Fairfield Community
Primary School







# Work with us

Part of the
Oal
learning Partnership

"This school is a welcoming and friendly haven where adults encourage all pupils to succeed. Pupils are very happy in this school."

**Ofsted, March 2023**



# Welcome from the Headteacher

Thank you for your interest in joining Fairfield Community Primary School.

It is my great privilege to serve as Headteacher of such a vibrant, caring and ambitious school community. At Fairfield, we are united by a shared commitment to ensuring that every child thrives, academically, socially and emotionally and is given the very best opportunities to succeed.

Fairfield has a distinctive and special ethos. Visitors often comment on the warm, supportive and welcoming atmosphere that we have cultivated. This "family feel" is central to who we are. Our staff work collaboratively with one another, with our families and with our wider community to create an environment in which children feel safe, valued and inspired to learn.

At the heart of everything we do are our children. Every decision we make is guided by what is in their best interests. Our vision is that all Fairfield pupils achieve their full potential and develop into caring, responsible and hardworking citizens. We are proud to encapsulate this ambition in our motto of 'Happiness and High Standards' - underpinned by our three values of respect, responsibility and resilience. We believe these elements go hand in hand - when children are happy, confident and supported, they are empowered to achieve exceptionally well.

We are proud of our high-quality teaching and learning, and of the exemplary behaviour demonstrated by our pupils. Our school is inclusive and we actively promote equality, respect and an understanding of fundamental human rights. We strive to ensure that every member of our community feels valued and respected.

Our curriculum is broad, balanced and engaging. Alongside a strong academic foundation, we offer rich opportunities in sport, music, drama and experiences beyond the classroom. Through our Oak Experiences, we create those memorable moments that children carry with them long after they leave primary school.

This is an exciting opportunity to join a dedicated and passionate team who are deeply committed to making a difference. We are looking for individuals who share our values, our ambition and our belief in the limitless potential of every child.

We warmly encourage you to visit us and experience first-hand what makes Fairfield such a special place to work and learn.

If you share our vision, values and commitment to helping every child prepare and flourish, we would be delighted to hear from you. Visits to the school, prior to application, are both welcomed and encouraged. Please contact the school on 0161 764 1559 or by emailing enquiries@fairfield.oaklp.co.uk to arrange an appointment.

I hope that having read the enclosed information, you feel inspired to apply for this important post. We very much look forward to receiving your application.

Victoria Gilkey
**Headteacher**

# Welcome to Oak Learning Partnership

Dear Candidate

Thank you for your interest in this post at Fairfield Community Primary School, part of Oak Learning Partnership.

I wanted to personally take a moment to say how much we appreciate you considering a role within our trust.

Oak is built on people - people who care deeply about children, about leading and about each other. We're a growing partnership, with a strong sense of purpose and a belief that schools are at their best when they work together and support one another. We make the most of the benefits of being part of a family of schools but are also passionate about each of our schools retaining their own identity and individuality, with space to innovate.

Every role here matters. What you do will help shape lives. We don't expect perfection, but we do value commitment, kindness and a willingness to learn and grow.

This welcome pack will give you a feel for who we are and what it means to be part of Oak Learning Partnership. We're proud of the work we do and we're excited about what lies ahead. Being part of a trust gives our staff significant benefits, including training and future career progression. We promote school cultures that are warm, welcoming and friendly and whilst we take our job seriously, as we know what a difference education can make, our schools are places where a good sense of humour is shared.

Whatever stage you're at in your career, thank you again for considering Oak Learning Partnership. I wish you all the best with your application and
I hope to meet you in person soon.

Kind regards

James Franklin-Smith
**CEO of Oak Learning Partnership**



# Inclusion is at the heart of our trust

Our trust is cross phase and consists of primary, special and secondary schools. We have a vision to transform lives through a highly inclusive approach. We live by our strapline 'Inclusion is at the heart of our trust' and are compassionately rigorous and support all of our pupils to reach their full potential. We have unconditional positive regard, leave no one behind and everyone is welcome.

