



## Deputy Headteacher

St Columba's Catholic Primary School

Age Range: 3-11

Pay Scale: L7 - L11

Required from September 2026

St Columba's Catholic Primary School is part of the Blessed Christopher Wharton Catholic Academy Trust. The Trust comprises of 17 Primaries and two Secondaries that work together as a family of Schools. The Academy Council and Trust Board of this much improved school are looking to appoint an inspirational Deputy Headteacher, whose own vision and faith support our mission in providing an excellent Catholic Education, where every person is precious to God.

St Columba's is a vibrant and popular school, where everyone is cherished as a child of God.

Here at St Columba's we live out our mission statement of every person is precious to God' This is evident in the relationships we develop with each other allowing each of us to flourish to be everything God wants us to be. By living out the virtues shown to us by Jesus, we make sure that everyone knows how precious and loved they are, and we grow to understand our full, amazing potential. The education our pupils get helps them develop academically, spiritually and socially. We develop our knowledge and skills through Oracy, we journey closer to Jesus through our Catholic life and education and we develop strong skills through Forest Schools and our restorative approach to behaviour. As this position involves the leadership and delivery of the faith and ethos of the school, it is an occupational requirement under the Equality Act 2010 that the successful candidate is a practicing Catholic.

Visits to the school are welcomed. Please contact our Trust HR department to discuss the role in more detail or to arrange a visit to the school.

[hr@bcwcat.co.uk](mailto:hr@bcwcat.co.uk)



**Closing date for applications:  
23rd February 2026 at 09.00 am**

**Interviews:**

TBC

*The school is committed to  
a rigorous implementation of our safeguarding policy.  
All successful applicants will be subject to pre-employment  
checks and an enhanced DBS check, prior to a formal offer of  
employment being made. This post is exempt from the  
Rehabilitation of Offenders Act 1974 and the amendments to the  
Exception Order 1975, 2013 and 2020*

# Our School

St Columba's is a vibrant and popular school where our pupils, staff and families are made to feel how precious and loved they are by God.



## At St Columba's we...

- Have Christ at the centre of all we do
- Make our learning inspiring, challenging and fun
- Achieve our best
- Celebrate success
- Treat ourselves and others with respect
- Take responsibility for our learning, behaviour and our school

This makes our school a happy and safe place to be

## In St. Columba's...

- We value working hard and trying our best
- We celebrate our successes and learn from our mistakes
- We value our diversity and individuality
- We treasure our friendships and other relationships
- We respect independence and team work
- We encourage participation and everyone's voice is listened to
- We take pride in our work, our school and our community

## To achieve these aims we:

- Pray with and for each other
- Show consideration and care for others
- Foster friendliness and value, politeness, honesty and sharing
- We also encourage children and staff to care for and appreciate their school environment
- Promote health and well-being for pupils and staff

# Our Parish

Our Parish is The Parish of St Mary incorporating St Peter's Church, Laisterdyke and St Columba's Church Tong Street, a vibrant parish community always looking to welcome the stranger or newcomer.

**Ofsted Results can be  
found here**

**Parent's views can be  
found here**

# Person Specification

**Application Form - A**

**Supporting Statement - S**

**References - R**

**Interview - I**

QUALITIES AND KNOWLEDGE	Essential or Desirable	Evidence
Practicing Catholic and committed Catholic*	E	A, I, R
Qualified Teaching Status	E	A
Degree	E	A
NPQH or similar	D	A
CCRS (Catholic Certificate in Religious Studies)	D	A
Recent Senior Leadership experience in a Catholic primary school	E	S, I
Lead by example and be a positive role model with excellent communication skills	E	S, I
Ability to articulate a clear vision and purpose for Catholic education	E	S, I
Personal impact and presence	E	S, I
Participation in a Parish Community	E	S, I, R
Ability to lead the spiritual development of staff and pupils	E	S, I
Understanding of current educational provision and the wider school systems	D	S, I
Evidence of political and financial awareness	E	S, I

# Person Specification

PUPILS AND STAFF	Essential or Desirable	Evidence
Have ambitious standards and high expectations for all pupils	E	S, I
Excellent understanding of high quality teaching and learning	E	S, I
Promote the development of the whole child	E	S, I
Use data analysis to effectively drive whole school improvement	E	S, I
Encourage all staff to develop their unique potential	E	S, I
Identify emerging talent, develop excellence and clear succession planning	E	S, I
SYSTEMS AND PROCESSES	Essential or Desirable	Evidence
Efficient strategic leadership and prudent financial planning	D	S, I
Ensure the safety of all staff and pupils at all times	E	S, I
Promote excellent behaviour and positive attitudes to school life	E	S, I
Systems for performance management to hold staff to account	D	S, I
Ability to challenge under-performance	E	S, I
Understanding of strong governance to hold the school to account	E	S, I
Experience of budgets and resources are deployed in the best interests of pupils	D	S, I
Promote distributed leadership throughout the organisation	E	S, I

