Rochdale sixth form college

WELCOME

CANDIDATE INFORMATION PACK:

Assistant Principal



Ofsted Outstanding College 2012|2013

OFFICIALLY OUTSTANDING

Making your application

We hope that when you read this pack you are inspired to apply for the post. If you are, then this is what you need to do:

Application

1. Complete the Rochdale Sixth Form College teaching staff application form.

2. Provide a supporting statement of no more than two sides of A4 which should address how you would approach the role and how you could contribute as a senior leader.

3. Complete the examination results form.

Send your application by email to k.cullen@rochdalesfc.ac.uk or post it to Rochdale Sixth Form College, College Road, Rochdale, OL12 6HY.

Deadline

The deadline for the post is **Friday 18th October 2019** (to arrive no later than 12 noon).
Interviews are planned for **Wednesday 30th October 2019**.

Shortlisting

We will unfortunately be unable to notify candidates who are not on the shortlist; therefore, if you have not heard from us your application has been unsuccessful on this occasion.

Salary

£54,450 - £59,574 – Points L8 to L12 of the Leadership Range of the Sixth Form Colleges' Association pay spine

Start Date: 1st January 2020

Visit www.rochdalesfc.ac.uk for an application pack.

RSFC Vision, Mission, Values & Beliefs

Our Vision
We aim to be the Sixth Form College of choice for the young people of the Borough of Rochdale and aim to develop confident and articulate students, respectful and respected, capable of independent and critical thought and appropriately prepared for higher-level achievement.

Our Mission
At RSFC our central purpose is to help our students realise their academic potential. We believe every young person can succeed and we devote ourselves to improving student achievement, through high quality teaching and student support. Our young people are challenged to achieve through high expectations within a "you can do it culture". We aim at all times to build aspiration, to inspire and to motivate our students so they have the opportunity for greater choice in life.

Our Values and Beliefs
As a Sixth Form College and as individuals we value and champion:

Care for the Individual, Empathy and Compassion– our first priority is to connect with our students, be interested in their lives and backgrounds and listen actively to what they say; treating every student in every class as an individual and continuously boosting their self-esteem and confidence, whilst showing empathy and compassion towards their needs.

Achievement, Success and Excellence – an unceasing focus to improve standards of academic achievement to better the lives of our students; and a passionate desire for their success through a culture of high expectations and aspirations.

Learning, Creativity and Innovation – we are driven to pursue effective learning for all students and first class teaching and support by all colleagues – day in, day out.

Relationships, Collaboration and Teamwork – students and staff working together to foster a real sense of community and mutual respect. A partnership with parents/carers to ensure our 16-19 year olds are confident and mature individuals who are able to become responsible and valued members of our wider society. We maintain close and meaningful partnerships with schools, other colleges and universities to further enhance the learner journey. Relationships with our community in Rochdale will reflect our commitment to the social and economic well-being of the Borough and increase the range of opportunities for our students to become active citizens.

Inclusivity, Belonging and Respect – we embrace diversity and strongly commit to the equality of opportunity for students, staff, their friends and families and our wider community in order to create a sense of belonging.

Honesty, Openness and Fairness – the life of the College community is based on the values of honesty and fairness and we commit to conducting ourselves with openness, trust and respect for the individual.

Positivity, Enthusiasm and Fun – shown by and towards all students and staff at RSFC

The Ambition is that by the time students leave RSFC they will:

- Have achieved their personal academic potential giving them a greater choice in life
- Have the highest aspirations and developed the self-esteem, confidence and emotional resilience to exploit their potential
- Be contributing members of the community and have compassion for others
- Be able to celebrate their success and that of others
- Have developed the confidence to overcome barriers to success
- Be articulate, creative and prepared for future growth and learning
- Be happy!

Shared Objective for all Staff

"To maximise students' achievements"

- At RSFC we do this through engaging our students in their subjects and inspiring them to enjoy their studies in a totally positive atmosphere
- Our students are challenged to achieve through a culture of high expectations and a belief in their ability
- Above all, staff at RSFC like their students and demonstrate this through their daily conduct and interaction

Background Information

High Academic Standards, High Expectations – No Barrier to Underachievement
Rochdale Sixth Form College has become one of the country's leading Sixth Form Colleges. It promises outstanding learning and teaching, with excellence being important in everything the College does. At RSFC we have simple systems and processes that are executed superbly well – this is important. We have no intention of complicating our organisation. Excellence in the classroom, abundance of powerful support, forensic tracking of student progress, the highest expectations for all students and a positive culture are central to our philosophy. The minute we move away from these beliefs is the minute we take our eye off the ball and that is not what RSFC is about. All students are expected to achieve at least their potential and more. We want to inspire, motivate and enthuse and want the young people who walk through our doors to develop a positive 'can do' attitude and with it the self-confidence and self-belief that comes from being successful.

Inspiring and Passionate Staff
Having the right values are crucial at RSFC. High expectations and empathy are core principles at RSFC for all staff. Caring for our young people and being compassionate does not mean compromising on academic rigour. We expect staff at all levels to have the expertise and commitment but also to be passionate about young people and love working alongside them. All staff will build self-confidence and self-esteem into students through their daily interactions, and have a burning desire to see them achieve their potential. High expectations of students and a total belief in their potential are an absolute must!

Opportunities for CPD

- There is a rigorous NQT programme of study at RSFC that involves weekly meetings, professional discussion and persistent reflection of teaching practice to ensure our NQTs are gaining the best possible start to their career. These weekly meetings and reflections form part of the NQT developmental programme that will lead to recognition and potential certification by the College of Teachers at the end of this academic year.

- RSFC provides additional responsibility allowances for the development of pedagogical areas identified in the strategic action plan. Staff here at the college have the opportunity to apply for such posts and develop whole college teaching and learning strategies to implement change where deemed necessary.

- All staff at RSFC have the opportunity to attend specific teaching and learning workshops throughout the academic year. These workshops are developed and delivered by teachers who wish to share their expertise or provide feedback based upon research that they have carried out within the college with the Vice Principal for teaching, learning and assessment.

- Experienced teachers at RSFC can become trained lesson observers to support quality assurance cycles, staff development and subject are reviews. All teachers are offered the opportunity to take part in joint learning walks both within and outside of their subject specialism.

- All staff at RSFC have personalised performance management targets that specifically allows individual professional development in the sixth form sector. Staff may work in clusters or on an individual basis with supervision and support from the Senior Leadership Team. RSFC is committed to both student and staff learning and provides all the necessary requirements to ensure staff develop at a rate that reflects their aspirations and professional goals in both the short term and long term.

- All teachers at RSFC are supplied with booklets, guides and the latest research documentation to support their current pedagogy and personal development.