

**CARDINAL ALLEN
CATHOLIC HIGH SCHOOL**



**DEPUTY HEADTEACHER
APPLICATION PACK**
for
1st September 2021



THE FOUNDATION OF CARDINAL ALLEN CATHOLIC HIGH SCHOOL

Cardinal Allen is a Catholic and comprehensive school founded to serve the families and parishes of the north Fylde in the diocese of Lancaster. The declared aims of the School are to foster a growth and commitment to the love and service of Christ through the teachings, doctrines and practices of the Catholic Church and to be a Christ-centred community in which relationships are marked by that genuine spirit of care which is present in the Christian family.

The school believes that the education and formation of our children is a responsibility shared by parent, teacher and the Church. Whilst we recognise that the parents should be the primary educators of their children, the personal influence of the teacher is of great significance during and beyond school days, for the growing child reflects the influence of those who care for and teach him or her. We accept the fact that such formation is present in all aspects of the School's life - the approach to every task, every aspect of teaching and learning, every form of order, discipline and control, every relationship.

The School willingly accepts its responsibility to provide opportunities for the formation of each person in the community through the mission of integrating human development and the values of Christ:

- + believing that all life and human talents are gifts from God and that we are all formed in the image of Christ**
- + recognising the need of all individuals for growth and development irrespective of circumstance, gender or race**
- + communicating the Christian message of love and service, and values of justice, acceptance, tolerance, respect and friendship**
- + creating a secure, caring, Christian and happy environment**
- + providing opportunities for work and learning that give a sense of satisfaction, achievement and self-respect**
- + developing the necessary life-skills of communication, creativity, problem solving, decision-making, as well as the informational framework that will prepare individuals for life in the 21st century.**



Welcome from the Headteacher and Chair of Governors

January 2021

Dear Applicant,

Thank you for your interest in the position of Deputy Headteacher at Cardinal Allen Catholic High School.

The Governors are ambitious for the school, and are seeking to appoint someone who will build upon our longstanding successes, and help lead the school on its journey to the next level.

You will see from our most recent inspection reports that many aspects of our provision are outstanding, but we acknowledge that further improvement is needed to ensure that all aspects are securely good or better, and are improving towards outstanding, for example, improving results. Whilst our most recent published outcomes show significant improvement on previous years, and sets us in good standing in relation to other local schools, and our internal data is very promising and points to continued improvements over the coming years, we still have some way to go to get back on track.

The school has a strong Senior Leadership Team which was recently restructured and, whilst you may notice that the current Deputy Headteacher's principal responsibilities lay within the pastoral sphere, the team will adapt to embrace the skills, talents and experiences of the best candidate, from whichever aspect of school life they stem.

We hope you find the information herein useful, and there is of course lots more information available on our [website](#), including details about our curriculum, pastoral care and all of the fantastic experiences that our pupils enjoy.

We hope that you will feel encouraged to apply for this post, and we look forward to receiving your application. If you are interested, we would very much like you to visit the school, however, in light of the current Covid restrictions, you may prefer to call to discuss this opportunity further. If you would like to take up this offer, please contact the Headteacher's PA, Mrs Tracey Sales, by calling school, or email her directly at t.sales@cardinalallen.co.uk

Yours sincerely,

Andrew Cafferkey
Headteacher

Steve Doherty
Chair of Governors



CARDINAL ALLEN CATHOLIC HIGH SCHOOL

11-16 Mixed Comprehensive (NOR 800)

Deputy Headteacher

L17 to L22

Required for September 2021

The Governors of this successful Catholic high school wish to appoint a dynamic and inspirational Deputy Headteacher. This is a fantastic opportunity for an ambitious candidate to take a leading role and make a significant contribution to our journey as we get back on track to providing the very best for our children.

This role will offer the successful candidate exciting challenges that will be both rewarding and fulfilling, and will support you to achieve your own personal career goals and aspirations. Cardinal Allen is a great place to work and an excellent community to belong to. We receive tremendous support from our parent body and a committed group of Governors. Our pupils actively engage in all aspects of school life, and there is a culture of mutual support and openness.

