



1979 · 2020

Saint GREGORY'S
Bath



*An outstanding
Catholic education for all*

Application pack for the post of:

Deputy Headteacher

Closing date: Midnight, Sunday 28 February 2021
Interviews: Week commencing Monday 8 March 2021

“In Christ we flourish”

Saint Gregory's, Bath
Combe Hay Lane, Bath, BA2 8PA
T 01225 832873
www.st-gregorys.org.uk

Mission Statement

“ As a Catholic school, our inspiration is Jesus Christ. We therefore promote the dignity and well-being of every child and ensure that they flourish with us in a safe, happy and enriching environment.

We believe that everyone is gifted and called by God to fulfil some definite service for the greater good of society. We will help our students to discover their vocation in life, to achieve their full potential and to use their gifts for the greater glory of God.”

Mission Statement, approved by the Governing Body

Welcome

Dear Prospective Applicant

Thank you for your enquiry regarding the post of Deputy Headteacher at Saint Gregory's, Bath, starting **September 2021**.

Saint Gregory's is an over-subscribed high achieving school with a national reputation for excellence. Our most recent Ofsted and Diocesan inspections judged us to be outstanding and we are committed to maintaining and developing that high standard. We are seeking a visionary, dynamic and inspirational Deputy Headteacher, capable of building on this success to further enhance and develop our school and secure its position as a leading presence in secondary Catholic education.

Our current senior leadership team consists of academic, pastoral and operational specialists, all bringing vast expertise, skill and professionalism. Together, we work collaboratively to ensure that our students achieve the highest levels of academic attainment whilst also retaining an environment that ensures students grow into well-rounded, reflective, caring and thoughtful young people.

The Deputy Headteacher will be a key member of the Senior Leadership Team, deputising for the Headteacher when needed and supporting in the implementation of the vision and development of the school. You will have a proven ability to lead, think strategically and display an enthusiasm for engaging with all aspects of school life.

As a Catholic school we provide our students with a moral compass based on Catholic Social Teaching that supports their growth and development. It is an essential requirement that you are a practising Catholic, someone who will act as a role model and be prepared to maintain the Christian values which underpin the very special and highly regarded family and community of Saint Gregory's.

This is a wonderful opportunity for a senior leader seeking a rewarding, exciting and challenging career, in an outstanding and ambitious school.

If you possess the necessary skills and experience and would like to apply for this post, please submit your application by midnight on **Sunday 28 February 2021**. Interviews will be held week commencing **Monday 8 March 2021**.

If you would like to arrange a confidential discussion prior to application please do not hesitate to contact me via email to gormleys@st-gregorys.org.uk.

Yours faithfully

Ms A Cusack
Headteacher



“Saint Gregory’s is simply the best school in every possible way. My children have gone from strength to strength due to excellent teaching and pastoral care. They are confident, capable, well-rounded and above all, happy.”

Parent

Chair of Governors

Dear Prospective Applicant

Thank you for taking an interest in becoming the Deputy Headteacher at Saint Gregory's.

Saint Gregory's is a medium sized 11-18 voluntary aided Catholic school in the beautiful World Heritage City of Bath. Whilst our students come from a broad range of backgrounds and have diverse academic needs, they all share the Catholic social values that underpin and permeate everything in the school, giving Saint Gregory's the 'family' atmosphere that is commented on by anyone who has contact with the school.

We are looking for a candidate who will support and lead the school whilst working collaboratively to shape and fulfil future development in years to come. Our new Deputy Headteacher will be expected to strategically lead and further develop our school. We therefore seek a senior leader who can rise to the challenge and ensure that Saint Gregory's continues to be a centre for academic excellence.

We welcome applications from outstanding and self-starting senior leaders who can demonstrate that they have the capability and experience to provide outstanding leadership and take the next step in their career.

We demand high standards of our students, staff, and ourselves as governors, and expect our Deputy Headteacher to do the same. It goes without saying that our new Deputy Headteacher will need to demonstrate their Catholic faith and to provide the Catholic leadership the school requires.

