



Finchley Catholic High School



Information for candidates applying for the role of Deputy Headteacher
Required for January 2027



Dear Candidate

Thank you for showing an interest in joining our very special Catholic school community.

The position of Deputy Headteacher is critical to our further development. We are looking to appoint a colleague who will bring additional capacity to our Senior Leadership team; the specific responsibilities of the post will be agreed with the successful candidate but will incorporate areas related to Teaching and Learning, Curriculum and Pastoral work.

Finchley Catholic High School is a distinctively Catholic school, where we strive to ensure all members of our community are known and loved for who they are. We know that students flourish and learn effectively when they are happy, safe and secure and we provide such an environment for all of our students. All adults who work here at Finchley Catholic know that our prime focus is to walk alongside our young people as they undertake their faith and their educational journeys so that when students leave our school, they are well prepared for their next stage and equipped to make a really positive contribution to the wider world.

The successful candidate will work with and play a fundamental role in an extremely committed and highly skilled Senior Leadership Team who lead by example. We are united and supportive of one another in our shared goal of achieving the best possible life chances for our students and supporting our staff to develop and grow.

If you wish to help shape this very distinctive community, then I encourage you to pursue your application and visit the school and to meet with us and the team. We very much look forward to meeting with you in the near future.

Yours sincerely

Ciran Stapleton
Headteacher

Alison Nugent
Chair of Governors



Our School Context

Finchley Catholic High School is an 11-18 boys' comprehensive offering a co-educational 6th form. It is a school celebrating its 100th anniversary this year, with a long and proud tradition of serving the Catholic community of North London and South Hertfordshire as part of the Diocese of Westminster. The school is very popular with parents, oversubscribed and enjoys a strong reputation within the local community.

The Catholic identity of the school is at the very heart of its mission. The spiritual and moral development of our students is a particular priority, as is the character and quality of the relationships that permeate our community. We also place great emphasis on the importance of outreach work and to helping those who are less fortunate than ourselves. It is our faith that helps to define our community.

Whilst we are a Catholic school, our staff reflect Catholic and other faiths as well as some being of no faith background. What all colleagues have in common however, is their support of our Catholic ethos and values and all staff play a pivotal role in shaping the type of community we are, determined to make a positive difference for the young people we serve.

Our students come from diverse backgrounds and areas and we are very proud of the rich culture and socio-economic diversity of our community. Our students and families have high expectations and aspirations and truly value education and understand the impact education has on life chances.

The relationship we build with our parental community is of paramount importance to us. We believe that parents are the 'prime educators' and our continued success owes much to the highly effective partnership we establish with all of our parents. We commit to working very closely with them in a mutually supportive way, to ensure the very best provision and outcomes for their sons and daughters.

We are a school that is always evaluating and reviewing our practice so we are better able to support our young people. Our outcomes at both KS4 and KS5 are very strong and our students make exceptionally good progress.

High quality support and guidance enables students to move on to their next stages. The majority of our Year 13 students move on to Russell Group Universities and we explore the increasing range of opportunities with our students such as degree apprenticeships, to ensure they are making informed decisions regarding future pathways. All of our young people are encouraged and enabled to succeed, irrespective of an individual's starting points or challenges.



Ofsted 2023 – Our Last Inspection

Safeguarding is effective

“This school is a happy and welcoming place to be. Pupils’ behaviour and attitudes are a strength. Leaders have established strong routines that are understood and followed throughout the school. Pupils are respectful towards staff, and to their peers in class and around the school. They are safe. Beth, the therapy dog, provides support to improve pupils’ mental health.”

“The school has high expectations of pupils’ academic achievements and their attitudes towards others. Leaders have also ensured that pupils study a wide range of knowledge across a broad range of subjects. This includes pupils with special educational needs and/or disabilities (SEND). One parent or carer, typical of many, said: ‘Teachers have gone above and beyond our expectations.’”

“Leaders make clear their high expectations of pupils’ behaviour. When pupils struggle to meet these high expectations, leaders support pupils and work closely with their families to improve pupils’ behaviour successfully. Students in the sixth form are mature and ambitious for their futures. All this enables pupils’ learning to proceed uninterrupted and without distraction.”

“The school works hard to improve the quality of education and provides staff with training. Leaders have an accurate view of the school’s strengths and areas for development. Staff said that leaders are professional, organised and listen to the views of all. They said that leaders make decisions with their workload and well-being in mind. The governing body challenges and supports leaders in equal measure.”

“The school has well-established systems in place to identify and support pupils with SEND. Usually, teachers adapt teaching and resources so that pupils with SEND learn the same curriculum as their peers. This is reflected in positive published academic outcomes for these pupils over time. Leaders encourage a culture of reading in the school. For example, they have allocated time for all pupils to read for pleasure each week. The school identifies and supports weaker readers to improve their reading confidence and fluency for pleasure each week.”

Curriculum

In designing our curriculum, we seek to provide students with an educational experience which is broad, balanced, relevant and challenging. We operate within the framework of the national guidelines, while at the same time using the flexibility available to offer a programme that reflects our distinct mission and ethos.

We have undertaken a great deal of work in recent years to review our curriculum.

Our curriculum is ambitious and designed to give all learners the knowledge and cultural capital they need to succeed in life. It is coherently planned and sequenced towards cumulatively sufficient knowledge and skills for future learning and employment.