Cardinal Allen is a forward looking, oversubscribed, “outstanding Catholic school”. Ofsted judged both leadership and behaviour as outstanding, and, despite recent setbacks in terms of outcomes, we are determined to continue to provide the very best for the pupils in our care. We are committed to safeguarding and promoting the welfare of children and young people and we expect all staff to share this commitment. The successful applicant will be required to complete an enhanced DBS check.

Application forms and further details are available via the school website, or by contacting the school. Candidates are more than welcome, indeed encouraged, to visit the school prior to application, or, in light of Covid current restrictions, candidates may prefer to call to discuss the opportunity.

Closing Date for applications: 27th January, 2021

Shortlisting: 8th February, 2021

Interviews: 3rd and 4th March, 2021

Melbourne Avenue, Fleetwood, FY7 8AY ♦ 01253 872659

head@cardinalallen.co.uk ♦ www.cardinalallen.co.uk



Deputy Headteacher ~ General Information

THE SCHOOL

The school is named after William Allen, a Lancashire man, who was born in 1532 and is known to have lived as a young boy at Rossall near to the site of the school. William Allen founded the English Seminary at Douai and the English College in Rome in order that young Englishmen could be trained as priests during the Reformation and return to England to keep alive the Catholic faith.

Our 800 pupils form a friendly, open school in which discipline is good and where a high value is placed on order, respect for others and endeavour. This means that we can be rightly ambitious for all our pupils and encourage them all to have high expectations. We are once again oversubscribed for September 2021 having received nearly 400 applications for the 166 places available.



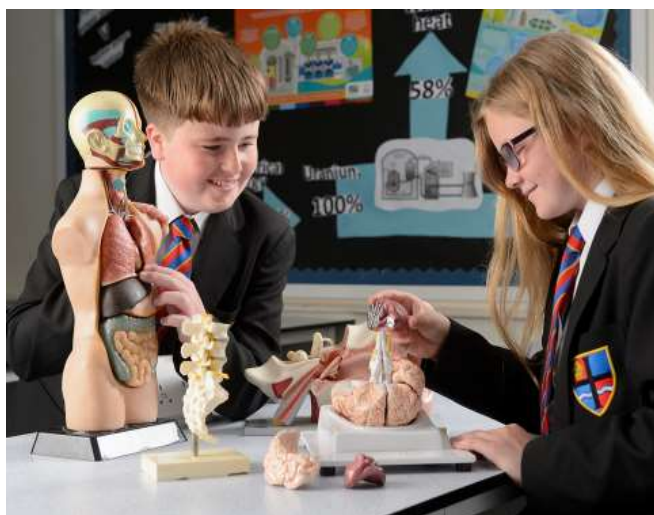
Our school is constantly striving to achieve higher standards as reported in our [Ofsted Report](#), and in our [Section 48 Denominational Inspection Report](#) which described us as an **“Outstanding Catholic School”**. We recently enhanced our status as a Fairtrade school by being designated a FairAchiever School, we are one of only twelve Eco Ambassador Schools in the country, we were recently redesignated a Full International School by the British Council. We have held SGQM Centre of Excellence status for several years and we are a strategic partner in the Catholic Teaching Alliance. We are also the current National Eco School of the Year – a magnificent achievement.