We believe we offer a positive and pleasant school environment and local area to work in. If you are appointed you will be supported by excellent staff and senior leaders, outstanding students, and a governing body which will provide you with support in your leadership of the school and in the development of your professional career.

Yours faithfully

Mr John Eddison
Chair of Governors

Deputy Headteacher

| | |
|------------------------|---|
| Post: | Deputy Headteacher |
| Contract type: | Full Time, permanent |
| Salary: | Leadership Scale L20 - L24 £67,695 - £74,658 |
| Closing date: | Midnight 28 February 2021 |
| Interview date: | Week commencing Monday 8 March 2021 |

We require a forward-thinking and inspirational colleague to join our Senior Leadership Team (SLT) from September 2021. The Deputy Headteacher will be instrumental in the strategic management of our school, helping to lead and develop it as a centre for excellence in Catholic secondary education, whilst ensuring the best possible outcomes for all our young people.

Saint Gregory's is a high performing, oversubscribed, 11-18 co-educational school which has maintained its Outstanding judgement in its most recent Ofsted and Diocesan inspections. Saint Gregory's is founded on Catholic Christian values and with a strong family and community ethos. These values are the foundation of learning for our students, providing them with an academic start to life that is supportive, nurturing and inspiring.

This is a key senior leadership post within the school supporting the Headteacher to build upon our reputation for academic excellence whilst ensuring the safety, health and happiness of every student is at the core of our purpose. The successful candidate will work across the school to create a common vision of excellence, helping to make Saint Gregory's a truly exceptional place to learn and work in.

This position is very much about the skills and qualities of the individual and we therefore welcome applications from exceptional and aspiring senior leaders who would like to develop their professional career in a Catholic school and can demonstrate the passion and commitment to make a real, lasting and positive impact upon our school community.

The successful candidate will bring professionalism and academic credibility, balanced with warmth and sensitivity. Applicants must be able to demonstrate a deep understanding of the challenges and opportunities of leadership in schools, with the skill to lead by example and inspire others.

In return, the successful candidate can expect to join a committed and experienced senior leadership team who, together with our Governing Body, will provide you with outstanding professional support at every stage of your career. You will also discover a supportive team of teachers and support staff who take great pride in their work and celebrate one another's success but are always seeking new opportunities to develop their expertise and enhance our educational provision. Finally, you will have the chance to work alongside our amazing, positive and inspirational student body who love learning and deserve the very best in teaching and learning opportunities.

If you would like to arrange a confidential discussion prior to application please contact the Headteacher's PA, Mrs Gormley, by email to gormleys@st-gregorys.org.uk to arrange a suitable time.

We are committed to safeguarding and promoting the welfare of children. We follow safer recruitment practices and appointments are subject to an enhanced DBS check.

About Saint Gregory's

Saint Gregory's is a Catholic voluntary aided secondary school which was established by the Diocese of Clifton. It primarily serves designated Catholic parishes in Bath and North East Somerset, North West Wiltshire and the north of the County of Somerset and admits students of 11-18 years. We are a popular co-educational school, founded on Catholic Christian values and with a strong family and community ethos. These values envelop the learning of our students, providing them with an academic start to life that is supportive, nurturing and inspiring. Saint Gregory's has a well-deserved reputation for academic excellence, outstanding pastoral care and an excellent enrichment programme.

In 2019 we were recognised once again as an 'Outstanding' secondary school in our Section 48 Diocesan Inspection, highlighting our school as a flourishing educational community where every child is valued and encouraged to grow as individuals.

Our GCSE and A Level results are excellent and not just in raw terms but also in the context of value-added. Such measures seek to identify the progress that every child makes during his or her time with us and show that our students make outstanding progress.