Our Curriculum Principles

Curriculum intent is the framework for setting out the aims of a programme of education, including the knowledge and skills to be gained at each stage of a student's learning journey.

Curriculum Vision

Our **WISE curriculum** is rooted in our Catholic faith and shaped by a shared commitment to inspire and motivate every student. It is **Wise** in its careful planning and sequencing, enabling high-quality teaching, deep thinking and strong literacy; **Inclusive**, ensuring diversity, equality of opportunity and appropriate support so that all students can thrive; **Serving**, preparing young people to contribute positively to others and to the world they will live and work in; and **Equitable**, holding high expectations for all and enabling every student to succeed with integrity. Through this curriculum, students are challenged to think critically, reflect on their learning, respond to feedback and grow as kind, respectful, empathetic, responsible and hard-working young people.



Our curriculum embodies wisdom in design, inclusivity in approach, a commitment to service, and equity for all.

Wise

Carefully sequenced, knowledge-rich, and continually refined through thoughtful assessment.

Inclusive

Curated to support every learner, with high ambition and opportunity for all students.

Serving

Empowering young people to contribute positively to others and to go out and change the world.

Equitable

Rooted in justice, ensuring fairness, high expectations, and access to opportunity for everyone.



Ethos and Values

Our School has a long, rich and proud tradition of offering Catholic education to young people in North London and Hertfordshire for nearly 100 years. We celebrate our centenary this year.

Alongside our history, we ensure that we are forward thinking and outward looking, constantly reviewing and evaluating our practice to secure high-quality provision for all.

We are extremely proud of our high academic standards but our concept of excellence is not all about headline exam figures. Our focus is on the individual child and our drive is to ensure success at every level. Each student is tracked carefully during their time at FCHS to make sure they are making the progress they should be making.

All staff employed at this school know we are all focused on our young people. They are at the centre of everything we do and our focus and aim has to be, and is, to ensure that every student is happy, safe and learning and thus makes progress. We continue to foster and nurture our students' attitudes to learning. They are expected to work hard and give of their best, both in school and after school, during their

Homework and other independent learning. We recognise final academic outcomes are important as they affect life chances, and so we remain ambitious and do all that we can to improve the outcomes for each one of our boys – and girls in our 6th form.

Academic achievement is essential, and alongside securing this, we do all we can to ensure we develop the whole person. We nurture and extend a whole range of talents through the wide offer of extra-curricular and enrichment opportunities we provide. We have a huge array of clubs and activities which are available for our students including a wide range of sport and music opportunities, dance, drama, public speaking, theatre, gardening, debating, chess, Duke of Edinburgh – the list really does go on and on!

All staff make a very real contribution to securing our vibrant enrichment and extracurricular provision for students, ensuring that all are supported to “live their lives to the full” and have the opportunity to grow and develop spiritually, morally, academically and socially.

Our Catholic School

I turned my heart to know and to search out and to seek wisdom

ECCLESIASTES 7:25

We are a Catholic school – our mission statement encapsulates just that, what the mission, the purpose, for all of us at FCHS is for both students and adults.

Our mission is to support students within our school community grow in their Catholic faith, whilst at the same time provide them with exciting and enriching educational opportunities.

We are here to walk alongside our young people as they undertake both their faith and their educational journeys.

Our school, as all Catholic schools do, puts Gospel values at the centre of everything we do and all of the adults here at FCHS are committed to being role models, teachers, and witnesses and are here to support our young people as they progress through school, and learn about their faith and what role their faith plays in their lives.

Catholic schools should be different to other types of schools. We believe one of the key differences is the quality of relationships within a school; how we speak to each other and how we behave towards each other.

At Finchley Catholic,

- We treat each other with dignity, compassion and tolerance
- We behave towards each other with kindness and gentleness
- We pursue justice, and want to ensure we do the right thing, but we facilitate healing and reconciliation too.
- We ensure that the young people entrusted to our care know that they are valued and loved for who they are

- We have a focus on praise and encouragement
- We want to catch our students doing the right thing, and reinforce this, but we still have expectations of the highest standards of student behaviour around the school, in the classroom, and on the journey to and from school.
- We are a school which believes in love and sometimes this is tough love. We believe in respect and forgiveness. Mistakes will happen – we are all human – but it's how we react to and deal with these mistakes that define us. Are we able to forgive – to learn from the incident, to gain strength, and move forwards? That's what we strive to do as a Catholic community here at Finchley Catholic.
- Our students are encouraged to explore their faith in a safe and supportive environment and all staff ensure our daily act of worship takes place at either form time or during assembly. Our Spiritual and liturgical life is well supported by our Lay Chaplain and wider community and we very much look to our parental community to endorse and enhance our efforts here at school.
- The relationship we build with our parental community is of paramount importance to us. We believe that parents are the 'prime educators' and our continued success owes much to the highly effective partnership we establish with all of our parents. We commit to working very closely with them in a mutually supportive way, to ensure the very best provision and outcomes for their sons and daughters.

As Deputy Headteacher within our Catholic community, you will play a pivotal role in supporting, encouraging and enhancing our values and ethos in a very real way. Please do come and visit us and see our school in action.

Thank you for reading this information pack and please do contact us if you have any specific questions or queries.

Ciran Stapleton
Headteacher