



APPLICANT PACK

Assistant Headteacher - Inclusion & SEND

St Peter's Catholic College, Middlesbrough



Letter to Applicants

Dear applicant,

We are delighted you have shown an interest in the role of Assistant Headteacher - Inclusion & SEND at St Peter's Catholic College.

NPCAT is one of the largest Multi Academy Trusts in the UK. We have had a significant impact in all of our secondary schools and Ofsted have acknowledged this in all recent visits and inspections. St Patrick's Catholic College, St Peter's Catholic College and Sacred Heart are all rated good schools. Trinity Catholic College, having recently been inspected, is rated good in four Ofsted areas. All Saints in York and St Francis Xavier in Richmond remain outstanding.

The Trust is looking to attract Leaders of the highest calibre who have a desire to lead on improving the quality of teaching, learning and outcomes across the Trust.

We have a rich pool of school leaders supported by excellent curriculum Directors and a Standards Team who really know our schools and the necessary steps required to make the necessary changes as we lead our schools to Outstanding. You will join this dynamic group who are leading the way to ensure the education we offer is the best it can be.

We are looking for Assistant Headteachers who can inspire children and demonstrate a record of delivering high pupil outcomes. We are also looking for a Leader who can adapt and be flexible with any challenges they may face.

This is a wonderful opportunity for individuals with the ability and willingness to lead and influence change in a positive, collaborative way and the flexibility to model outstanding practice. You will benefit from access to nationally leading CPD programmes through the Trust.

If your experience, energy, personal qualities and values support ours, then we look forward to receiving your application.

Job Advert

Required:	September 2026
Salary:	£64,691 - £71,330 (L10 - L14)
Hours:	1 FTE
Contract Type:	Permanent
Location:	St Peter's Catholic College, Normanby Road, Middlesbrough, TS6 6SP

St Peter's Catholic College is looking for an inspirational and highly effective Assistant Headteacher - Inclusion & SEND. The successful candidate will play a pivotal role in assisting the Headteacher with the school's strategic direction. You will lead on the development of high-quality, distinctive provision for pupils with SEND, as well as those who are disadvantaged. This is a role for a visible leader who can build strong relationships across the school community while maintaining the highest professional standards.

St Peter's Catholic College is part of the Nicholas Postgate Catholic Academy Trust, a family of 38 schools, and two vibrant Sixth Form Colleges. With more than 12,300 pupils and 1,500 staff, NPCAT is now one of the largest multi-academy trusts in the UK. We offer the opportunity to work in a high quality, vibrant and caring environment where we share a rich vision for our pupils and for the communities in which we work.

We are looking a for strong, dynamic and inspirational leader who:

- Has a commitment to Catholic education and would play an active role in the community of St Peter's Catholic College;
- Is an existing Assistant Headteacher or an outstanding middle leader with a proven track record in creating an ambitious curriculum and generating outstanding outcomes for all pupils;
- Is a qualified SENDCo
- Promotes high expectations and will help our children to thrive in a culture that builds resilience and instil a sense of pride in what they achieve;
- Is an outstanding classroom practitioner who motivates and inspires children and staff;
- Is creative, forward thinking and has proven experience in leading and managing areas of school development, particularly teaching and learning;
- Is an excellent communicator, with good interpersonal and organisational skills, able to confidently deputise for the Headteacher;
- Can form a strong partnership with the leadership of the school and other leaders within the Trust;

The School offers:

- A strong, supportive ethos
- Happy, enthusiastic and friendly pupils
- Highly experienced and talented colleagues
- Excellent professional development and progression opportunities across our 38 schools
- Supportive trust board, governors and parents

Candidates are warmly encouraged to contact the school for an informal discussion about the post and/or tour of the school with the Headteacher. Please contact the school office on 01642 298100 to arrange this.

Closing date: Monday 18th May 2026 by 9am

Interviews: Thursday 21st May 2026

Application form and further information is available from:

npcat.org.uk/current-vacancies

Please refer to the back cover of the application pack for details of how to apply for this position.