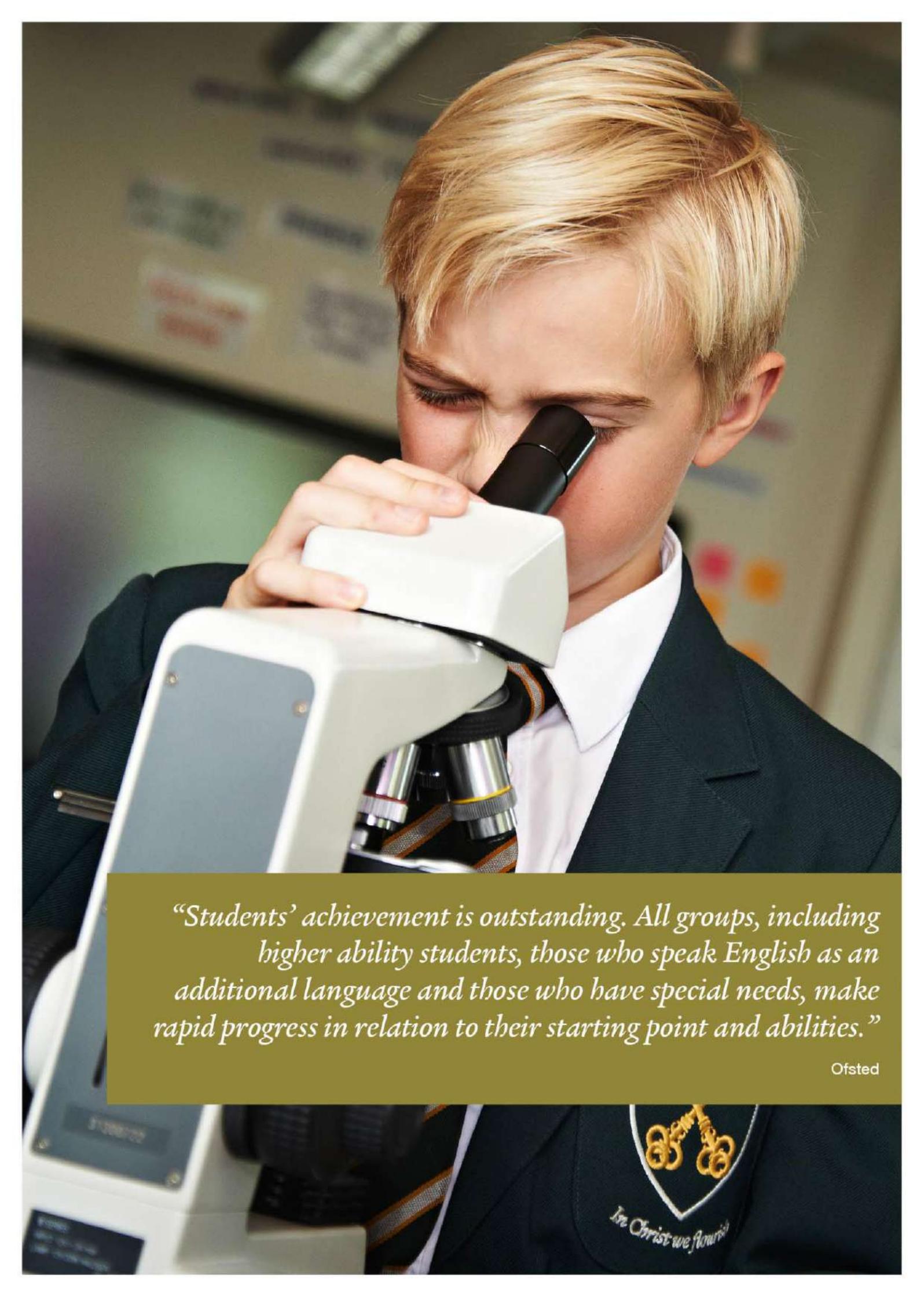
The achievement of our students consistently places our school as one of the top achieving state schools in the country. Students leaving Saint Gregory's progress to some of the very best academic institutions including Oxford, Cambridge and the Russell Group but, more than this, they leave having acquired the academic success, confidence and skills they need to continue their educational or career journey of choice.

