



TRINITY
CATHOLIC SCHOOL

DEPUTY HEADTEACHER

Recruitment Pack



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Welcome

Welcome to Our Lady of the Magnificat Multi-Academy Company. We are a rapidly growing family of schools based across Warwickshire and Worcestershire.

We offer an exciting future for all involved, enabling further development of education excellence firmly rooted with our Catholic ethos, through committed staff, for the benefit of children, young people and the community. We are looking forward to a shared future with great enthusiasm and with determination to secure the future of Catholic education for the benefit of all pupils. We will be rapidly growing our family of schools, working collaboratively and in partnership. Our focus is to drive forward our agenda of continuous improvement by a new style of system leadership and by supporting our developing team of Headteachers and other leaders.

The central support team address aspects of the operational running of the MACs. The central teams are there to support our Headteachers and provide a wide range of emerging strategic and operational services. This includes finance, HR, school improvement, facilities, estates and caretaking.

School Improvement is driven by the following documents:

1. The Multi-Academy school improvement plans.
2. The vision, values and strategic priorities of our Multi-Academy.

The Trustees of the Archbishop, Board of Directors, Local Governing Bodies and Catholic Senior Executive Leader (CSEL) warmly welcome applications for our Headteacher vacancy to lead within our wonderful academies, where excellence in Catholic education can and will be achieved.

Introduction

CATHOLIC SENIOR EXECUTIVE LEADER

I am very proud to be the Catholic Executive Leader of Our Lady of the Magnificat Multi-Academy Company, a family of schools within the Archdiocese of Birmingham with ambitious growth and development plans.

Everything we do aims to improve the lives and futures of our children. As a group of Catholic schools, we nurture every aspect of a child's development. Our pupils' mental and physical health are as important to us as academic excellence. We ensure that all our pupils have access to first class teaching as well as opportunities to develop spiritually within a faith community.

We see this as an exciting opportunity to lead one of our secondary schools in the next phase of their journey. Part of this journey will be to forge strong links with partner primary schools who have been invited to join our merged Multi-Academy in the near future. This is in line with the wider Archdiocesan plan which will see our multi-academy grow to potentially 24 schools and become the largest in the Archdiocese of Birmingham.

Our Catholic faith drives all that we do for our pupils as we aspire for them to enjoy life to the full. We are seeking a dynamic, committed leader who understands the potential of working within a large Multi-Academy. It is important that the successful candidate can articulate a clear vision for the growth and development of the school and understand the importance of building capacity to support partner schools at both Primary and Secondary level.

If successful, you will be joining the Multi-Academy at an existing period of growth and development. It is essential that you are resilient in the face of challenge and are able to work at pace to effect lasting improvements for the children in our care. We believe, that for the right candidate, this is a unique opportunity for leadership progression affording several opportunities for individual development within a forward-looking Multi-Academy.

Mr. T Leverage MA (Cantab)
Catholic Senior Executive Leader
Our Lady of the Magnificat Multi-Academy Company



"Have Life and Have it to the full"

John 10:10

The Board of Directors

The role of the Board of Directors has a strong focus on key strategic functions:

- Ensuring the clarity of vision, ethos, and strategic direction of the MAC.
- Holding the CSEL to account for the educational performance of the academies, its pupils, and the performance of Headteachers and staff.
- Overseeing the financial performance of the Multi-Academy and making sure its money is well spent and its assets are used effectively.
- Ensuring compliance with all regulatory requirements, such as Safeguarding and Health and Safety.
- Appointing all teaching staff on leadership scale in conjunction with the Local Governing Bodies and reviewing performance and pay of leaders, such as Headteachers, CSEL etc

Who are the Directors?

The Directors are a group of individuals with a broad mix of skills, knowledge, and experience, and with a strong commitment to the MAC and the pupils. Directors are drawn from the business, education sectors and local community. The Directors have a duty in the fulfilment of the Company's objectives.

The Local Governing Bodies

The local governing bodies have a number of delegated powers from the Board of Directors, such as:

- Accountability for Catholic life in individual schools.
- Preparing and monitoring best possible academic progress for each pupil.
- Health and safety.
- Monitoring and reviewing the curriculum/quality of teaching and learning for pupil.
- Taking the leading role in the appointment of a new Headteacher and other staff in line with the scheme of delegation

The Governors, like Directors, have a broad range of skills, knowledge and experience and are formed from parents, staff and the local Catholic community.



Our School

Trinity Catholic School is a small secondary school which includes a Sixth Form. The school is situated in Guys Cliffe Avenue, in the town of Royal Leamington Spa. The buildings are set within delightful, enclosed grounds, which are ideal for sporting activities and provide a rich yet tranquil environment for our young people.