Our schools work closely with one another, they collaborate with purpose, support each other and share collective systems across both educational and business provisions. However, it's also important to us that each school has its own identity and individuality.

We make sure we focus on impact and ensure clarity and consistency from our leaders, always making sure common sense is at the heart of our decision making.

Our people matter; we understand that we can only achieve our vision by recruiting the right people and providing them with the support, training and time they need to allow them to flourish and be the best they can be. Whatever role an individual undertakes within our organisation, they are contributing to our collective aim of transforming lives. We invest heavily in our people, ensuring they feel valued and their wellbeing is always considered. We know that if staff feel valued and the impact they are having is recognised, they can perform at their best.

We are laying strong foundations for growing the trust and have a clear vision. This role is a key part of our growth strategy and is an excellent opportunity for the right candidate ready for their next step. We are a values driven organisation, highly ambitious, passionate about doing things with integrity and have a healthy sense of humour. If you want to make a difference to young people and join us at an exciting part of our journey, we'd love to hear from you.



# Vision & shared principles

**To transform lives through a highly inclusive educational approach. Inclusion is at the heart of our trust.**

We are **compassionately rigorous**; we care deeply about our community, which is why we push everyone to reach their full potential, even if this feels difficult.

We have **unconditional positive regard**; we treat everyone with respect, dignity and warmth regardless of the circumstances or challenge.

**We leave no one behind**; we count in ones and focus on individual needs, whilst ensuring everyone can thrive.

**Everyone is welcome**; we actively embrace diversity and are relentless in how we teach our stakeholders the importance of this.

## Shared principles



**Values-driven**



**An exceptional education for all**



**Identity & individuality**



**Our people matter**



**Collaborate with purpose**



**Focus on impact**

# Our benefits

## Professional development

Oak Learning Partnership is dedicated to learning, focusing on developing the skills and knowledge of our staff. We hold meaningful professional development review conversations, ensuring staff have access to the CPD needed to progress. All teaching staff can subscribe to the Chartered College of Teachers through Oak LP. Members can access the latest research, enhanced CPD and shared practice from leading experts in the field of education. We support progression at all levels - central and school-based, including secondment opportunities.

## Our commitment to you

We offer numerous benefits to our staff, including:

**Pension schemes (with defined benefits)**
Support staff: most support staff pay less than 7% and the employer pays much more (roughly double) into a secure pension fund.

Teachers: depending on your salary, you will pay in line with the contribution rates for the scheme. The employer pays 23.68% of your salary as our contribution (reviewed every four years).

**Generous occupational sick pay**

**Wellbeing day**
An additional, fully paid day of leave each academic year that staff can use purely for themselves during term time.

**Healthcare plan**
Medicash is an easy to use health insurance package provided by Oak LP. The health cash plan provides cashback towards your everyday healthcare bills, benefitting from a range of digital and virtual tools to help you protect and improve your wellbeing.

**Medicash wellbeing services**
Oak LP values staff wellbeing and offers comprehensive and positive resources through Medicash, with access to a 24/7 telephone support service and face to face counselling services.

**Active and healthy lifestyles**
With discounts at over 3,000 participating gyms, pools, studios and outdoor fitness events across the UK.

**Cycle scheme**
A salary sacrifice arrangement where you agree contractually to a regular reduction from your gross salary to cover the cost of the bike and permitted accessories, therefore making tax and National Insurance savings. This scheme is open three times a year for two weeks.

# Why work for us?



1. Our wonderful pupils and colleagues. You would be joining a truly inclusive, dynamic environment where no two days are ever the same.