We are located at the southern gateway to the World Heritage City of Bath with beautiful views towards the Severn Estuary and over Bath. Access to the school is easy as it is on main bus routes and next to the Odd Down Bath Park and Ride terminus.

The World Heritage City of Bath itself needs little introduction. Over four million tourists a year come to visit its many attractions, such as its Georgian architecture, its festivals, theatres, museums, restaurants and shops. It boasts excellent schools, rugby and football teams and Olympic standard training facilities at the University of Bath.

In 2017 Bath was named as the safest place to live in the UK. It is also a regular feature of the Sunday Times and Telegraph lists for best places to live in the UK, offering a very high quality of life. In 2018, it was named as the best UK city to raise a family by Money Supermarket.

Bath is served by many attractive towns and villages, and our staff and students come from diverse locations.

A young boy with blonde hair, wearing a dark blue school blazer over a white shirt and a striped tie, is looking through a white and blue microscope. He is in a classroom setting, with a whiteboard and colorful sticky notes visible in the background. The image is used as a background for a quote.

“Students’ achievement is outstanding. All groups, including higher ability students, those who speak English as an additional language and those who have special needs, make rapid progress in relation to their starting point and abilities.”

Ofsted

In Christ we flourish

Job Description

This job description should be read in conjunction with the professional duties set out in the School Teachers' Pay and Conditions Document, the governors' Pay Policy and Performance Management Policy including the Teaching Standards.

This is a key leadership post within the school to ensure the very best education for the students, through achieving the organisation's aims and objectives.

The role of Deputy Headteacher requires a practising Catholic who will ensure that the Catholic identity of Saint Gregory's is reflected in every aspect of school life.

The Deputy Headteacher will support the Headteacher and Governing Body in:

- Providing professional leadership and direction.
- Promoting a secure foundation from which to achieve high standards in all areas of the school's work.
- Recognising the uniqueness of each individual and promoting their personal and academic development leading to excellence, quality and high expectations for all.
- Delivering educational excellence for all.
- Representing the school in the wider community and with all stakeholders.
- Evaluating school performance and identify priorities for continuous improvement.
- Creating a safe and productive learning environment that is engaging and fulfilling for all students.
- Ensuring that the Catholic identity is reflected in every aspect of school life.

The Deputy Headteacher will be required to support the Headteacher to:

- Play an inspirational and strategic role in the Senior Leadership Team, upholding the Catholic values and ethos of our school.
- Lead whole-school responsibilities in line with agreed objectives and operational plans.
- Provide effective, collaborative leadership and management of the school, securing success and driving continuous improvement.
- Undertake a teaching commitment consistent with the needs of the school.
- Lead by example, providing inspiration and motivation for students, staff, governors and parents, demonstrating the vision and values in everyday work and practice in order to create a shared culture and positive climate.
- Chair and attend relevant meetings as required.
- Help to establish an inclusive culture that promotes excellence, equality and high expectations of all students and an understanding and respect of other cultures.
- Develop yourself as an outstanding leader in Catholic education through Continued Professional Development.

