

Assistant Headteacher

Required from September 2022

NOR: 404 Age Range: 2 –11 Pay Scale: L1-5

The Academy Council and Trust Board of this rapidly improved school are looking to appoint an inspirational leader whose own vision and faith support our mission in providing an excellent Catholic Education where every person is precious to God.

The school is looking for an Assistant Headteacher who can build on our recent successes in improving the quality of education for all. As a role model of outstanding teaching, this leader should be committed to improving the practice of those around them. They should have a proven track record of raising attainment for all learners including those who are disadvantaged. The education of the whole child is central to our vision and intent at St. Columba's. Our new Assistant Headteacher will have the ability to lead a curriculum team; offer safeguarding and pastoral support; and develop staff at different career stages effectively.

St Columba's prides itself in having a strong and supportive community with wonderful, enthusiastic children who are well behaved. The school provides extensive professional development opportunities through the Bishop Christopher Wharton Catholic Academy Trust, the Diocese of Leeds and regional Teaching School hubs. Through our carefully planned provision for staff wellbeing, we demonstrate a genuine commitment to listening to the views of all. In partnership with the Trust and the Diocese, you will be fully supported in your chosen pathway for further leadership development.

St Columba's is an exciting place for anyone who is passionate about improving the life chances of young people. Working closely with the Headteacher and Senior Leadership team, our new Assistant Headteacher will have the opportunity to make a significant difference to the lives of our children and the community we serve.



Visits to the school are strongly encouraged. Please contact the school to arrange a visit.

Closing date and shortlisting: 9 am Tuesday 24th May 2022

Interviews/ Observations: Thursday 26th or Friday 27th May 2022

St. Columba's Catholic Primary School a Voluntary Academy
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Telephone: 01274 681961 Website: www.stcolumbas.bradford.sch.uk

The school is committed to safeguarding and promoting the welfare of children and expects all members of staff and volunteers to share this commitment. Appointments will be made subject to an Enhanced Disclosure and Barring Service checks, and the receipt of satisfactory references.



Our School

St Columba's Catholic Primary School is in the Tong ward of Bradford, which is easily accessible from the M62 motorway. Many of our children come from some of the most deprived areas of the UK. To support our community, we provide education for children as young as 2 through to 11 years old. We have higher than average numbers of SEND, Pupil premium and EAL children. As a result, we provide a strong SMSC & nurture program as well as an ambitious and rich Catholic curriculum which gives our children firm foundations for their next steps in life.



The community spirit at St. Columba's is one of the school's many strengths. There are excellent relationships between everyone and those who join us rarely wish to leave. We aim to serve not only our children but our families and the wider Parish community. We are proud that our school is a hub for those who need us.

We have high expectations of our children and want them to be the best they can be. Our full school community has contributed to our vision for education. Our intent, through the use of the National Curriculum is to:

- Develop the spiritual growth of our children so that they live out the virtues of Christ in all that they do
- Educate our children so that they are prepared for their next stages of development
- Allow our children to understand how to have positive relationships and have experience of these relationships as a child who is precious to God
- Ensure that our children can keep themselves safe
- Prepare our children to lead healthy lifestyles
- Give our children the opportunity to appreciate the wealth of experiences there are as a young person living in Yorkshire

Our children have regular opportunities to experience the arts, celebrate diversity, be outdoors, develop their vocabulary, care for God's creation and broaden their knowledge of current affairs.



At St. Columba's we recognise that:

Every person is precious to God, our vision is to provide an excellent Catholic education.



Our Virtues



Be Just

- Be friendly
- Be compassionate
- Be trustworthy
- Be merciful
- Be responsible



Be Attentive

- Cherish creation
- Cherish God's word
- Cherish yourself
- Cherish each other
- Cherish those in need



Be Loving

- Be joyful
- Be self-controlled
- Be mindful
- Be humble
- Be of service



Be Wise

- Be resilient
- Be determined
- Be patient
- Be hardworking
- Be inquisitive



Be Courageous

- Be reflective
- Be thoughtful
- Be a problem-solver
- Be a participator
- Be imaginative

By showing these virtues it helps us to be faithful, be hopeful and be charitable

Our Parish



We are privileged to have our Parish Church right next door to school, and blessed to have Fr Patrick as our Parish Priest. We have individual Masses with classes and celebrate whole school Mass on a regular basis for Holy days and special occasions. The school is an integral part in supporting the families and Parish in preparing the children for the Sacraments of Reconciliation, Eucharist and Confirmation. The Church is a wonderful setting for other services including May Procession, Mother's Day and our Carol Service. The school participates in the Diocesan Choir Programme, with the opportunity for professional choral development. The Parish and school join together for the Summer fayre and Christmas carol singing.



What People Say About Us...