Our most recent inspections:

Our most recent inspection reports say great things about the school and what we provide:

“Cardinal Allen is an outstanding Catholic School” (Section 48)

“Pupils are proud to belong to Cardinal Allen Catholic High School; they are greatly appreciative of all that the school provides and how it supports and nurtures them. They feel encouraged and inspired to live by the school motto and be all that you can be”. (Section 48)



“The headteacher, governors and senior leadership team provide outstanding leadership.” (Ofsted)

“A whole-school focus on improving teaching and students’ academic and personal development has led to significant improvements across the school. The school has an excellent ability to continue to improve further.” (Ofsted)

“Students behave outstandingly well. They are courteous and polite, relate very well to each other and to adults and are very happy at school. They are very enthusiastic about learning.” (Ofsted)

“The behaviour and attitudes of pupils observed throughout the inspection were exemplary.” (Section 48)

“The spiritual, moral, social and cultural education of students is outstanding and is an integral part of school life.” (Ofsted)

“The ethos of the school is rooted firmly in the teaching of the Catholic Church. The fruits of this ethos are manifest in the pupils and staff in the school; through the very strong relationships and in the profound sense of belonging and of pride that exists.” (Section 48)

All that said, our Ofsted Report is from 2015, and we have had some poor examination performances since, and so I wouldn't want to give the impression that everything is perfect – there is certainly a job to be done. We have made significant changes within the SLT, pastoral, the curriculum, and teaching and learning, and these developments have begun to pay off, with much improved outcomes in 2019, and promising internal data going forward.

THE PLACE

The Fylde Coast is a very pleasant area in which to live and work. The school is situated between Fleetwood and Cleveleys in a pleasant residential area near to Rossall Beach. The school is within easy reach of the M55 motorway which allows quick access to Preston, Manchester and the Lake District. The cities of Preston and Lancaster are both just a 30-minute drive.

THE CURRENT SENIOR LEADERSHIP TEAM

The current SLT was restructured in 2019 and, once the implementation has been completed, will include Headteacher, Deputy Headteacher, three Assistant Headteachers, SENDCo, and School Business Manager.



In addition to the traditional, individual responsibilities of curriculum, pupil welfare, teaching and learning, assessment etc., all senior leaders have a leadership responsibility for the Catholic life of our school. We take the leadership of our faith community seriously, it is at the core of what we are about, and the successful applicant will be expected to play a key role in the continued provision of outstanding Catholic education.

THE ROLE OF DEPUTY HEADTEACHER

The Governors wish to appoint a dynamic and inspirational Deputy Headteacher. We are looking for an exceptional candidate who will be excited to take a leading role and make a significant contribution to our journey as we get back on track and provide the very best for the children who have been entrusted to us.

As the title implies, you will deputise for the Headteacher, and support the wider leadership team, in implementing our very ambitious improvement plans to secure outstanding provision for the young people who have been entrusted into our care by their families.

Whilst the principal responsibility of our current Deputy Headteacher is Pastoral Care, there is sufficient talent and flexibility within the SLT to adapt to embrace the skills and experience of the successful applicant. Additionally, whilst there will be a teaching commitment, there is absolutely no preference with regard to subject specialism, and so please don't allow that to be a factor when considering your application.



WIDER LIFE OF THE SCHOOL

All staff are expected to make a positive contribution to the life of the School. The aims and purposes of the School are expressed in the school's Foundation Statement. There is a wide variety of extra-curricular activities and all staff are encouraged to become involved with this important aspect of school life, as well as to positively engage with the Catholic life of the school. Applicants are asked to indicate particular interests and activities.



Diocese of Lancaster **Education Service** Euntes in mundum

Dear Colleague,

Thank you for your interest in the post of Deputy Headteacher at Cardinal Allen Catholic High School, one of our diocesan schools.

In the information prepared by the school you will have a copy (Page 14) of the Diocesan Equal Opportunities Statement adopted by the school. You will also note that the appointment will be under the terms of the Catholic Education Service contract. If you are not familiar with this contract, it can be found on the [CES website](#).

The school's Governors will offer the successful applicant a contract based on this CES model. As a possible candidate you may be uncertain about the contract in relation to your personal circumstances or previous teaching experience, especially if you are not currently teaching in a Catholic school.

The diocese and the school's Governors are fully aware that everyone's experience and circumstances are unique and we find that any concerns can sometimes be resolved through a confidential prior discussion. Therefore we offer all candidates the opportunity to discuss these issues in complete confidence should they wish to do so. Please feel free to contact me on 07989 128598 or at nancy.walbank@lancasterdiocese.org.uk prior to making your application or at any time during the appointment process.