Key Areas of Responsibility

1.0 Strategic Leadership and Management

- 1.1 Deputise for the Headteacher as required.
- 1.2 Promote the vision, ethos and culture of Saint Gregory's, ensuring Gospel values are promoted in policy, practice and relationships to enable our students to flourish as rounded individuals.
- 1.3 Provide high quality, professional and visible leadership to staff and students across the school.
- 1.4 Articulate and uphold clear values, moral purpose and vision in helping to set the strategic direction of the school and in developing policy to deliver the school's aims.
- 1.5 Lead strategic discussion with staff, governors and other stakeholders to develop policy and practice to meet the school's vision and values.
- 1.6 Work with the Headteacher in preparing the SEF, prioritising key action points for the School Development Plan and implementing the school SEF review cycle and the SDP progress measures.
- 1.7 Demonstrate high standards of professional personal behaviour, positive relationships and attitudes towards students, staff, parents, governors and members of the local community, and as a senior leader model these expectations to other staff.
- 1.8 Use leadership responsibilities and relevant whole school policies effectively, to ensure leaders and all staff are effectively supported and challenged to achieve their full potential and held to account for their practice.
- 1.9 Effectively work with governors, as required, to enable them to fulfil their responsibilities. This will include providing verbal and written reports to governors' meetings as required and supporting governors in formulating policy and making strategic decisions.
- 1.10 Actively promote the welfare, guidance and academic progress of all students.
- 1.11 Access relevant professional development opportunities in order to maintain up-to-date educational leadership knowledge and understanding.
- 1.12 Support the school's focus on research-based practice by remaining abreast of current relevant educational research, evaluating its usefulness in school and disseminating relevant information to staff and governors.
- 1.13 Actively work to develop the school's network of external partner organisations. Work with these organisations positively for mutual benefit and to develop expertise within the school.
- 1.14 Collaborate and engage with multi-agencies to ensure effective leadership and partnerships are in place to support school development.
- 1.15 Assume a number of whole school responsibilities as assigned by the Headteacher and to undertake any professional duties that the Headteacher reasonably delegates.

2.0 Promoting Educational Excellence

The Deputy Headteacher will support the Headteacher and the Senior Leadership Team to:

- 2.1 Ensure a consistent and continuous school-wide focus on students' achievement, using data and benchmarks to monitor progress in every child's learning.
- 2.2 Ensure that learning is at the centre of strategic planning and resource management.
- 2.3 Secure high quality religious education for all students in accordance with the teachings of the Catholic church.
- 2.4 Ensure high quality Personal, Social and Health Education and Citizenship that are characterised and nurtured out of respect for the dignity of every person and Gospel values.
- 2.5 Ensure quality provision for students' spiritual, moral, social and cultural education in line with the distinctive Catholic nature, purposes and aims of the school.
- 2.6 Create and maintaining an effective partnership with parents to support and improving students' achievement and personal development.

- 2.7 Ensure a culture and ethos of challenge and support where all students can achieve success and become engaged in their own learning.
- 2.8 Develop an aspirational learning culture through a broad and balanced programme of education that that is character-building and prepares young people for life in a modern, global society.
- 2.9 Work collaboratively to develop and implement strategies and specific programmes to offer targeted support to groups of learners and support them to excel and reach their full potential.
- 2.10 Demonstrate and articulate high expectations and setting stretching targets for the whole school community.
- 2.11 Implement strategies that secure high standards of behaviour and attendance.
- 2.12 Determine, organise and implement a diverse, creative and flexible curriculum complemented by an effective assessment framework.
- 2.13 Take a strategic role in the development of new and emerging technologies to enhance and extend the learning experience of students.
- 2.14 Monitor, evaluate and review classroom practice and promote improvement strategies.
- 2.15 Challenge underperformance at all levels and ensure effective corrective action and follow-up.

3.0 Developing Self and Working with Others

The Deputy Headteacher will support the Headteacher to:

- 3.1 Lead by example and be a positive role model for students and staff, treat people fairly, equitably and with dignity and respect to create and maintain positive school culture.
- 3.2 Build a collaborative learning culture within the school and actively engage with other schools to build effective learning communities.
- 3.3 Ensure appropriate continuing professional development is provided in line with the identified areas for development in relation to individual leaders, teachers and support staff and, where appropriate, in relation to specific teams and whole school priorities.
- 3.4 Maximise the opportunities for all staff to work together, to share development priorities and good practice, in order to maximise outcomes and impact.
- 3.5 Contribute to good management practice by ensuring positive staff participation and effective communication and procedures.
- 3.6 Maintain and model high standards of professional behaviour and presentation to reflect the expectations made of our students and staff.
- 3.7 Ensure opportunities are in place for excellent practice to be recognised and valued.
- 3.8 Develop and maintain a culture of high expectations for self and for others and taking appropriate action when performance is unsatisfactory.
- 3.9 Regularly review own practice, setting personal targets and taking responsibility for own personal development.
- 3.10 Manage own workload and that of others to allow an appropriate work/life balance.