Nicholas Postgate Catholic Academy Trust is committed to equality of opportunity, safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. The post is subject to an enhanced DBS check along with other relevant employment checks. The successful candidate will be required to sign a Catholic Education Service contract.

Job Description

The job description adheres to the conditions laid down in the School Teacher's Pay and Conditions Document and Diocesan guidelines.

In addition to this, teachers undertake to develop the pupils in the understanding and knowledge of their faith. In all the undertakings, the Mission Statement of the Trust should remain central.

The Trust is committed to safeguarding and promoting the welfare and safety of children and young people and expects all staff to share this commitment.

Post Title: Assistant Headteacher - Inclusion & SEND

Responsible to: Headteacher

Grade: Leadership Pay Range L10 - L14

Job Purpose:

The core purpose of the post is to assist the Headteacher in leading the school to achieve its strategic plans, develop outstanding, high quality and distinctive provision for vulnerable learners and implement the school development plan which is underpinned by the vision, ethos and values of NPCAT.

This job description is not a comprehensive definition of the post. It will be reviewed on a regular basis and it may be subject to modification or amendment at any time. The specific roles of the Assistant Headteacher may be adapted.

Main Duties and responsibilities

All teachers are required to carry out the duties of a schoolteacher as set out in the current School Teachers Pay and Conditions Document. Teachers should also have due regard to the Teacher Standards (2012). Teachers' performance will be assessed against the teacher standards as part of the appraisal process as relevant to their role in the school.

Strategic leadership

- To support and assist the Headteacher in leading and managing the school;

- To establish and implement a clear strategic vision and direction for Inclusion & SEND in line with the priorities of the school development plan and NPCAT strategic objectives;
- To support the Headteacher with self-evaluation, planning and self-review: ensuring high quality assessment systems are in place, which leads to continuous improvement, challenging leadership at all levels
- To implement all Trust and school policies and procedures;
- Role model NPCATs vision, values and Catholic ethos on a daily basis and maintain the highest professional standards;
- Line manage and oversee appraisal for the SEND team;
- Facilitate staff training on a range of initiatives relevant to Inclusion, SEND & Disadvantage pupils
- To support the general welfare and progress, both academic and pastoral, of pupils;
- Ensure that safeguarding and child protection are paramount in the roles and awareness of each member of staff;
- To produce reports for a range of stakeholders updating on Inclusion, SEND & Disadvantage pupils and make explicit impact of actions to further improve outcomes.

Leading and Managing staff

- To be a 'visible' leader, with a whole school presence, who has the ability to relate well to people at all levels
- Establish clear expectations and constructive working relationships among staff involved with the analysis of whole school data through team working and mutual support; devolving responsibilities and delegating tasks, as appropriate with other SLT members.
- To achieve consistency in teaching, learning and assessment and behaviour for SEND pupils.
- To work with the Deputy Headteacher to ensure that middle leaders are held accountable for the quality of teaching and learning in their curriculum area
- Undertake appraisal reviews and act as reviewer for a group of staff.
- To lead training for staff on Inclusion & SEND.
- To participate in the interview process for posts when required and to ensure effective induction of new staff in line with school procedures.
-

The SENDCo, under the direction of the headteacher, will:

- Determine the strategic development of special educational needs (SEN) policy and provision in the school.