I hope that you will find the post interesting and make an application. I should like to wish you success with this application and with your professional career.

Yours sincerely,

Dr Nancy Walbank

Diocesan School Commissioner



Deputy Headteacher ~ Job Description

The school has been designated by the Secretary of State as a school with a religious character. Its Instrument of Government states that it is part of the Catholic Church and is to be conducted as a Catholic school in accordance with Canon Law, the teachings of the Roman Catholic Church and the Trust Deed of the Diocese of Lancaster. At all times the school is to serve as a witness to the Catholic Faith in Our Lord Jesus Christ. The post therefore requires a practising Catholic who can show by example and from experience that he or she will ensure that the school is distinctively Catholic in all its aspects.

This appointment is with the governors of the school under the terms of the Catholic Education Service contract signed with the governors as employers. It is subject to the current conditions of service for deputy headteachers contained in the current School Teachers' Pay and Conditions document and other current education and employment legislation including that of the Department for Education.

The governing body and the Diocese are committed to safeguarding and promoting the welfare of children and young persons and the Headteacher and Deputy Headteacher must ensure that the highest priority is given to following the guidance and regulations to safeguard children and young people. The successful candidate will be required to undergo an Enhanced Disclosure from the Disclosure and Barring Service (DBS) and obtain any other statutorily required clearance.

JOB TITLE: **Deputy Headteacher**

ACCOUNTABLE TO: **The Headteacher**

MAIN PURPOSE:

The Deputy Headteacher will:

- Undertake the normal responsibilities of the class teacher
- Be a member of the senior management team
- Assist the headteacher in managing the school
- Support and represent the headteacher at meetings as and when required
- Undertake the professional duties of the headteacher during his/her absence
- Undertake such duties as are delegated by the headteacher
- Play a major role under the overall direction of the headteacher in formulating and reviewing the Mission Statement, Development Plan, aims and objectives of the school by:
 - Establishing the policies through which they shall be achieved
 - Managing staff and resources to that end
 - Monitoring progress towards their achievement.

MAIN TASKS:

The specific nature and balance of these responsibilities will vary according to the needs of the school and may, in larger schools with more than one deputy, be shared. It will be necessary to specify the management, curriculum and co-ordination responsibilities/teaching commitment to be undertaken by the postholder.

1. Class teacher responsibilities

- 1.1 To carry out the duties of a school teacher as set out in the current School Teachers' Pay and Conditions Document.
- 1.2 To carry out the duties of a general class teacher as detailed in the school's class teacher job description, including the provision of cover for absent teachers.
- 1.3 To be responsible for a specific class or age group of children to be decided on appointment.

2. The internal organisation, management and control of the school

- 2.1 To have specific responsibilities (e.g. for aspects of school management or the curriculum) to be agreed upon appointment.
- 2.2 To contribute to:
- Fulfilling the school's Mission Statement
 - Maintaining and developing the Catholic ethos, values and overall purposes of the school
 - Formulating the aims and objectives of the school and policies for their implementation
 - A development plan which will translate school aims and policies into actions
 - Monitoring and evaluating the performance of the school and its achievements as a Catholic school
 - Implementing the governing body's policies on equal opportunity issues for all staff and pupils in relation to sex, gender, race, disability and special needs
 - The efficient organisation, management and supervision of school routines

3. Curriculum Development

- 3.1 To contribute to:
- The development, organisation and implementation of the school's curriculum
 - School policies on curriculum, teaching and learning styles, assessment, recording and reporting
 - Ensuring that the learning and teaching provided by different departments and teaching teams form a co-ordinated, coherent curriculum entitlement for individuals, including those with special educational needs
 - Ensuring that the Diocesan policy on Religious Education is fulfilled
 - Ensuring arrangements for the daily act of collective worship and the spiritual life of the school
 - Providing a curriculum for the spiritual, moral, social and cultural development of all pupils in line with the distinctive Catholic nature, purpose and aims of the school
 - Providing high quality personal, social, health education and citizenship in accordance with the teachings and doctrines of the Catholic Church
 - Ensuring that information on pupil progress is used to improve teaching and learning to inform and motivate pupils, to inform parents, to provide necessary references for other educational institutions and employers, and to aid governors in their future management of the school
 - Ensuring that the individual pupil's continuity of learning and effective progression of achievement are provided
 - The promotion of extra-curricular activities in accordance with the educational aims and Catholic ethos of the school.