# Person Specification

SELF IMPROVING SCHOOL	Essential or Desirable	Evidence
Knowledge and experience of working with other schools and organisations	E	S, I
Effective partnerships with a range of professionals	E	S, I
Use of well evidenced research to achieve excellence	E	S, I
Provide high quality opportunities for staff development	E	S, I
Confident, entrepreneurial and innovative approach to school improvement	D	S, I
Source of inspiration for all in the school community	E	S, I
SECURING ACCOUNTABILITY	Essential or Desirable	Evidence
Fulfil commitments arising from contractual accountability to the Trust Board	E	S, I, A, R
Develop a Catholic school ethos	E	S, I, A, R
Ensure individual staff accountabilities are clear, agreed reviewed and evaluated	E	S, I, A, R
Work with the Academy Council to enable it to meet its responsibilities	E	S, I, A, R
Develop an accurate and understandable account of the school's performance to a range of audiences	E	S, I, A, R
Personally contribute to school achievements taking account of feedback from others	E	S, I, A, R

# Person Specification

STRENGTHENING THE COMMUNITY	Essential or Desirable	Evidence
Build a school culture and curriculum which takes account of the richness and diversity of the community's Catholic Christian Faith	E	S, I, A, R
Create and promote strategies for challenging racial and other prejudices	E	S, I, A, R
Ensure learning experiences for pupils are linked into and integrated with the wider community	E	S, I, A, R
Ensure a range of community based learning experiences	E	S, I, A, R
Collaborate with agencies in providing for the academic, spiritual, moral, social, emotional and cultural well-being of pupils and their families	E	S, I, A, R
Create and maintain an effective partnership with parents and carers	E	S, I, A, R
Invite local community into school to enhance and enrich the school	E	S, I, A, R
Share effective practice working in partnership with other schools	E	S, I, A, R
CHILD PROTECTION	Essential or Desirable	Evidence
Ensure that the child protection policies and procedures adopted by the Trust Board are fully implemented and followed by all staff	E	I, A
Ensure that sufficient resources and time are allocated to enable staff to discharge their child protection related responsibilities effectively	E	I, A

# Person Specification

APPLICATION FORM AND LETTER	Essential or Desirable	Evidence
Application to be completed in full and legible	E	A, S
Supporting statement to be clear, concise and related to the specific post and appointment criteria	E	A, S
CONFIDENTIAL REFERENCES AND REPORTS	Essential or Desirable	Evidence
A positive and supportive written faith reference from a priest where the applicant regularly worships	E	R
A positive recommendation from current Headteacher	E	R
A second professional reference	E	R

## \*What is a practising Catholic?

To objectively define what a 'practising Catholic' is when assessing applicants for membership of the governing authority of a Catholic school or to key posts within the school, it is necessary to understand that there are general obligations as well as essential components that constitute 'practice' of the faith in the teaching of the Catholic Church.

The Church's general obligations for its members require that they strive to live lives of holiness proclaimed in by being faithful to the teaching of the Gospel, by trying to uphold the values the Beatitudes, by assisting in the Church's mission to make Christ known to all peoples, by upholding privately and publicly the Church's moral and social teaching, by endeavouring to follow an informed conscience and by making every effort to keep the precepts of the Church. This is the 'practice' of the Catholic faith in its widest and all encompassing sense. At the heart of these general obligations though, there are essential components for "full communion" with the Catholic Church. These are sacramental initiation (Baptism, Confirmation and the Eucharist) and the bonds of profession of faith, the sacraments and ecclesiastical governance. The preservation of this full communion is not limited to purely religious activity but is to be an integral part of the whole pattern of behaviour of a member of the Church. It is what essentially constitutes being a committed and 'practising Catholic'. Therefore, for appointment as a member of the governing authority of a Catholic school or to key posts within the school, a 'practising Catholic' is to be defined as someone who has been sacramentally initiated into the Catholic Church and who adheres to those substantive life choices which do not impair them from receiving the sacraments of the Church and which will not be in any way detrimental or prejudicial to the religious ethos and character of the school. Inspired by the Gospel and sustained by God's grace, a 'practising Catholic' will give sincere external expression to their interior faith through specific religious, moral and ethical behaviour which is in accordance with the teaching of Christ and the Catholic Church.

For further information on this, please refer to the document 'Catholic Schools and the Definition of a practising Catholic - September 2024'



## Unlocking Opportunities: Our Offer to You



### Employee Assistance Programme

Telephone counselling and mental health support is available through our EAP app with Sonder.



### 24/7 GP Service

Instant and 24/7 medical advice from registered nurses and access to virtual GP appointments and prescriptions



### Excellent Professional Development Opportunities:

Grow your skills and advance your career with our commitment to providing outstanding professional development opportunities.



### Supporters of the Blue Light card : **BLUE LIGHT CARD.**

Enjoy a range of big savings on a whole variety of brands and services through membership of the Blue Light card scheme.



### Excellent Pension Scheme:

Secure your future with our excellent pension scheme, ensuring financial stability in the long term.



### Regular Learning Days:

Networking with peers off site with a range of inspirational, external speakers on a termly basis.



### Positive Work Environment:

Experience a positive work culture that values your contributions and fosters a sense of belonging and fulfilment.



### Opportunity to Make a Difference:

Be part of something meaningful by contributing to projects and initiatives that have a positive impact on our community and beyond.



### Staff Awards

Annual Staff Awards where outstanding performance and acknowledged and awarded.