- Be responsible for day-to-day operation of the NPCAT SEN policy and coordination of specific provision to support individual pupils with SEN or a disability.
- Provide professional guidance to colleagues, working closely with staff, parents and other agencies.
- Be responsible and accountable for achieving the highest possible standards in work and conduct.
- Treat pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position.
- Work proactively and effectively in collaboration and partnership with learners, parents/carers, governors, other staff and external agencies in the best interests of pupils.
- Have a strategic overview of provision for pupils with SEN or a disability across the school, monitoring and reviewing the quality of provision.
- Make sure the NPCAT SEN policy is put into practice and its objectives are reflected in the school development plan.
- Maintain up-to-date knowledge of national and local initiatives that may affect the school's policy and practice.
- Evaluate whether funding is being used effectively, and suggest changes to make use of funding more effective.
- Maintain an accurate SEND register and provision map.
- Provide guidance to colleagues on teaching pupils with SEN or a disability, and advise on the graduated approach to SEN support.
- Work with other schools, educational psychologists, health and social care professionals, and other external agencies.
- Be a key point of contact for external agencies, especially the local authority (LA).
- Analyse assessment data for pupils with SEN or a disability and produce progress reports and monitoring and analysis when appropriate.
- Oversee intervention groups for pupils with SEN & Disadvantage and evaluate their effectiveness.
- Lead, manage and advise on SEND and the Pupil Premium Strategy within the School.
- Line manage, develop and performance management of staff working in SEND and EAL support.
- Lead inclusion across the school, ensuring it is effective and accountable for the progress of pupils on the SEND Code of Practice and Disadvantaged pupils.
- Take responsibility for personal professional development, keeping up-to-date with research and developments in teaching pedagogy which may lead to improvement in teaching and learning.
- Monitor the quality of Learning and Teaching across the School for SEND & Disadvantaged pupils.

- Liaise with and keep informed all Heads of Department and SLT on inclusion matters.
- To organise and monitor the transition of students with SEND and medical needs at Key Stage 2-3, 3-4, and 4-5.
- Identify the progress of pupils with SEN or Disadvantaged and take appropriate action to support learning.
- To ensure the assessment of students for access arrangements for examinations and to organise the staffing and provision of these arrangements.
- Ensure reporting arrangements are accurate and moderated.
- Coordinate quality assurance systems including pupil voice, work scrutinies, lesson observations, reviews of teachers' planning and preparation and consulting parent views for SEND pupils.
- Analyse and interpret data on pupils' attainment and action plan accordingly, reviewing with teachers their assessments of progress for classes, groups and individuals;
- Support teaching staff to develop innovative and excellent classroom practice, demonstrating excellence in SEND teaching to staff.
- Collaborate with staff in ensuring adaptive teaching is part of provision for pupils with SEND.
- Ensure that pupils are placed correctly onto the Vulnerable Learners Spreadsheet, their needs assessed and met across the curriculum and that impact of provision is monitored and reviewed.
- Ensure that provision mapping for pupil need is reviewed on a regular basis and staff deployed accordingly.
- Work with all Heads of Department to ensure Teaching Assistants have the skills and capabilities to effectively support and make a positive impact on pupil performance.
- Work to ensure Support Plans are used to set subject-specific targets, and match curricular materials and approaches to pupil needs.
- Review the education, health and care plan (EHCP) with parents or carers and the pupil.
- Develop and maintain excellent relationships with parents and carers to ensure that pupils are fully supported.
- Be responsible for promoting and safeguarding the welfare of children and young people that you are responsible for and come into contact with.
- To comply with School safeguarding procedures at all times and liaising with the safeguarding coordinator over any safeguarding concerns;
- To comply with the School policies and procedures at all times.

Pupil Premium Lead

- Be responsible for strategically planning, implementing, and monitoring interventions to improve academic attainment and pastoral outcomes for

disadvantaged students.

- Analyse performance data to identify barriers to learning, tracking spending efficiency, liaising with staff and parents, and ensuring compliance with national guidelines.
- Develop, implement, and review the school's Pupil Premium strategy in line with the Pupil Premium strategy.
- Interpret national and local performance data to track achievement and identify gaps in attainment for disadvantaged pupils.
- Coordinate interventions, mentoring, and support tailored to individual needs
- Work with staff to ensure Pupil Premium funding is utilised efficiently to reduce barriers to education.

Behaviour and Safety

- Establish a safe, purposeful and stimulating environment for pupils, rooted in mutual respect and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly.
- Maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary.
- Be a positive role model and demonstrate consistently the positive attitudes, values and behaviour, which are expected of pupils.
- Have high expectations of behaviour, promoting self-control and independence of all learners.
- Carry out duties as directed and within the remit of the current School Teachers' Pay and Conditions Document.