4. Pupil care

- 4.1 To contribute to:
- The development, organisation and implementation of the school's policy for the personal and social development of pupils including pastoral care and guidance in accordance with the teachings and doctrines of the Catholic Church
 - The effective induction of pupils
 - The determination of appropriate pupil groupings
 - The promotion among pupils of standards of conduct/discipline and a proper regard for authority, the encouragement of good behaviour and commitment to the common good
 - The development among pupils of self-discipline
 - The handling of individual disciplinary cases

5. The management of staff

- 5.1 To participate in the selection and deployment of teaching and non-teaching staff of the school
- 5.2 To contribute to good management practice by ensuring positive staff participation, effective communication and procedures

- 5.3 To participate in arrangements made in accordance with the regulations for the appraisal of the performance of teachers in school
- 5.4 To contribute to staff development policies appropriate to the Catholic nature of the school in relation to:
- The induction of new and newly qualified teachers and other staff
 - The provision of professional advice and support and the identification of training needs
 - Students under training/work experience
- 5.5 To demonstrate effective leadership, representation and liaison both within the school and other interested or involved persons or bodies.
- 5.6 To maintain good relationships with individuals, groups and staff unions and associations.

6 The management of resources

- 6.1 To contribute to the formulation of the school's policies and procedures concerning resource management in accordance with the school's Mission Statement.
- 6.2 To allocate, control and account for those financial and material resources of the school which are delegated by the headteacher.
- 6.3 To promote an attractive environment which stimulates learning and enhances the appearance of the school and expresses its Catholic identity.
- 6.4 To contribute to arrangements for the security and effective supervision of the school buildings, their contents and grounds, including aspects of health and safety.
- 6.5 To maintain effective working relationships with external agencies and services contracted to the school and the Authority.

7 Relationships

- 7.1 To advise and assist the governing body as required in the exercising of its functions including attending meetings and making reports.
- 7.2 To assist liaison and co-operation with Diocesan and Authority officers and support services.
- 7.3 To help in maintaining and developing effective communications and links with parents, as the prime educators, and to provide positive responses to concerns and problems regarding their children's education.
- 7.4 To assist liaison with other educational establishments, especially other Catholic institutions, in order to promote the continuity of learning, progression of achievement and curriculum development.
- 7.5 To assist liaison with other professional bodies, agencies and services.
- 7.6 To develop and maintain positive links and relationships with the parish community, local organisations and employers:
- To promote a positive image of the school
 - To ensure that the school plays a constructive role in the life of the parish and community and that its curriculum draws on the nature and resources of that community.

The applicant will be required to safeguard and promote the welfare of children and young people.

This job description forms part of the contract of employment of the person appointed to the post. It reflects the position at the present time only and may be reviewed in negotiation with the employee in the future. The appointment is subject to the current conditions of employment in the School Teachers' Pay and Conditions Document as they relate to deputy headteachers. The person appointed will be expected to sign the Catholic Education Service model contract of employment.



Deputy Headteacher ~ Person Specification

The school's Instrument of Government states that it is part of the Catholic Church and is to be conducted as a Catholic school in accordance with Canon Law, the teaching of the Roman Catholic Church and the Trust Deed of the Diocese of Lancaster. At all times the school is to serve as a witness to the Catholic Faith in Our Lord Jesus Christ. The post therefore requires a practicing Catholic who can show by example and from experience that he or she will ensure that the school is distinctively Catholic in all aspects.