The school is maintaining a high level of improvement and is capable of achieving much more. Everyone realises that Trinity is always looking for ways to better improve the teaching methods implemented and utilised, constantly ensuring that the staff does its best for the children because they are, after all, the school's main focus, its imminent priority. The aim of the school remains not only educating the children to a high standard within the teaching foundation of the Catholic faith, but helping each and every student to develop their abilities, willing to try new challenges, able to learn from their mistakes and secure their knowledge that there will always be the support needed to go forward in life to achieve and accomplish dreams and goals.

Our teaching staff engender a passion for learning by imparting excellent knowledge through a clear, well-planned and structured delivery of a broad and balanced curriculum. Our Sixth Form offers a wide range of subjects, and we encourage students from across the area to come and visit us before making the decision of where to attend after GCSEs. What we offer is distinct, smaller class sizes with teachers and staff who will know and support your child, a Faith community deeply rooted in the Gospel values of Respect and Love. Above all a school where your child will be truly valued.



Archdiocese of Birmingham

"It is our mission to announce the joy of the Gospel by making Christ known today through securing, protecting and improving the provision of Catholic Education in the Archdiocese of Birmingham".

The Catholic Archdiocese of Birmingham extends from Stoke on Trent in the North to the Thames in the South. It includes seven cities, five counties and over five million people. It serves a Catholic population of c.450,000 through a network of 217 parishes and 234 schools. Acting on behalf of the Archdiocese, the DES has the responsibility of directing Catholic schools concerning the development of curriculum provision for Religious Education and strengthening Catholic life. The DES provides an extensive suite of services to support its schools and leaders.

The academy programme offers a unique opportunity for the community to take real strategic ownership of our schools and how they deliver Catholic education. It is about delivering a Catholic strategy, a Catholic ethos and a collective approach to enable the children and our faith to strive. The Archdiocese of Birmingham is pursuing a transformation project following which every single one of its 234 Catholic schools will be part of a family of academies within a MAC and that they will be collaborative and work in partnership. They are creating organisational cultures of systems and Christ-centred servant leadership at all levels. Further details can be found on the DES website: <https://www.bdes.org.uk>

This appointment is with the Board of Directors of the Multi Academy under the terms of the Catholic Education Service (CES) contract signed with the Board of Directors as employers. The Board of Directors will appoint a practising Catholic who, by personal example and professional leadership, will ensure that the Catholic ethos, rooted in the teachings of Jesus Christ and the Catholic Church, permeates all aspects of the life of the school.



What type of leader are we looking for?

This is an exciting time to join our rapidly growing Multi-academy. We offer an exciting future for all involved, enabling further development of education excellence firmly rooted with our Catholic ethos, through committed staff, for the benefit of children, young people and the community. Our focus is to drive forward our agenda of continuous improvement by a new style of system leadership and by supporting our developing team of senior leaders across our schools.

This is a unique opportunity for an aspiring leader to gain experience of Secondary Senior Leadership with the encouragement and support of a high performing School Improvement Team. The successful candidate will gain access to the Magnificat Leadership Development Programme.

We are looking for someone:

- Who is practising and committed Catholic who will support the nurturing ethos of our school and help inspire our children to develop their own faith
- Is passionate about educating young people and puts their wellbeing at the heart of all they do
- Has experience of School Improvement working at the level of at least Assistant Headteacher.
- Who will work collaboratively with the Headteacher to motivate and inspire staff while making them feel valued and supported

We can offer:

- A caring and positive environment inspired by our strong Catholic ethos
- A welcoming, nurturing and talented team of staff who will encourage and support you as a Senior Leader.
- Professional development opportunities for training, mentoring and coaching.
- To work for a developing, growing and with an ambitious multi academy environment.
- To 'live the Catholic faith' on a daily basis

How to Apply

The application pack can be downloaded from our website at <https://www.magnificat.org.uk>

To be considered for this post, please refer to the relevant job description and person specification, which you can download, and complete the CES application form. All candidates must have the support of their Headteacher before applying for this role.

Please submit your completed application form to mlaspisa@tcs.magnificat.org.uk
Please note we cannot accept CVs and only CES application forms will be considered.

Important note to applicants:

Before completing and submitting your application form please ensure you read the Notes to Applicants and additional documents detailed below which can be downloaded from our website

CES model documentation and guidance - Definition of a practicing Catholic and Christ at the Centre
CES Application form
Privacy notice

This is a reserved post which means that the applicants must be practising Catholics. For further information please consult the above accompanying documents produced by the Diocese of Birmingham.

References:

Please ensure you include the names and addresses of three referees (one of which must be your current employer) and one must be your Parish Priest or the Priest of the Parish where you regularly worship). See the 'Notes for Applicants' document for further information. As a genuine occupational requirement for a leadership post, a reference from your parish priest will be required.

Please complete and return the consent to obtain references with your application form.

Referees will not be approached until you are invited to and have confirmed your attendance at interview.

Key Dates:

Closing Date for Applications: Monday 28th November 2022 12pm

Interviews: tbc proposed 1st December 2022 afternoon