



Alder Community High School

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Headteacher: Mr R O'Regan BSc (Hons) NPQH

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Dear Prospective Headteacher,

On behalf of the governors, staff and students, welcome to Alder Community High School and thank you for taking the time to consider the post of Headteacher at our school. We are a community, and we want all students to thrive in a happy, safe, supportive, yet challenging learning environment. Central to our positive ethos are our Alder values of Altruism, Leadership, Diversity, Excellence and Resilience.

We are in relentless pursuit of excellence, and in doing so, achieve high academic success whilst building resilience and fostering a love of learning, so that all students fulfil their potential. Our students receive the highest quality of teaching, and we invest in our staff to realise the vision. Our staff and their wellbeing are important and without them, our students could not flourish.

Students are at the centre of everything we do and increasing their life chances is our primary goal. We want our students to leave Alder as well-rounded human beings, work/college ready and able to take their place in society to contribute, enjoy life and be able to improve their own lives and the lives of others.

We are a popular, oversubscribed school with around 940 students on roll, mainly white British with around 15% from minority ethnic groups. The proportion of students eligible for the Pupil Premium is just above the national average. The proportion of students who require SEN support is around the national average and the proportion of students supported by an EHCP is above the national average. Our intake is broadly in line with the national average for KS2 data. In 2022, 67% of students achieved grade 4 or above in both English and maths and 47% achieved a grade 5 in both. More performance data can be seen at <https://www.find-school-performance-data.service.gov.uk/school/134283/alder-community-high-school>. In October 2022 Ofsted judged us as continuing to be a 'Good' school following a section 8 inspection but will return in 1 –2 years' time.

We have a truly comprehensive intake ranging from students who need significant additional support, right up to students who have gone on to Cambridge and Oxford universities.

We are committed to improving our school and staff at Alder have many opportunities to improve as teachers and leaders through a personalised CPD programme. We work collaboratively with a variety of schools within the Greater Manchester area and have active subject networks working together to drive up standards across Tameside.

The many people who have visited us have found a happy and purposeful school community and we have had lots of very pleasing feedback. We are a caring school and exclusions are relatively low.

The school holds the AcSEED Award for wellbeing, the Quality in Careers Standard (which superseded the gold IAG award) and is a Physics hub for The Ogden Trust and The Institute of Physics.

High levels of literacy and numeracy are vital to the future success of our students. Our vocabulary and reading strategies centre around the Alex Quigley books, 'Closing the Vocabulary Gap' and 'Closing the Reading Gap'. Alongside this work we have created an 'Excellence Team' made up of two Assistant Headteachers, the Curriculum Leaders for English and Science, the second in English and a UPS teacher from the MFL department. The remit of this team is to ensure high quality CPD through an instructional coaching



model (based on Oliver Caviglioli and Tom Sherrington's Walkthrus) and delivering training on teaching vocabulary and reading strategies. Also, the team carry out curriculum reviews at departmental level as part of our quality assurance procedures.

Since Covid, I think most people would agree that for some children poor habits have become engrained, with poor attendance and an increased level of apathy along with mental health issues on a scale never seen before. This has added a further challenge to our work – we need more of our students to want to do better.

Covid got in the way of many things and children have experienced a great deal of disruption and the lack of continuity has affected the culture of many schools, particularly for younger students who have not experienced a normal school year since year 4 or 5. As a consequence, we have repackaged our values together under the 'We are Alder' banner and have given this a high profile this academic year. For many years we have been known for being a caring and inclusive school and we want to build on our strengths. The Alder values are Altruism, Leadership, Diversity, Excellence and Resilience.

As part of our rewards system students earn points towards badges, including subject badges and Alder values badges. Celebration assemblies are held every half term whereby badges and other prizes are awarded. Our pastoral support team comprises of five non-teaching Progress Leaders who are responsible for the well-being and academic progress of students, an Attendance and Family Support worker, a Learning Mentor, a Safeguarding lead and a team of form tutors. The drive for improvement and achievement is underpinned by our revamped house system.

It is with heavy heart that I have taken the decision to retire after nearly 22 years at the school, 13 of which as head teacher. This is an exciting opportunity for someone with the drive and passion for continuous improvement to take the school to the next level for the benefit of students, staff and the wider community. I am more than happy to show prospective candidates round school, take telephone calls and share detailed information such as the school improvement plan and budget information and answer any questions you may have.

The leadership team is relatively new. The two deputies were appointed last March and were internal appointments. There are three assistant headteachers, all appointed with effect from September 2022, with one internal promotion and two external appointments. The team also consists of a business manager, a safeguarding lead, a manager of leadership operations and an associate senior leader for behaviour.

The leadership team is ably supported by an established and skilful governing body. Our Chair of Governors is Mr Paul Houghton and details of our governing body can be found on our website. This is a great school, and I will be sad to leave but the time is now for the next phase of its development. Thank you for taking the time to apply and I wish you all the best with your application.

Yours faithfully,



R O'Regan
Headteacher

**The school is committed to safeguarding and promoting the welfare of children
and expects all staff to share this commitment.**