The applicant will be required to safeguard and promote the welfare of children and young people and be faithful to the Trust Deed.

Note: Candidates failing to meet any of the essential criteria will automatically be excluded

A1. Faith Commitment	Essential	Desirable	Source
Practising Catholic	E		A R
Involvement in parish community		D	A I R

A2. To be able to demonstrate knowledge and understanding of the following in the context of a Catholic School	Essential	Desirable	Source
Leading school worship	E		A I
Ways of developing religious education and worship		D	A I
A commitment to strategic thinking and planning that builds, communicates and carries forward a coherent and shared vision for the Catholic ethos of the school.	E		A I
How relationships should be fostered and developed between the school, parish, its community and the diocese.	E		A I R

B. Qualifications	Essential	Desirable	Source
Qualified teacher status	E		A
Degree	E		A
CCRS/CTC or commitment to obtaining the certificate	E		A

C. Professional Development	Essential	Desirable	Source
Evidence of appropriate professional development for the role of Deputy Headteacher		D	A I R
Evidence of recent leadership and management professional development		D	A I R
Has successfully undertaken the Secretary of State's (NCTL, CWDC or local authority) approved "safer recruitment" training or has a commitment to do so before taking up post/ within 12 months of taking up post.	E		A I

D. School leadership and management experience	Essential	Desirable	Source
Recent successful leadership as a Deputy Headteacher or Assistant Headteacher		D	A R
Be able to demonstrate successful/effective leadership in a school in similar circumstances/serving a similar community		D	A R
To have taken an active involvement in school self-evaluation and development planning	E		A I R
Knowledge and understanding of strategic financial planning and budgetary management in relation to their contribution to school improvement and pupil achievement		D	A I R
To have had responsibility for policy development and implementation		D	A I R
To have had experience of and ability to contribute to staff development		D	A I R

E. Experience and knowledge of teaching	Essential	Desirable	Source
Experience of teaching in more than one school		D	A
Experience of teaching in a Catholic school		D	A
Experience of teaching in a school in similar circumstances/serving a similar community.		D	A
Significant teaching experience within the secondary phase	E		A
To have a current knowledge and understanding of Key Stage 3 and 4 curriculum	E		A I R
To be able to effectively use data, assessment and target setting to raise standards/address weaknesses	E		A I R
To be able to exemplify how the needs of all pupils have been met through high quality teaching	E		A I R

F. Professional Attributes	Essential	Desirable	Source
To be able to demonstrate an understanding of the needs of pupils at this School and how these could be met		D	A I
To be able to demonstrate a clear rationale for behaviour management and a proven track record of the effective implementation of a range of behaviour management strategies	E		A I R
Excellent written and verbal communication skills (which will be assessed at all stages of the process)	E		A I
To be a leader of learning, demonstrating, promoting and encouraging outstanding classroom practice	E		A I R
Show a good commitment to sustained attendance at work	E		Post- appointment reference

G. Professional Skills based on the National Standards for Headteachers

The deputy headteacher is expected to have a working knowledge of the National Standards of Excellence for Headteachers (2015) and a willingness to work towards the achievement of these standards.

- Qualities and Knowledge;
- Pupils and Staff;
- Systems and Processes;
- The Self-Improving School System.

The supporting statement for this application should detail the applicant's current knowledge of the four domains listed above.

H. Personal Qualities

All of the following are considered to be essential for the post and will be assessed throughout the process.

- Continue to promote the school's strong educational philosophy and values;
- Inspire, challenge, motivate and empower teams and individuals to achieve high goals;
- Inspire trust in the school community;
- Communicate clearly and effectively both orally and in written English;
- Demonstrate personal enthusiasm and commitment to leadership aimed at making a positive difference to children and young people;
- Build and maintain quality relationships through interpersonal skills and effective communication;
- Demonstrate personal and professional integrity, including modelling values and vision;
- Manage and resolve conflict;
- Prioritise, plan and organise themselves and others;
- Think analytically and creatively and demonstrate initiative in solving problems;
- Be aware of their own strengths and areas for development and listen to, and reflect constructively and act upon as appropriate, feedback from others;
- Demonstrate a capacity for sustained hard work with energy and vigour.