4.0 Operational Leadership and Management

The Deputy Headteacher supports the Headteacher to:

- 4.1 Create an organisational structure which reflects the school's values, and enable the management systems, structures and processes to work effectively in line with legal requirements.
- 4.2 Assume line management responsibility for a group of subjects and key specialist areas.
- 4.3 Produce and implement clear, evidence-based improvement plans and policies for the development of the school and its facilities.
- 4.4 Ensure that, within the Catholic ethos, policies and practices take account of national and local circumstances, policies and initiatives.

- 4.5 Recruit, retain and deploy staff according to operational needs.
- 4.6 Support colleagues to manage their workload and achieve the vision and goals of the school, implementing successful performance management processes as appropriate.
- 4.7 Manage and organise the school environment efficiently and effectively to ensure that it meets the needs of the curriculum and health and safety regulations.
- 4.8 Ensure that the range, quality and use of all available resources is monitored, evaluated and reviewed to improve the quality of education for all students and provide value for money.
- 4.9 Use and integrate a range of technologies effectively and efficiently to manage the school.

5. Accountability

The Deputy Headteacher supports the Headteacher to:

- 5.1 Develop the Catholic ethos so that everyone understands the mission of the school, which enables everyone to work collaboratively, share knowledge and understanding, celebrate success and accept responsibility for outcomes.
- 5.2 Work with the governing body (providing information, measured advice and support) to enable it to meet its responsibilities, including securing the distinctive Catholic character of the school.
- 5.3 Ensure individual staff accountabilities are clearly defined, understood and agreed and are subject to rigorous review and evaluation.
- 5.4 Develop and present a coherent, understandable and accurate account of the school's performance to a range of audiences including governors, parents and carers.

6. Strengthening Community

The Deputy Headteacher supports the Headteacher to:

- 6.1 Create and promote positive strategies for challenging racial and other prejudice and dealing with racial harassment.
- 6.2 Ensure learning experiences for students are linked into, and integrated with, the wider community and promote commitment to serving the common good and communion with the wider-world.
- 6.3 Ensure a range of community-based learning experiences.
- 6.4 Collaborate with other agencies in providing for the academic, religious, spiritual, moral, social, emotional and cultural well-being of students and their families.
- 6.5 Seek opportunities to invite parents and carers, the parish, community figures, businesses or other organisations into the school to enhance and enrich the school as a faith community and its value to the wider community.
- 6.6 Contribute to the development of the education system by, for example, sharing effective practice, working in partnership with other schools and promoting innovative initiatives.
- 6.7 Co-operate and work with relevant agencies to protect children.

7. Additional Responsibilities

The Deputy Headteacher will:

- 7.1 Provide a supportive and guiding presence for students and their families at school exam results days.
- 7.2 Actively participate in, and support the development of, the extra-curricular and/or enrichment activities across the whole school.

- 7.3 To perform, in accordance with any direction which may reasonably be given to you by the Headteacher from time to time, such particular duties as may reasonably be assigned to you (see: STPCD).

8. Safeguarding

The Governors of Saint Gregory's are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment and follow school policies and the staff code of conduct. An enhanced certificate from the Disclosure and Barring Service is required for this post prior to commencement.

The Deputy Headteacher should support the Headteacher in ensuring that:

- 8.1 The policies and procedures adopted by the governing body are fully implemented and followed by all staff.
- 8.2 Sufficient resources and time are allocated to enable the designated person and other staff to discharge their responsibilities, including taking part in strategy discussions and other inter-agency meetings, and contributing in the assessment of children.
- 8.3 All staff and volunteers feel able to raise concerns about poor or unsafe practice in regard to children, and such concerns are addressed sensitively and effectively in a timely manner in accordance with agreed disclosure policy.