Our Children

- The subjects are very interesting and we learn lots of sticky knowledge. The school council makes positive and exciting changes to make sure that we get new equipment.
- St. Columba's is a school where everyone is kind. The teachers help us to be friends again. My favourite lesson is Science because we get to do exploding experiments. My teacher makes our lessons really fun!
- This is a fabulous school. The teachers are really good and they understand how we feel. The teachers are always there to talk to you and support you.
- At playtime, there's always lots to do and we have really great new equipment.

Our Parents

- The school is so nurturing and is not just about the intellectual learning. If I have a problem, the teachers really listen and try and sort it out.
- Communication is really good and we always know what's going on. I like seeing things on Facebook, getting texts and phone calls from the school.
- I've sent both my children here. If I had any more children, I would send them to this school. I really love it.
- My children are really happy here. My son feels that when he gets a certificate everyone is really proud of him. He comes home buzzing about school.

Parent Surveys

- 100% of parents say that their child is happy, feels safe and is well looked after at our school.
- 98+% of parents say that the school allows their child to develop their faith, is taught well and makes good progress at school.
- 96+% of parents feel that the school is welcoming and supportive and ensures that pupils are well behaved.

Our Teachers

- St Columba's is a family where the children come first. I've watched the development of Nurture and how the needs of the individual child are met with great effectiveness. I am so proud to work here
- I love working at St Columba's. Being part of a real community and knowing I can make the difference to not only children but families who really need my nurture and support, is the only motivation I need to get myself to work each day. The wonderful supportive team working around me, the laughs and open communication mean every day is different and each day presents a new challenge to face. We have happy and eager children who are ready to build new relationships and keen to love and learn. I truly believe St Columba's is a fantastic place to work!
- I have been well supported throughout my first year of teaching at St Columba's. The school community is a welcoming and caring environment that invites you in with open arms. I feel like I am thriving at St Columba's and feel part of the team.
- St Columba's is a very friendly place to work. The children are really inquisitive and it's been a very supportive school especially when I started as an NQT. It's a little bit mad but in a lovely way.
- I have worked at St Columba's for 6 years and there is a very strong sense of family and community amongst the staff and children. Celebrations and challenges are shared and we all feel valued for the hard work we do. All our staff are dedicated to providing an excellent education to our children as well as nurturing their mental health and wellbeing. There are also many opportunities for progression and CPD and support is always offered by the leadership team.



External Feedback

After three 'Requires Improvement' judgements from OFSTED, St Columba's is now well on its way to be a consistently 'Good' school. Recent external validation has confirmed this.

HMI February 2020

- Senior Leaders are passionate and relentless in their drive for continuous improvement.
- Leaders and governors are taking a range of appropriate actions to address the weaknesses identified in the last Inspection.
- You have acted swiftly and reviewed all areas of the school, correctly identifying strengths and prioritising areas for improvement.
- Most areas of the school's performance are improving rapidly.
- Expectations have been raised across the school.
- The progress that pupils make and standards pupils reach are improving rapidly.
- Governors have a wide range of knowledge and expertise. They are committed to the continuous improvement of the school.
- Teachers receive appropriate professional development to implement the ambitious school curriculum.
- The curriculum not only matches the national curriculum but goes beyond it to reflect the needs of the pupils at your school.
- The number of pupils who are regularly absent from school has reduced significantly.

SEMH Review

- The Headteacher and Deputy Headteacher have a very clear vision for the school which is shared by the whole staff and have made much progress over the past two / three years towards this.
- The school have key members of staff and teams now in place (SENDCO, SMSC Team, Well-Being Lead / Committee, Safeguarding) who communicate and work very effectively together.
- There is highly effective nurture provision in place for all children within school; staff work closely together to identify children needing extra support.
- The school virtues 'Be Just, Be Attentive, Be Loving, Be Wise and Be Courageous' are embedded throughout the school with staff and children using these in the context of school life.
- The school has developed a highly effective and personalised curriculum that is relevant and matches the needs and requirements of their children and underpins the school's vision to raise aspirations for all children.
- The school continues to build robust relationships with parents. The School Home Support Worker's role is fundamental in engaging and supporting vulnerable and hard-to-reach families.
- The school has a robust behaviour policy which sets clear boundaries around the expectations of positive behaviour for pupils, parents and staff. Over the past three years, the school has developed an effective targeted approach to support specific children and exclusions and disruptive behaviour have decreased significantly.

External Advisors

- St Columba's is a school of high expectation, where high standards are shared.
- Relationships are a strength, both between adults and children. The physical environment is also of a high standard and is part of culture that only their best is ever good enough.
- This is a good school with strength across all areas. There is a drive from all stakeholders to move the school forward. High standards are commonplace in all phases of the school, which has led to a consistency of approach throughout and a hugely positive impact on pupil progress over time. The Headteacher leads with drive and ambition. The staff team follow her lead and there is a robust strategy to continue to further develop the school.