

Our ref: POR/lf

26<sup>th</sup> January 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**

Our ref: LT/lf

26<sup>th</sup> January 2026

Dear Applicant,

Thank you for considering this exciting opportunity to join the Modern Foreign Languages Faculty at Falinge Park High School.

Falinge Park is a truly special place to work. It is a school where relationships matter, and where teachers are trusted to make a real difference. You'll be joining a dedicated and collaborative team of five language teachers, supported by a highly experienced Higher Level Teaching Assistant linked with our faculty. We work closely together to share resources, materials and to ensure an enjoyable language learning experience for our pupils.

Our MFL offer includes French, Spanish and Urdu, with pupils allocated one of these languages in Year 7 and continuing through to GCSE. Our curriculum is designed around vocabulary, phonics, and grammar, giving pupils the best chance to express themselves confidently and accurately in the target language. This structure gives our pupils mastery in the language, and we are proud of our increasing GCSE numbers and strong performance across KS3 and KS4.

We are passionate about giving our pupils real-world experiences of language and culture. We run trips to France, Spain, the Cervantes Institute and the Alliance Francaise, and always seek to broaden our enrichment offer. Pupils value these experiences, and they contribute significantly to cultural capital and language confidence.

As a teacher within our team, you will benefit from a well-resourced suite of MFL classrooms, access to high quality resources to support delivery in the classroom. There is a strong culture of collaboration, and you will benefit from an outstanding professional learning programme.

If you are enthusiastic about languages, committed to inclusion and high-quality teaching, and want to work in a school where your wellbeing is prioritised, then we would love to hear from you. We welcome applications from both experienced teachers and early career teachers.

Yours faithfully



**Mrs Laura Thomson**  
Director



## 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 Modern Foreign Languages who:

- Is passionate about teaching languages and inspiring young people
- Can teach French or Spanish
- 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, you will benefit from:

- A strong and supportive MFL faculty, delivering French or Spanish across KS3 and KS4
- A school where MFL outcomes are consistently strong, with growing uptake
- 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 trips to France and Spain
- 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



## Teacher of Modern Foreign Languages Job Description

<b>Organisation:</b>	Watergrove Trust
<b>Section:</b>	Teaching
<b>Location:</b>	Falinge Park High School
<b>Job Title:</b>	Teacher of Modern Foreign Languages
<b>Hours:</b>	32.5 hours, working Term time only
<b>Grade:</b>	MPR1 - UP3
<b>Salary:</b>	£32,916 - £51,048
<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> <li>• A full driving license and access to a vehicle with business insurance is required.</li> </ul>

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

### PURPOSE AND OBJECTIVES OF THE ROLE

Under the reasonable direction of the Headteacher, carry out the professional duties of a school teacher as set out in the current School Teachers Pay and Conditions Document.

Teach in accordance with the ethos, organisation and policies of the school as a fully committed member of the teaching team and as detailed in the specific duties below.

### Safeguarding

- Fulfil responsibilities and obligations in relation to the safeguarding of learners.
- To adhere to the Trust rules and regulations relating to the use of IT, e-mail and Intranet/ internet access.



## 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, and current legislation.

## Relationships (not exhaustive)

Headteacher  
 Governors /Trustees  
 Teaching Staff Senior Leadership Team  
 Associate Staff  
 Colleagues  
 Students  
 Parents  
 Visitors Contractors

## Organisational Chart

Headteacher
Deputy Headteacher
SLT
Teacher of MFL

## 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

Watergrove Trust 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.

## Principal Duties

### Professional Duties

In each case having regard for the curriculum for the school:

- To take responsibility for a full-time teaching commitment and to plan, monitor and evaluate the work being undertaken;
- To exemplify a good standard of classroom practice which meets the aims and objectives of the school;
- To provide a stimulating classroom environment and to display learners' work to its best advantage;



- To promote the individual development of each child in the class, by assessing and responding appropriately to their work, by planning clear learning objectives which are delivered through appropriate learning activities;
- To identify and support learners with special needs (learners of high ability as well as those with learning, physical or behaviour problems), in accordance with school policy;
- To develop effective communication systems, with other members of staff, to keep informed of information relevant to classroom management, effective teaching and learning and whole-school development