This job description will be reviewed annually or more frequently if necessary by the Headteacher in consultation with the post holder.

“Students make an outstanding contribution to the Catholic life of the school and benefit enormously from it. The school ethos is demonstrated by the exemplary behaviour of its pupils, their respect and care for one another, as well as their outreach to others outside the school.”

Clifton Diocese Inspection Report



Person Specification

| Deputy Headteacher | | |
|---|------------------|------------------|
| Qualifications and professional development | Essential | Desirable |
| Qualified teacher status (QTS) | ✓ | |
| Good honours degree or equivalent | ✓ | |
| Evidence of relevant and recent CPD | ✓ | |
| Catholic Teaching Certificate | | ✓ |
| Further study or post graduate work | | ✓ |
| Accredited leadership training e.g. NPQH or NPQSL | | ✓ |
| Experience | Essential | Desirable |
| Experience of Senior Leadership | ✓ | |
| Evidence of good/outstanding teaching and achieving strong outcomes (at least five years' classroom teaching experience) | ✓ | |
| Experience of conducting training/leading INSET | ✓ | |
| Experience of strategic policy and practice development and improvement with measurable success | ✓ | |
| Experience of the monitoring of teaching, learning and assessment in order to track student progress and raise standards | ✓ | |
| Experience of leading on school improvement with measurable outcomes | ✓ | |
| Experience of developing and sustaining positive collaborative relationships with a wide range of internal and external stakeholders | ✓ | |
| Assessment for Learning | ✓ | |
| Strategic Leadership | Essential | Desirable |
| Ability to articulate and share a vision of secondary education within the context of the mission of a Catholic school | ✓ | |
| Ability to inspire and motivate staff, students, parents and governors to achieve the aims of Catholic education | ✓ | |
| Evidence of successful strategies for planning, implementing, monitoring and evaluating school improvement | ✓ | |
| Ability to analyse data, develop strategic plans, set targets and monitor/evaluate progress towards these | ✓ | |
| Knowledge of what constitutes quality in educational provision, the characteristics of effective schools and strategies for raising standards and the achievement of all students | ✓ | |
| Understanding of and commitment to promoting and safeguarding the welfare of students | ✓ | |
| Understanding and demonstrable knowledge of the complexities of safeguarding and child protection | ✓ | |
| Experience of managing sensitive pastoral, academic and disciplinary situations with stakeholders | ✓ | |
| Evidence of having successfully translated vision into reality at whole-school level | | ✓ |

| Deputy Headteacher | | |
|---|------------------|------------------|
| Teaching and Learning | Essential | Desirable |
| Specialist knowledge of the National Curriculum up to and including A Level | ✓ | |
| Knowledge and experience of a range of successful teaching and learning strategies to meet the needs of all students | ✓ | |
| A secure understanding of assessment strategies and the use of assessment to inform the next stages of learning | ✓ | |
| Experience of effective monitoring, assessment, recording and reporting of students' learning and progress | ✓ | |
| Secure knowledge of statutory requirements relating to the curriculum and assessment | ✓ | |
| Understanding of the characteristics of an effective learning environment and the key elements of successful behaviour management | ✓ | |
| Up to date initiatives on assessment | ✓ | |
| A thorough knowledge and understanding of current 11-18 educational issues / challenges facing schools, including national policies, priorities and legislation | ✓ | |
| Successful experience in creating an effective learning environment and in developing and implementing policy and practice relating to behavioural management | ✓ | |
| Leading and Managing Staff | | |
| Experience of working in and leading and managing staff teams | ✓ | |
| Ability to delegate work and support colleagues in undertaking responsibilities | ✓ | |
| Experience of performance management and supporting the continuing professional development of colleagues | ✓ | |
| Understanding of effective budget planning and resource deployment | ✓ | |
| Experience of working with governors to enable them to fulfil whole school responsibilities | | ✓ |
| Successful involvement in staff recruitment, appointment/induction, understanding the needs of a Catholic school | | ✓ |
| Understanding of how financial and resource management enable a school to achieve its educational priorities | | ✓ |
| Accountability | Essential | Desirable |
| Ability to communicate effectively, orally and in writing to a range of audiences, e.g. staff, students, governors, parents, etc | ✓ | |
| Experience of effective whole-school self-evaluation and improvement strategies | ✓ | |
| Ability to provide clear information and advice to staff and governors | ✓ | |
| Secure understanding of strategies and performance management | ✓ | |
| Good understanding of the Ofsted framework and implications for school leaders | ✓ | |
| Experience of preparing and presenting reports to governors | | ✓ |
| Understanding the criteria for the evaluation of a Catholic school | | ✓ |
| Experience of offering challenge and support to improve performance | | ✓ |