Team Working and Collaboration

- Participate in any relevant meetings/professional development opportunities at the school, which relate to the learners, curriculum or organisation of the school
- including pastoral arrangements and leading celebration of the word/assemblies.
- Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them.
- Ensure that colleagues working with you are appropriately involved in supporting learning and understand the roles they are expected to fulfil.
- Take part as required in the review, development and management of the activities relating to the curriculum, organisation and pastoral functions of the school.
- Cover for absent colleagues within the remit of the current School Teachers' Pay and Conditions document.

Fulfil Wider Professional Responsibilities

- Work collaboratively with others within the trust and the local authority to develop effective professional relationships.
- Deploy support staff effectively as appropriate.
- Communicate effectively with parents/carers with regard to pupils' achievements and wellbeing using school systems/processes as appropriate.
- Communicate and cooperate with relevant external bodies.
- Make a positive contribution to the wider life and ethos of the school.

Other

- To have professional regard for the ethos, policies and practices of the school, and maintain high standards in your own attendance and punctuality.
- Perform any reasonable duties as requested by the Headteacher.

These duties are neither exclusive nor exhaustive and the post holder will be required to undertake other duties and responsibilities, which the Headteacher / Line Manager may determine.

PLEASE NOTE THAT SUCCESSFUL APPLICANTS WILL BE REQUIRED TO COMPLY WITH ALL SCHOOL AND TRUST POLICIES.

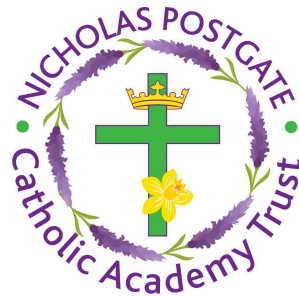
THE SUCCESSFUL APPLICANT WILL BE SUBJECT TO FULL ENHANCED DISCLOSURE CHECKS - AND THESE WILL BE SUBJECT TO RECHECKING AS APPROPRIATE.

Person Specification

Criteria	Essential		Desirable	
Qualifications Training and Experience	E1	Qualified Teacher Status	D1	Experience of working in a Multi Academy Trust
	E2	Degree or equivalent	D2	Experience of working in more than one secondary school
	E3	Successful middle leadership experience leading a subject area, pastoral area, a team or other significant area of school life	D4	Experience of managing change
	E4	Effective leadership and management of a whole school initiative	D5	CCRS/CTC or commitment to obtain the certificate
	E5	Experience of teaching at KS3, 4	D6	Successfully completed NPQSL / working towards this
	E6	Experience of managing a number of people	D7	Experience at Assistant Headteacher or Associate Headteacher level
	E7	Proven record of leading effective professional development	D8	Experience of line managing staff and carrying out their performance management
	E8	Experience and understanding of the current Ofsted framework	D9	To have proven track record for improving standards of achievement and the quality of teaching and learning
	E9	National Award for SEN Coordination		
	E10	Experience as SENCo		
Knowledge and Abilities	E11	Good knowledge of the school self-evaluation and the process of school improvement and the ability to contribute to implementation	D10	Effective financial and resource management knowledge
	E12	Instilling a strong sense of accountability in staff for the impact of their work on pupils' outcomes		
	E13	Be an excellent classroom practitioner		
	E14	An understanding of recent curriculum developments and the impact on schools		

	E15	An understanding and application of the theory and pedagogy for curriculum and assessment		
	E16	An understanding of how data tracking processes impact on the outcomes of pupils		
	E17	Understand the impact of behaviour and attendance on school improvement		
	E18	To be fully aware of how the DfE and Ofsted use data to assess the performance of schools and how data is to be lead and managed across all departments		
	E19	Communication skills and emotional intelligence to work with a variety of different stakeholders		
	E20	Evidence of seeing new initiatives through to completion and evaluation of their impact		
	E21	To effectively use ICT to enhance the quality of teaching and efficiency of work for individuals, departments and the school		
	E22	An understanding of current educational initiatives and their impact on the school		
	E23	The ability to promote the spiritual, moral and cultural development of pupils		
Personal Qualities	E24	A total commitment to the Catholic ethos of NPCAT		
	E25	A profound commitment to the vision and ethos of the Trust and the maintenance of excellent standards		
	E26	A total commitment to pupils' academic, personal, social and emotional wellbeing		
	E27	Ability to work as and be part of a team and be open to new ideas and initiatives		

