



Christ the King Catholic Primary School & Nursery, with the ARK, a Specialist Resource

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Loving, Learning, Growing together as Christ's family"

HEADTEACHER INFORMATION PACK

- Required for September 2025
- Application closing date 12th May 2025
- Interviews 22nd May 2025
- Salary: £75,675- £87,651 (range 18-24)



Dear Applicant,

Thank you for your interest in the post of Headteacher of Christ the King Catholic Primary School.

Christ the King is a 1.5 form entry, group school 3. It is a very welcoming, friendly, and inclusive school, where children and parents positively engage with its caring ethos. In 2011 at the request of Reading Borough Council, an 18 place unit called the 'Ark' was opened to provide for primary aged children with autistic spectrum conditions. The children from the Ark are well integrated into the life of the school.

We need a headteacher who is committed to building on strong caring ethos within the inclusive and diverse community. Someone who will work with the staff to continue to raise the children's academic achievements, giving the children confidence and motivation to achieve high standards in all aspects of their lives.

The school is situated in one of the most deprived and multi-ethnic areas of Reading, but one in which there is a strong sense of community. That community spirit is well demonstrated in the school and parish. The Catholic life of the school is strong; children are encouraged to engage with local and global concerns reflecting Catholic social teaching. This is seen in Christ the King Mini Vinnies – 'Turning Concern into Action'. The children promote good causes, such as food collection and CAFOD. They work as ambassadors in school, the local community, and beyond.

The school employs a full-time family support worker who helps parents/carers and children, liaising with social services as necessary.

As governors we are very supportive and proud of our school.

I very much look forward to receiving your application and warmly invite you to visit our vibrant and exciting school, to meet the children and the staff.

Please telephone the office to arrange a visit: 0118 901 5434.

Yours faithfully,

Victoria Hummell,

Chair of Governors

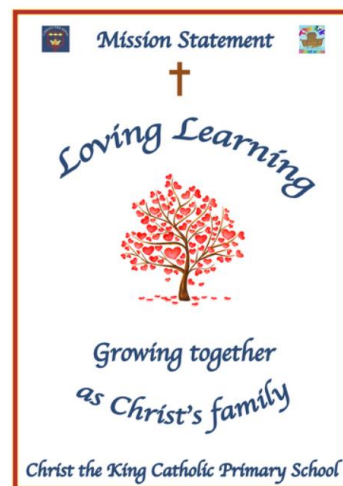
School vision

At Christ the King, we follow our Mission Statement ***Loving, Learning, Growing together as Christ's family.***

Loving: God's greatest commandment is to 'love one another as I have loved you'. Our aim is to teach this value every day by the way we treat each other, so that our children leave Christ the King knowing how to love themselves and how to treat others.

Learning: Christ the King is a learning environment where everyone has the opportunity to learn and develop their God given-gifts to reach their potential and be ready for the next stage of their journey.

Growing together as Christ's family: We teach our children that they are not only part of Christ the King school community, but they are also part of their local area and beyond. We aim for our children to see their role as part of this community and gain an understanding of what they can do to give service to others.



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## Our school

The school opened in 1967. It is very close to Junction 11 of the M4 and a fifteen minute bus ride from Reading town centre. We have a Nursery, Reception and 6 other classes as well as the Ark. There are approximately 315 pupils on roll. Our popular breakfast club starts at 7.30 in the morning and our after-school club runs until 6 p.m.

We have delightful, lively children and very committed, cheerful, enthusiastic, and energetic staff who work closely together as a team. We have 44% pupils eligible for the Pupil Premium, 33% of children with SEND and 10% pupils with Education Health and Care Plans. In short, Christ the King is a tremendously rewarding school in which to work, and one where every member of staff knows that they can make a real difference to children's lives.



## The Diocese of Portsmouth

The Diocese of Portsmouth stretches from Oxford in the north to the south coast and includes the Isle of Wight and the Channel Islands. In the Diocese there are 56 Catholic

schools currently maintained by thirteen local authorities and the States of Guernsey. The schools have recently been placed into 'partnership areas' to facilitate and encourage greater collaborative working. An exciting time to be joining one of our diocesan schools.

Forty six of the schools are primary schools; there is one middle school, eight secondary schools and one all through school (4-18).

In addition, there are also 13 independent preparatory or secondary schools.

The Catholic Academies and Schools Office supports Catholic schools in implementing their mission, in delivering an education which is religious in both its context and content within a community founded on the values of the Gospel. In carrying out this work the Catholic Academies and Schools Office (CASO):

- promotes a community of schools sharing a common vision of the purpose of Catholic education and working collaboratively to develop this for the good of all;
- promotes and develops all aspects of Catholic provision in the Diocese;
- advises, develops, and inspects the quality and provision of religious education and collective worship;
- represents the Bishop at the appointment of Headteachers, Deputy Headteachers, Assistant Headteachers and Heads and Co-ordinators of Religious Education;
- advises and supports Governing Bodies in their statutory and legal responsibilities as Catholic maintained schools and academies;
- Works in partnership with the local authorities and other agencies.