| Deputy Headteacher | | |
|---|------------------|------------------|
| Skills, Qualities and Abilities | Essential | Desirable |
| High quality teaching skills | ✓ | |
| A commitment to the mission of a Catholic school | ✓ | |
| High expectations of students' learning and attainment | ✓ | |
| Strong commitment to school improvement and raising achievement for all | ✓ | |
| The ability to build and maintain positive and effective relationships | ✓ | |
| A capacity to work in challenging, time limited situations with personal flexibility and good humour | ✓ | |
| The ability to deal sensitively with people and to resolve conflicts | ✓ | |
| The ability to foster an open, fair and equitable culture | ✓ | |
| Outstanding communication and interpersonal skills | ✓ | |
| Strong organisational and administrative skills | ✓ | |
| Faith Commitment | Essential | Desirable |
| A practising and committed Catholic | ✓ | |
| Secure understanding of the distinctive nature of the Catholic school and Catholic education | ✓ | |
| Understanding of the leadership role in spiritual development of students and staff | ✓ | |
| Understanding of the school's wider role in the community and in promoting community cohesion | ✓ | |
| Experience in leading school worship | | ✓ |
| Evidence of participation in the faith-life of the community | | ✓ |
| Safeguarding Children | Essential | Desirable |
| A clear understanding and commitment to safeguarding and promoting the welfare of children and young people | ✓ | |
| Ability to form and maintain appropriate relationships and personal boundaries with children and young people | ✓ | |
| Appropriate attitudes to the use of authority and maintaining discipline. | ✓ | |



“This is an outstanding school.”

Ofsted

Applications

Closing date: Midnight Sunday 28 February 2021
Interviews: Week commencing Monday 8 March 2021

Applicants are asked to submit their application to:

The HR Department by email to hr@st-gregorys.org.uk or online at [TES.com](https://www.tes.com)

We are not currently able to accept postal applications at this time.

No other material (such as testimonials, résumés or CVs) will be considered during the selection process.

If you would like to arrange a confidential discussion prior to application please contact the Headteacher's PA, Mrs Gormley, by email to gormleys@st-gregorys.org.uk to arrange a suitable time.

We are an equal opportunities employer and are committed to safeguarding and promoting the welfare of children. We follow safer recruitment practices and appointments are subject to an enhanced DBS check. Details of our CP Policy can be found on our website at www.st-gregorys.org.uk/useful-information/key-documents.

Student Creed

“ At St. Greg’s, we are a family.
We walk together in the footsteps of Jesus.
We are all equal in the sight of God
So everybody deserves dignity and respect.
We believe that we are all blessed with gifts
And called by God
So let’s do something special,
Let’s work together for a better future.

In Christ we Flourish.”

Written by the students of Saint Gregory’s, Bath



Saint GREGORY'S
Bath

"In Christ we flourish"

Saint Gregory's, Bath
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T 01225 832873
www.st-gregorys.org.uk