E28	A 'visible' leader, with a whole school presence, who has the ability to relate well to people at all levels		
E29	Ability to be flexible and resilient		
E30	High organisational skills including the ability to prioritise and manage time effectively		
E31	Ability to inspire, challenge, influence and motivate others		
E32	Ability to have corporate responsibility for all decisions made at senior / middle management level		
E33	To uphold and model professional standards		
E34	Have integrity, passion, energy, presence, resilience and patience		
E35	A can do/help/ will do attitude		
E36	Good written and oral communication skills to a range of audiences		



Forming lives ready to face the future

Why work for us?

The Nicholas Postgate Catholic Academy Trust family of 32 primary schools, six secondary schools, promotes the dignity, self-esteem and development of every one of our pupils and staff.

Situated in Teesside, North Yorkshire and the City of York within the northern area of the Roman Catholic Diocese of Middlesbrough, our schools offer high-quality education, with a curriculum that meets requirements of our young people and gives them every opportunity to succeed in adult life.

We are dedicated to academic excellence and the spiritual, physical and moral development of all our 12,300 pupils, as well as the ongoing development and fulfilment of every one of our 1,500-plus staff.

Our Trust is a faith-based community. We provide modern facilities and a safe and secure environment that reflects and supports family values, where standards of behaviour are excellent and parental engagement and collaboration is central to our success.

Learning takes place in an atmosphere inspired by the spirit of Jesus Christ, in which his commandment to love God and neighbour nurtures a caring ethos that is expressed in relationships within and beyond our schools.

We are inclusive and are respectful of and engage with people of all beliefs, encouraging a culture of tolerance where people of diverse identities are recognised, welcomed, respected and cherished.

We seek to make a difference to the lives of all groups of children, working to ensure especially that the most vulnerable in our society are not disadvantaged.

Each school aspires for excellence and is on a journey of continual year-on-year improvement. They work in partnership with families and parishes to promote strong, positive links and have clear strategic aims built on our mission and values.

We:

- Celebrate and share the practice of our outstanding schools, leaders and teachers
- Are committed to excellent governance that challenges, supports and holds to account
- Have strong leadership at all levels
- Ensure our pupils receive outstanding teaching
- Offer a wide range of curricular and extracurricular experiences
- Develop parents and carers as active partners in their child's progress.

We are building a Trust where every child is at the heart of everything we do, where every child is valued, where every family is supported and where every aspiration and every dream can be realised.

“Educating is an act of hope and a passion that is renewed because it manifests the promise we see in the future of humanity.”

-From the Apostolic Letter – ‘Drawing New Maps of Hope’, October 2025

Proud to Serve

Teesside, North Yorkshire & the City of York



The area we serve is one of the friendliest and most beautiful places you could choose to live and work in.

With an international reputation for innovation and an exciting mix of modern, cosmopolitan and historic culture, the region includes vibrant cities, quaint villages, an outstanding coastline and stunning countryside. Here are just a few reasons you should live here:

Friendly people

We are famous for our friendliness and hospitality. Wherever you go, you'll always find a warm welcome and ready smile.

Arts and culture

Museums and galleries include Middlesbrough Institute of Modern Art (Mima), the Captain Cook Birthplace Museum, the Dorman Museum, with its collection of Christopher Dresser-designed Linthorpe Pottery, and Kirkleatham Museum, home to the superb Anglo-Saxon princess treasure exhibition. York is at the cutting edge of artistic innovation, creativity and media arts hosting the York art gallery, Castle Howard with its wonderful gardens to name but a few.

Entertainment and leisure

The region boasts large venues, international music festivals, Michelin star restaurants and a vibrant nightlife. It is home to Middlesbrough Football Club and countless grassroots clubs for adults and children, cricket and rugby teams and world-class golf courses. Our coastline offers diving, sailing and some of the world's best surfing at Saltburn and you can enjoy watersports at Tees Barrage International White Water Course. In the centre of York is the magnificent Minster which is one of the UK's top 50 visitor attractions welcoming hundreds of thousand visitors each year.