2. Opportunities to collaborate with colleagues across our trust, sharing best practices and innovative ideas.

3. All trust schools are value driven with a strong ethos that prioritises wellbeing.

4. Access to training and support to gain experience and opportunities beyond your school.

# Find our school

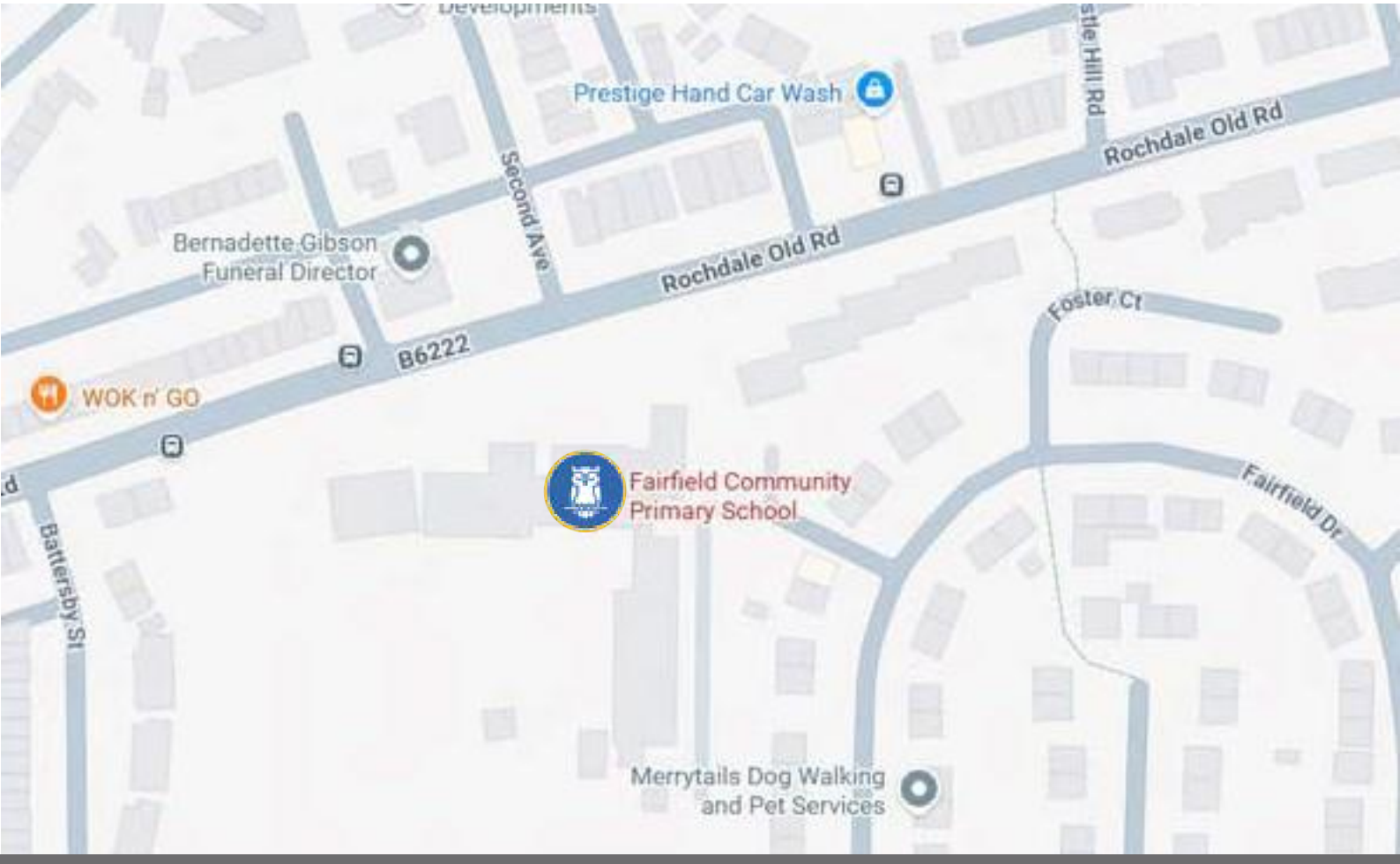
You can find us at:

Fairfield Community Primary School
Rochdale Old Road
Bury
BL9 7SD

0161 764 1559

enquiries@fairfield.oaklp.co.uk

www.fairfieldprimarybury.org.uk





Please take the time to review the information provided through our candidate portal. If you feel that you have the skills, experience and passion to join our trust, and contribute to the success of our students, we would be delighted to receive your application.

For any further queries or to arrange a visit to the school, please do not hesitate to contact fairfield@bury.gov.uk.