Confidential References and Reports

A positive and supportive faith reference from a Catholic priest where the applicant regularly worships.	E
Positive recommendation from all referees, including current employer.	E
A supportive reference from the Local Authority, if possible, or a further supportive professional reference.	E

References will be requested immediately after short listing has taken place. To prevent any delay, and to ensure that references are available for the interviews, please inform your referees that you have applied and that we may be contacting them.

How to apply

The CES application form must be fully completed and legible. Page 11 invites you to write a supporting statement – Governors would like you to write your statement (no more than two sides of A4, using Calibri Size 11 font) as a separate document. This separate supporting statement should be clear, concise, and related to this specific post, paying particular attention to the four domains of the Headteacher Standards above. Whilst it should include how your experiences to date have prepared you for this role, and the impact that you have had in your current role, we would very much like to hear how your leadership at Cardinal Allen will ensure that all pupils have the opportunities to realise their full potential.

Completed applications should be addressed to the Headteacher, Mr A Cafferkey, and sent to head@cardinalallen.co.uk. Alternatively, hard copy applications should be placed in a sealed envelope marked "Private and Confidential" for the attention of Headteacher, and posted to him at the school address. All applications will be acknowledged.

Closing Date for applications: 27th January, 2021

Shortlisting: 8th February, 2021

Interviews: 3rd and 4th March, 2021



Deputy Headteacher ~ Faith References and Equal Opportunities

Faith References

Important advice regarding faith references.

As you are aware the person specification for the post to which you are making an application states that you are asked to provide a 'positive and supportive faith reference from a priest where you regularly worship.'

At a time when priests are often assuming responsibility for larger pastoral areas it is becoming increasingly common for priests not to know parishioners as well as they might have in the past. In the light of this we offer the following advice when seeking faith references.

1. Speak to the priest before completing your application and ask if he agrees to your including his as a referee.
2. Provide him with an outline of:
 - your involvement in parish life e.g., Eucharistic minister, reader, etc. (it may be that currently you are not heavily involved in parish life due to other commitments);
 - your present post – school, areas of responsibility;
 - the post to which you are applying – name of school, post, etc..

By following the above advice you are able to prepare the priest for the reference request and so ensure it will be completed as fully as possible.

North West Diocesan Statement on Equal Opportunities in Employment

The principle of equal opportunity for all is consistent with social justice and with the Christian ideal of recognising the dignity and worth of all who work or wish to work in our schools. The governing body is therefore committed to employment procedures which comply with discrimination legislation and do not discriminate on grounds of age, gender, race, colour, nationality, religion, sexual orientation, ethnic origin, marital status or disability.

We recognise and value the current and future contribution to our school of staff who while not sharing our Catholic faith make a strong and sincere commitment to the school's Christian values and Mission Statement.

The preservation and development of the quality and distinctive nature of Catholic schools depends on the faith, practice and commitment of the teachers in the schools, working with their Governing Bodies. Some teaching posts include specific responsibility for providing leadership and direction in the religious life and Catholic identity of the school and in these cases there will be a requirement that the successful candidate is a baptised and practicing Catholic. In other appointments, where two or more candidates for teaching posts are equally strong in the context of the criteria for appointment, preference may be given to a candidate who is Catholic.

In addition, the governing body recognises that the school and our Catholic teachers are called to be witnesses to Christ's teachings. We therefore reserve the right as employers to take into consideration any personal behaviour or circumstances which are genuinely within an individual's control and are incompatible with the precepts of or with the upholding of tenets of the Catholic Church or likely to be prejudicial to the Catholic character of the school. In doing so, we will seek always to give witness to the Christian pastoral principles of love, respect and reconciliation.