Outstanding countryside

We have some of the best countryside you'll find anywhere in the UK, including the stunning North York Moors and Dales. Even if you choose to live in one of our larger towns you can always be in the countryside or by the sea in less than half an hour.

Excellence in education

The region boasts many great schools, including four NPCAT primaries that were named in the *Sunday Times* top 250, Teesside University is based in Middlesbrough, York and York St John Universities based in the centre of the city. Famous people educated in NPCAT schools include musicians Chris Rea and Paul Rodgers, Middlesbrough MP Andy McDonald, government advisor Sir Martin Narey, impressionist Kevin Connolly, TV personality Chris Kamara, Middlesbrough FC chairman Steve Gibson and Keith Houchen, who scored in the 1987 FA Cup final.

Strong transport links

There are good road and rail links across the Teesside and York areas providing links to the rest of the country. Teesside, Leeds-Bradford and Newcastle airports are also close by with regular flights to Scotland, Jersey, Spain and many other popular holiday destinations across the world.



The Diocese of Middlesbrough

NPCAT is one of two multi-academy Trusts responsible for the running of schools within the Roman Catholic Diocese of Middlesbrough.

The diocese was founded on December 20 1878 when the Diocese of Beverley, which had covered all of Yorkshire, was divided. Today, the diocese covers an area of 4,000 sq km in the historic counties of North Yorkshire and the East Riding of Yorkshire, together with the city of York.

Apostolic Administrator of the Diocese of Middlesbrough, Bishop Marcus Stock provides Catholic schools:

- To help him as first educator of the diocese in his mission of making Christ known to all people
- To support parents who at their child's baptism accepted the responsibility of raising their child in the Catholic faith
- To be at a service to their local church, parish and Christian home and to ensure our children give such service to the wider society.

NPCAT is responsible for schools in the boroughs of Middlesbrough, Redcar & Cleveland and parts of Stockton and the county of North Yorkshire.

It is our mission to contribute to the creation of a society that is highly educated, skilled and cultured.

Our schools must educate the whole child, ensuring they develop spiritually and also achieve their full academic potential.

We see parish and school partnership as fundamental to the missionary role of Catholic education.

Each school has a central place in parish life and where a school serves more than one parish, chaplaincy work in school ensures that the appropriate steps are taken to have

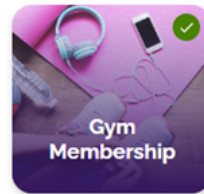
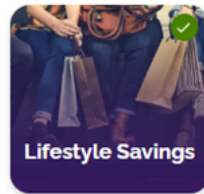
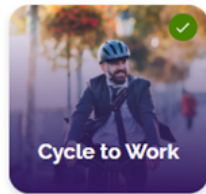
equal engagement across them all.

We ensure our schools come together to celebrate Mass, with the highlight of the year being the annual celebrations on feast days.

Our schools serve the following parishes:

Brotton, St Anthony of Padua
Catterick Garrison, St Joan of Arc Garrison
Guisborough, St Paulinus
Helmsley, St Mary's
Ingleby Barwick, St Thérèse of Lisieux
Leyburn, SS Peter & Paul
Loftus, St Joseph and Cuthbert
Malton, SS Leonard & Mary
Marske-by-the-Sea, St Bede
Middlesbrough, Corpus Christi
Middlesbrough, Holy Name
Middlesbrough, St Clare of Assisi
Middlesbrough, St Francis of Assisi
Middlesbrough, St Joseph
Middlesbrough, St Mary's Cathedral
Middlesbrough, St Patrick (Sacred Heart)
Middlesbrough, St Thomas More
North Ormesby, St Alphonsus
Nunthorpe, St Bernadette
Ormesby, St Gabriel
Pickering, St Joseph's
Redcar, Blessed Nicholas Postgate (Sacred Heart & St Augustine)
Richmond, SS Joseph & Francis Xavier
Saltburn, Our Lady of Lourdes
Staithes, Our Lady Star of the Sea
Teesville, St Andrew's Parish
Thirsk, All Saints
Thornaby, Christ The King
Thornaby, St Patrick
Ulshaw Bridge, SS Simon & Jude
Wycliffe, St Mary's
Yarm, St Mary and Romauld
York, Our Lady's, Acomb & English Martyrs
York, St Aelred's
York, St George's
York, St Wilfrid's York & St Joseph's Clifton

Employee Benefits and Wellbeing



NPCAT recognises the importance of staff welfare and a managed workload and this is reflected in the way we treat our people.

