUNICATIONS & LIAISON**

- Communicate effectively with the parents of students as appropriate.
- Where appropriate, communicate and cooperate with persons or bodies of external agencies.
- Follow agreed policies for communications in the Academy
- Take part in liaison activities such as parent's evenings, review days and liaison events with partner academies
- Contribute to the development of effective subject links with external agencies.

## **MANAGEMENT OF RESOURCES**

- Contribute to the process of the ordering and allocation of equipment and materials.
- Assist the Head of area to identify resource needs and to contribute to the efficient/effective use of physical resources.
- Cooperate with other staff to ensure a sharing and effective usage of resources to the benefit of the Academy, department area and students.

## **PASTORAL**

- Be a Form Tutor to an assigned group of students.
- Promote the general progress and well-being of individual students and of the Form Tutor Group as a whole.
- Liaise with Pastoral Leaders to ensure the implementation of the school's pastoral system.
- Register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life.
- Evaluate and monitor the progress of students and keep up-to-date student records as may be required.
- Contribute to the preparation of action plans, progress files and other reports.
- Alert the appropriate staff to challenges experienced by students and to make recommendations as to how these may be resolved.
- Communicate as appropriate, with the parents of students and with persons or bodies outside the Academy concerned with the welfare of individual students, after consultation with the appropriate staff.
- Contribute to THRIVE and CEIAG according to Academy policy
- Apply the behaviour for learning policy so that effective learning can take place

## **Secondary Duties**

- Uphold the professional standards expected of every member of Trust staff in all dealings with colleagues, students, parents / careers and the wider community and adhere to the principles expressed in the aims of the Trust.
- Work collaboratively across departments with colleagues and students to ensure the Academy and Trust operates as effectively as possible to achieve its aims. Develop collaborative working relationships with other managers and colleagues in the Trust.
- To participate in programmes of training as a trainee and when required as a trainer facilitator.
- Actively contribute to the continued development of the Trust by attending training, participating in relevant meetings, and putting forward ideas for improvement. To demonstrate a commitment to self-review and professional development.
- To demonstrate unconditional positive regard to all students in the academy at all times
- To undertake training to provide First Aid cover as required
- Be aware of and comply with policies and procedures relating to child protection, health and safety and security, confidentiality and data protection, reporting all concerns as appropriate.
- Maintain designated databases/files in accordance with Trust policies for data



- governance, as appropriate for the role.
- To support and participate in team working across the Trust, including working within other areas/ schools as required in the light of operational needs of the Trust and to facilitate the career development of the post holder. Prepare and contribute to Trust wide development by sharing best practice and professional feedback.
  - To undertake duties as part of the team Rota - To act as a team member and undertake general office duties as and when required to support the overall service delivery to the academies, students and families. Be a positive, collaborative team member.
  - To undertake such other duties and responsibilities of an equivalent nature commensurate with the level of responsibility that may be allocated periodically, as may be determined from time to time by the Headteacher (or nominated representative) in consultation with the postholder (and if he/she so wishes, with his/her Trade Union representative).
  - The postholder's duties must at all times be carried out in compliance with the Trust's Equal Opportunities Policy and other policies designed to protect employees or service users from harassment.
  - Take reasonable care of the health and safety of self, other persons and resources whilst at work.
  - Cooperate with management of the trust as far as is necessary to enable the responsibilities placed upon the trust under the Health and Safety at Work Act to be performed, e.g., operate safe working practices including both mental and physical wellbeing.
  - It is the duty of the postholder not to act in a prejudicial or discriminatory manner towards employees. The postholder should also counteract such practice or behaviour by challenging or reporting it.
  - To attend and participate in meetings as required.
  - Play a full part in the life of the Academy community, supporting our ethos and values encouraging staff and students to follow this example.
  - Support the Academy and the Trust in meeting our legal requirements for worship
  - Actively promote the Academy and Watergrove Trust corporate policies.

Job Description Prepared by: \_\_\_\_\_ Date: \_\_\_\_\_

Postholder Signature: \_\_\_\_\_ Date: \_\_\_\_\_

*This job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once each year as part of the performance management cycle and may be subject to modification or amendment at any time after consultation with the post holder.*



**Watergrove Trust  
Person Specification**

<b>Organisation:</b>	Watergrove Trust		
<b>Academy:</b>	Falinge Park High School	<b>Post:</b>	Teacher of Art and Photography (Maternity cover)
<b>Section :</b>	Teaching	<b>Grade:</b>	MPS / UPS

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 either paid or voluntary work. Do not leave gaps in employment.

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

<b>Criteria</b>	<b>Essential (E) or Desirable (D)</b>	<b>How Identified: AF Application Form I Interview C Certificate</b>
<b>Qualifications</b>		
Qualified Teacher Status	E	AF, C
Appropriate Honours degree	E	AF, C
Other professional qualifications	D	AF, C
<b>Knowledge, Ability &amp; Personal Qualities</b>		
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	E	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 discipline	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	D	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
<b>Values and Behaviours</b>		
Please confirm that you are willing to adhere to these values 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	A/I