## **Pastoral**

- To promote and foster the well-being, safety and all-round development of the learners;
- To provide guidance and advice to pupils on educational and social matters, including information about sources of more expert advice on specific questions;
- To establish appropriately high levels of expectation, including good standards of behaviour;
- To promote among the learner's self-discipline and respect for the environment;
- To make records of and reports on the personal and social needs of pupils;
- To communicate with and consult with the parents/carers of pupils;
- To communicate and co-operate with persons or bodies outside the school and to participate in meetings for any of the purposes described above

## **Assessments and Reports**

- To provide or contribute to oral and written assessments, reports and references relating to individual pupils and groups of pupils in accordance with school policy

## **Performance Management**

- To participate in the arrangements for the appraisal of teaching staff each year

## **Review, Further Training and Development**

- To continually review your methods of teaching and programmes of work;
- To participate in arrangements for your further training and professional development as a teacher

## **Educational Methods**

- To advise and co-operate with the Headteacher and other teachers on the preparation and development of courses of study, teaching materials, teaching programmes, methods of teaching and assessment and pastoral arrangements

## **Health & Safety**

- To support the school's Health and Safety Policy
- To safeguard pupils when they are on the school premises and when they are engaged in authorised school activities elsewhere



## Meetings

- To participate in meetings which relate to communication with parents and/or support agencies;
- To participate in meetings which relate to the school, its curriculum, administration or organisation including pastoral arrangements

## Administration

- To register attendance of pupils and supervise pupils, whether these duties are to be performed before, during or after school sessions;
- To share responsibility for leading assemblies and to lead at least 1 class assembly per term which shares high quality class work with the school and with parent

## Secondary Duties

1. Uphold the professional standards expected of every member of Trust staff in all dealings with colleagues, students, parents / carers and the wider community and adhere to the principles expressed in the aims of the Trust.
2. Work collaboratively across departments with colleagues and students to ensure the Academies and Trust operate as effectively as possible to achieve its aims. Develop collaborative working relationships with other managers and colleagues in the Trust.
3. 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.
4. 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.
5. Maintain designated databases/files in accordance with Trust policies for data governance, as appropriate for the role.
6. 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.
7. 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.
8. 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).
9. 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.
  - a. Take reasonable care of the health and safety of self, other persons and resources whilst at work.
  - b. 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.



- c. 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.
- 10. To attend and participate in meetings as required.
- 11. Play a full part in the life of the Trust community, supporting our ethos and values encouraging staff and students to follow this example.
- 12. Actively promote the 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>	<b>Watergrove Trust</b>	<b>Post:</b>	<b>Teacher of MFL</b>
<b>Section :</b>	Teaching	<b>Grade:</b>	MPR1 – UPR3

### 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 learners and young people and expects staff to share this commitment.**

Criteria	Essential (E) or Desirable (D)	How Identified: AF Application I Interview A Assessment
<b>Qualifications</b>		
Qualified Teacher Status and demonstrated suitability for working with learners	E	AF, I
Evidence of commitment to own professional development	E	AF, I
Good standards for literacy and numeracy GCSE Grade C (4 or above) in Math's and English or equivalent	E	AF, I
<b>Skills and Experience</b>		
Training and experience within a secondary setting	E	AF, I
Proven high quality classroom teaching and classroom management across the curriculum	E	AF, I
High standards and high expectations of behaviour	E	AF, I
Proven track record of meeting challenging targets and raising standards	E	AF, I
Excellent knowledge of assessment and accurate levelling of learners' work in core subjects	E	AF, I
Proven track record of using assessment to inform teaching	E	AF, I



Maintains good relationships with learners, staff and parents	E	AF, I
Commitment to working as part of a team	E	AF, I

Enthusiastic with a love of learning	E	AF, I
A caring and positive person	E	AF, I
Good communication skills – written and oral	E	AF, I
Well-organised and pays attention to detail	E	AF, I
Willingness to go the extra mile for our learners	E	AF, I
Self-motivated	E	AF, I
<b>Knowledge and Ability</b>		
Understanding of the importance of safeguarding/child protection when working in a school setting	E	AF, I
The ability to adapt practice to meet the needs of all learners	E	AF, I
Ability to use ICT to develop learners' learning and in own planning	E	AF, I
Knowledge of statutory assessment	E	AF, I
Excellent knowledge of and use of Assessment for Learning techniques.	E	AF, I
An understanding and proven commitment to all aspects of equal opportunities	E	AF, I
<b>Special Working Conditions</b>		
Enhanced DBS clearance	E	AF, I
Requirement to undertake First Aid Training and provide first aid cover as necessary	E	AF, I
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.	E	AF, I