As a responsible and caring employer, we appreciate and value each of our staff. Their holistic health and wellbeing are vital to enabling all of us to maintain the optimum work-life balance.

We see exceptional staff welfare as an essential element towards enabling us to develop a rich, nurturing climate for learning across all our schools.

We offer a broad package of emotional and practical support to our staff.

We are clear about our expectations of employees and offer a positive, transparent and supportive working culture in return.

We offer:

- Competitive pay
- Defined benefit pensions
- Annual pay progression and recognition of additional responsibilities
- Annual cost of living adjustment
- On-site parking at our school premises
- Support with parking and subsistence costs where appropriate.

Additional benefits include access to:

- Vivup - Lifestyle savings - store discounts
- Vivup - Discounted gym membership
- Vivup - Cycle scheme
- Full wellbeing package

NPCAT is committed to equality of opportunity and will not tolerate any harassment, intimidation, discrimination or victimisation.

Training, Development and Progression

We offer a comprehensive training package that caters for all staff from future Initial Teacher Training pupils through to chief executive officer, as well as our non-teaching support staff.

We encourage staff to undertake training and development and to explore new challenges within the Trust wherever appropriate.

A full suite of training packages are available across the Trust some delivered in-house and others via our partnerships for national continuous professional development (CPD) trainers such as Best Practice Network.

Our evolving team of standards advisers support school leaders in providing individually tailored coaching and mentoring.

We also offer a range of appropriate courses for staff in a variety of roles, including business and school administrators, teaching assistants and pastoral support staff.

Early career teachers benefit from a comprehensive professional development programme delivered in collaboration with nationally recognised partners.

A combination of face to face and remote sessions involving online training videos and materials cover the range of competencies in the Early Career Framework.

Leaders currently in post engage with Best Practice Network on, for example, Excellent Middle Leaders Courses or School Curriculum Leadership.

Aspiring headteachers undertake National Professional Qualification for Headship (NPQH) and existing headteachers can continue to progress through their National Professional Qualification for Executive Leadership (NPQEL) qualification.

All staff can access training relevant to their current needs, through partnerships with organisations such as the Research School's Network and Leeds Carnegie Centre of Excellence for Mental Health.

In addition to face to face sessions, staff at all levels can undertake accredited courses from Level 1 upwards covering bespoke topics specific to their roles, such as Understanding Autism and Managing Challenging Behaviour.

Central Services and business and administrative staff receive training on key aspects of their roles identified in conjunction with their team leaders.



How to Apply

Application form and further information is available from:
npcat.org.uk/current-vacancies

Applicants should complete and return a **Leadership Application Form** and a **Recruitment Monitoring Form** to: enquiries@stpeters.npcat.org.uk

Should you be shortlisted for an interview, you will be required to complete a Rehabilitation of Offenders Disclosure Form.

Job Description: This informs you of the main responsibilities for the post and explains what we are looking for. It informs you about the personal and professional qualities you need for this post. These criteria will be used to make the appointment.

Person Specification: This specification sets out which criteria will be used to shortlist candidates for interview.

If you require any additional information about this post, please contact Stephanie Garthwaite, Headteacher on 01642 453462.

Thank you for your interest in NPCAT. We look forward to receiving your application.

Please note that if you do not hear from us within 2 weeks from the closing date you are to assume your application has been unsuccessful on this occasion.

Nicholas Postgate Catholic Academy Trust is committed to equality of opportunity, safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. The post is subject to an enhanced DBS check along with other relevant employment checks.

