

Dear Applicant,

Many thanks for your interest in working at Todmorden High School. At Todmorden High School we are passionate about excellent Learning and Teaching, and ensure our students have access to the very best educational experiences possible. In order to achieve this, it is vital that we attract and retain the right calibre of professional to work alongside our dedicated team. We are seeking colleagues who share the vision that our students are at the very heart of everything we do. A colleague who is able to enjoy positive, professional relationships with young people, and more importantly, a colleague who can demonstrate high levels of emotional intelligence and resilience when dealing with complex and sensitive situations. A colleague who models our core values of ambition, respect, care and honesty.

We aim not only to foster a thriving climate for learning, but to provide the very best career opportunities for everyone in an environment where wellbeing for all is respected. It is an environment where aspirations can be met and opportunities for personal development and growth remain a constant priority. We are committed to creating a culture where all staff, at all levels, can feel proud of who we are, of our achievements and feel a sense of pride when they reflect on their individual contribution to our school development. All this in an environment where generosity and kindness can thrive. In keeping with our values of **Ambition, Respect, Care and Honesty**, we strive to create a workplace that celebrates difference. Somewhere we all feel responsible, valued, empowered and trusted to do the right thing for each other, our students and our community.

We offer a variety of great benefits (in a stunning countryside location) including the benefits you would expect to see such as a Teacher's Pension, we add to this with childcare vouchers, a Cycle to Work Scheme, discounted gym membership, Wellbeing Support, and much more.

We are incredibly family friendly and flexible, we trust in our team, we have an open culture, share as much news as possible in a weekly newsletter and believe in open communication – Staff Voice is strong. We control the amount of email we send and receive and fully understand the impact 'the always on, culture' has on our working life, we are working to reverse this. We close early every Friday, we have removed staff email addresses from parental material, we advise all who contact us that we will respond within three working days, we believe work starts and work ends, and that we should not be permanently tethered to the workplace. As such, our staff retention rates are high – colleagues want to stay and develop, right here. There are opportunities for everyone who works hard.

We consider the small things, the big things. We have a staff vending machine stocked with every edible you may fancy, as well as free tea, coffee and milk for all and filtered water. We encourage bespoke CPD and developmental opportunities at every level and in every team in school - we believe in 'growing our own'.

Financially we are strong and we are growing, investing and developing. We are a popular school in our locality. Our financial position will strengthen further and this will support our continued growth as we move in to 2022 and beyond. I do hope you will consider joining us.

With very best wishes,



Gill Shirt
Headteacher



Enabling individuals to unlock their unique potential

THS has recently switched to using buff paper for printing services. Our paper is 100% recycled.

