



Blessed
Christopher Wharton
CATHOLIC ACADEMY TRUST



The Holy Family Catholic School



Headteacher

Pay: LDR24 (£94,346) - LDR30 (£109,288)

Full time: Permanent

To start - January 2027

"Serve the Lord with gladness" (Psalm 100:2)

The Board of Directors of The Holy Family Catholic School, a Catholic secondary school rooted in the Gospel values of faith, community, and academic excellence, are seeking to appoint an enthusiastic and forward-thinking Headteacher to lead our dedicated and supportive team.

This is a wonderful opportunity for an inspirational and mission-driven leader to build on our strong foundations and guide the school through its next exciting chapter. The successful candidate will be a practising Catholic with a genuine commitment to Catholic education, and will demonstrate:

- A proven commitment to school improvement and raising standards for all pupils
- The ability to develop and implement effective strategies that challenge and inspire staff, pupils, and the wider community
- The drive, resilience, and determination to support the school on its ongoing journey forward
- A collaborative and visible leadership style, underpinned by the Gospel values

We are seeking to appoint a permanent Headteacher as soon as possible, and warmly welcome visits to the school prior to application. Please send completed application forms or (to arrange a visit) contact Lena Matthews at lena.matthews@bcwcat.co.uk.



Closing date for applications:
Monday 21st September 2026 at
9.00am

***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***



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The Role

We are supported by a committed Board of Directors, a stable and experienced staff team, and an active parent and parish community, all working together to ensure every child flourishes academically, spiritually, and personally.



Main purpose

As Headteacher, you will provide inspirational leadership that is rooted in the Catholic faith and mission of the school. Working closely with the Board of Directors, staff, pupils, parents, and parish, you will:

- Lead the strategic direction of the school, ensuring high standards of teaching, learning, and pastoral care
- Champion the Catholic mission and values of the school in daily life and long-term vision
- Build on existing strengths while identifying and delivering areas for improvement
- Foster a culture of high expectations, mutual respect, and continuous professional development for staff
- Represent the school effectively within the diocese, local authority, and wider community

You will be joining a school that is ambitious for its pupils and supportive of its leaders — this is a genuine opportunity to shape the future of The Holy Family Catholic School.



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Duties and responsibilities

School culture and behaviour

The headteacher will:

- Create a culture where pupils experience a positive and enriching school life
- Uphold ambitious educational standards in order to prepare pupils from all backgrounds for their next phase of education and life
- Ensure a culture of staff professionalism
- Encourage high standards of behaviour from pupils, built on rules and routines that are understood by staff and pupils, and clearly demonstrated by all adults in school
- Use consistent and fair approaches to managing behaviour, in line with the school's behaviour policy

Teaching, curriculum and assessment

The headteacher will:

- Establish and sustain high-quality teaching across all subjects and phases, based on evidence
- Ensure teaching is underpinned by subject expertise
- Effectively use formative assessment to inform strategy and decisions
- Ensure the teaching of a broad, structured and coherent curriculum
- Establish curriculum leadership, including subject leaders with relevant expertise and access to professional networks and communities
- Use valid, reliable and proportionate approaches to assessing pupils' knowledge and understanding of the curriculum

Additional and special educational needs (SEN) and disabilities

The headteacher will:

- Promote a culture and practices that enables all pupils to access the curriculum
- Have ambitious expectations for all pupils with SEN and disabilities
- Make sure the school works effectively with parents, carers and professionals to identify additional needs and provide support and adaptation where appropriate
- Make sure the school fulfills statutory duties regarding the SEND Code of Practice.





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Managing the school

The headteacher will:

- Ensure staff and pupils' safety and welfare through effective approaches to safeguarding, as part of a duty of care
- Manage staff well with due attention to workload
- Ensure rigorous approaches to identifying, managing and mitigating risk

Professional development

The headteacher will:

- Ensure staff have access to appropriate, high standard professional development opportunities
- Keep up to date with developments in education
- Ensure training and continuing professional development is effectively planned, delivered and evaluated
- Make sure professional development opportunities draw on experts both within, and beyond the school
- Seek training and continuing professional development to meet the needs of all staff members

Governance, accountability and working in partnership

The headteacher will:

- Understand and welcome the role of effective governance, including accepting responsibility
- Ensure that staff understand their professional responsibilities and are held to account
- Ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties
- Work successfully with other schools and organisations
- Maintain working relationships with fellow professionals and colleagues to improve educational outcomes for all pupils



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Person Specification

Qualifications and Training	Essential or Desirable	Evidence
Qualified Teacher Status	E	A,I
Qualified to teach and work in the UK	E	A,I,R
Appropriate degree or equivalent qualification	E	A,I,R
Experience	Essential or Desirable	Evidence
Successful Senior leadership and management experience in a school	E	A,I,S
Involvement in school self-evaluation and development planning	D	A,I,S
Demonstrable experience of successful line management and staff development	D	A,I,S
Skills and Knowledge	Essential or Desirable	Evidence
Data analysis skills, and the ability to use data to set targets and identify weaknesses	E	A,I,S
Understanding of high-quality teaching, and the ability to model this for others and support others to improve	E	A,I,S

Person Specification

Skill sand Knowledge	Essential or Desirable	Evidence
Understanding of school finances and financial managment	E	A,I,S
Effective communication and interpersonal skills	E	A,I,S
Ability to communicate a vision and inspire others	E	A,I,S
Ability to build effective working relationships	E	A,I,S

Personal qualities	Essential or Desirable	Evidence
Commitment to uphold the 7 principles of public life (the Nolan principles) at all times	E	A,I,S
A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school	E	A,I,S
Ability to work under pressure and prioritise effectively	E	A,I,S
Commitment to maintaining confidentiality at all times	E	A,I,S
Commitment to safeguarding and equality, ensuring that personal beliefs are not expressed in ways that exploit the position	E	A,I,S
A Practising Catholic	E	A,I,S,R



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***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 of 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.



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 is acknowledged and awarded.