



**Blessed
Christopher Wharton**
CATHOLIC ACADEMY TRUST



Head of School

Age Range: 3-11
Pay Scale: L9 - L13 (£60,644 to £66,919)
Required from September 2025

St Winefride'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 joyful school are looking to appoint an inspirational leader, whose own vision and faith support our mission in providing an excellent Catholic Education, where every person is precious to God.

St Winefride's is a two form entry primary school with a nursery, giving it a capacity of 445 and a workforce of over 60 staff. The newly appointed leader should therefore be a strong leader of people, empowering those around them. They will have exceptional teaching skills and be passionate about fostering each child's potential and cultivating an inclusive, supportive environment where everyone feels valued.

Supported by Executive Head Ben Lavin, St Winefride's provides an exciting opportunity for individuals enthusiastic about enhancing life opportunities for young people. Working in partnership with leaders across the Trust, the new Head of School will be instrumental in creating a lasting positive impact on the children and the community we serve.

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

Closing date for applications:

24 January 2025 at 9am

Interviews:

3 February 2025

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 Winefride's is located in Wibsey and welcomes children from all faiths and backgrounds. Their most recent Ofsted was a short inspection in 2019 which maintained their Good rating.



The School's vision is to be 'an outstanding school where every member reaches their full potential and knows the joy of a relationship with Jesus' and their Mission is driven by Christ at the Centre. This Catholic Ethos is carried throughout the School with Pupil Chaplains, Virtues for each half term as well as regular fundraising for charities such as CAFOD and Alzhiemers Society.

Driven to get the best results possible for it's pupils, St Winefride's is committed to providing the highest standards of teaching and learning; ensuring that each child reaches their God given potential. St Winefride's is an inclusive school, providing tailored and adapted provision for children who have special educational needs.

St Winefride's listens to and seeks the views of all its pupils. Supported by an enthusiastic school council as well as faith and ECO leaders, every child is included in continually improving the school.

Our Parish

Mgr Paul Grogan is the Parish Priest and Fr Festus Ejiofor MSP is the Assistant Priest for the Parish of Mary Mother of God. Mass is celebrated in School every Friday.



Ofsted Results 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	E	S, I
Source of inspiration for all in the school community	E	S, I

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 employer or Headteacher	E	R
A second professional reference	E	R

Person Specification

*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'



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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.



Vivup Lifestyle Benefits:

Enjoy a range of high street discounts through Vivup.



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.