January 2019

Dear Colleague

As Principal, I am delighted to enclose details and an application form for the position of **Behaviour Leader** at The Farnley Academy. This vacancy represents a unique opportunity to join a highly ambitious and motivated professional body which is changing the lives of young people in the community it serves.

The Farnley Academy is part of The GORSE Academies Trust, a not-for-profit charity whose driving energy is centred on creating exceptional schools within the Leeds city region. The Trust has established a reputation for setting standards of excellence and achieving rates of improvements which have received national attention, not least of all those of The Farnley Academy! The Chief Executive Officer, Sir John Townsley, is a National Leader of Education and gives considerable support to an increasing number of primary and secondary schools across the North.

The Farnley Academy has a simple mission – to create an environment which is free from cynicism and unwilling to put limits on what young people can achieve. Having worked and supported in many schools, I am firmly of the opinion that The Farnley Academy is a very special place. Without doubt, it is the incredible professional body, both teachers and support staff, which sets it apart. As Principal, I am humbled and privileged to work alongside such a dedicated team that is relentless in its determination to secure the very best outcomes for the young people we serve. Indeed, we strive to provide an educational experience that is all too often the preserve of students in the private sector.

Whether it be the very best in teaching and learning, or enrichment and extra-curricular opportunities, The Farnley Academy seeks to have a profoundly positive effect not only on students’ motivation, engagement and academic progress, but their social, moral, spiritual and cultural development. In September 2016 we embarked on a two-year campaign to *Celebrate and Embrace Diversity*. From issues surrounding emotional and mental health to the LGBT community, from faith and spirituality to the role of women in society, we are proud to be part of a Trust which never shies away from tackling difficult and controversial topics.

In December 2013 the excellence of our work was recognised by Ofsted which judged the Academy to be Outstanding in all areas. Inspectors noted that 'the quality of teaching is outstanding. Much is inspirational. As a result, students display a rare thirst for learning and an eagerness to succeed.' A copy of the full report is available to download from our website. It was as a consequence of this judgment that the Academy was designated a Teaching School in 2014 and went on to secure the prestigious World Class Schools Quality Mark in 2016. Still, we are never complacent and work incredibly hard and in genuine partnership with other academies with The GORSE Academies Trust. This work is integral to our ongoing success and we passionately believe that only through collaboration and learning together are we able to deal effectively with the ever-changing educational landscape.

Clearly, working in our academy will be demanding as well as very rewarding. We assure you that as our colleague you will be of great value and importance, an importance reflected in the quality of our induction and professional development programmes. Professional development is an area we take extremely seriously. In addition to our excellent programme for Newly Qualified Teachers, we look to support, challenge and nurture talent at every stage of a professional’s career. Much of our CPD is ‘in-house’, designed and facilitated by colleagues from with the Academy and across the Trust. We have recently launched a programme entitled *GORSE Leaders: Excellence in Middle Leadership*; we have participants taking part from across our teaching Schools Alliance and plan to extend this beyond Leeds in 2017-18. This year, we are developing our own programme designed to support professionals as they prepare to take on senior leadership roles. Our ‘universal’ CPD offer to all professionals is also of an exceptional quality, grounded in research and clearly focused on our priorities.

Visitors to our academy always comment on how welcoming and friendly our school is. This comes from our pride in what we have achieved together and our eagerness to share this with others. As the Academy continues to grow, we are looking for new colleagues who are passionate about working with young people of all abilities and all backgrounds. Outstanding teachers *prepare* carefully, *deliver* with enthusiasm and drive and *assess* in detail. It is on such people that The Farnley Academy will continue to build.

Should you wish to join us then please ensure that the enclosed application form is fully completed. A CV is not required.

We look forward to hearing from you.

Yours faithfully

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Mr C Stokes

**Principal**