CASO provides a programme of development opportunities for teachers at all levels in Catholic schools from first appointments through to headteachers. There are induction courses for newly qualified teachers, courses for teachers of religious education and preparation for aspiring deputy heads and headteachers. There is also an induction and mentoring programme for recently appointed headteachers and headteachers new to the diocese.

Further information on the work of the Catholic Academies and Schools Office can be found at [www.casoportsmouth.org.uk](http://www.casoportsmouth.org.uk)

### **Catholic cluster**

Christ the King is an active partner in the Greater Reading Catholic Cluster. This is a group of 9 primary schools, 1 secondary, and an all-through independent school, in Reading, West Berkshire and South Oxfordshire, who work closely together. Headteachers meet six times a

year, and we arrange sporting competitions, share INSET, organise joint concerts and worship, and help each other to share the load of school leaders.

### **Whitley Excellence Cluster**

For 25 years the schools of South Reading have formed the Whitley Excellence Cluster (WEC) Our children come together in sporting competitions and for concerts. We hold a public speaking event in the autumn as well as a competitive poetry slam during the summer term. WEC has a special relationship with the outdoor activity centre at Ufton Court and in Year 4 all the children have the opportunity of a residential experience at Ufton, making use of all the centre's facilities at no cost. Many of our children go back to Ufton repeatedly, including most of Year 5 who enjoy three residential visits during the year.

Teachers work together and help each other across all the WEC schools. We have joint training. We support and promote Aspire2, the charity for the children of Whitley which, together with the University of Reading, helps to fund the WEC activities.

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HEADTEACHER JOB DESCRIPTION

Job title Headteacher

- **Salary Range** Group 3 (range 18-24) £75,675- £87,651 nor 315

The core responsibility of the Headteacher is to provide professional leadership and management for Christ the King Catholic Primary School. In our Catholic school, that professional leadership is provided in the context of a community rooted in the Catholic Faith. It is therefore an essential requirement that applicants have a strong, personal faith and recognise the opportunities and challenges facing Catholic education as a vibrant part of the mission of the Church in education

The Headteacher is an employee of the Governing Body and is required to carry out all duties professionally as detailed in the current School Teacher's Pay and Conditions document. The Headteacher will work in partnership with the staff, Governing Body, Diocese of Portsmouth, Local Authority, and any other stakeholders invested in the school and children.

The governors would consider the possibility of flexible working.

The Headteacher is accountable to the Governing Body for achieving the national Standards of Excellence for Headteachers (2015) at an appropriate level based on previous experience, induction, and on-going professional development.

Key roles:

To maintain the Catholic ethos of the school

To provide overall strategic leadership and, with others, lead, develop and support the strategic direction, vision, values, and priorities of the school

Continue the good relationship with the parish

Ensure opportunities for spiritual development of pupils and staff

Develop, implement, and evaluate the school's policies, practices, and procedures

Lead and manage teaching and learning throughout the school

Promote the safety and well-being of pupils and staff

Ensure a positive and inclusive learning environment for the pupils

Lead, manage and develop staff, including appraising and managing performance

Develop clear arrangements for linking appraisal to pay progression and advise the relevant body on pay recommendations for teachers

Organise and effectively deploy resources within the school

Promote harmonious working relationships within the school

Maintain relationships with organisations representing teachers and other members of staff

Lead and manage the staff with a proper regard for their well-being and legitimate expectations, including the expectation of a balance between work and other commitments

Promote the participation of staff in relevant continuing professional development

Participate in arrangements for the appraisal and review of their own performance

Consult and communicate with the Governing Body, staff, pupils, parents, and carers

Collaborate and work with colleagues and other relevant professionals within and beyond the school including relevant external agencies and bodies



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## HEADTEACHER PERSON SPECIFICATION

|                                                                                                                       | Essential | Desirable |
|-----------------------------------------------------------------------------------------------------------------------|-----------|-----------|
| <b>Faith commitment</b>                                                                                               |           |           |
| A practising and committed Catholic                                                                                   | ✓         |           |
| A secure understanding of the distinctive nature of a Catholic school                                                 | ✓         |           |
| Ability to lead acts of worship in a Catholic school                                                                  | ✓         |           |
| Involvement in the parish community                                                                                   |           | ✓         |
| <b>Qualifications and Experience</b>                                                                                  |           |           |
| Qualified teacher status or DfE recognised teaching qualification                                                     | ✓         |           |
| Hold the Catholic Certificate in Religious Studies or equivalent, or be willing to undertake study to attain          |           | ✓         |
| NPQH                                                                                                                  |           | ✓         |
| Senior leadership experience                                                                                          | ✓         |           |
| Evidence of recent and relevant CPD relating to school leadership and management.                                     | ✓         |           |
| Have experience of children with specific learning difficulties                                                       | ✓         |           |
| <b>Leadership and management</b>                                                                                      |           |           |
| Show leadership and the ability to inspire, motivate and manage our school community.                                 | ✓         |           |
| Hold and articulate clear Catholic values and moral purpose that will fulfil our Mission Statement                    | ✓         |           |
| Lead by example – with integrity, creativity, resilience, and clarity                                                 | ✓         |           |
| Communicate compellingly the school's vision and drive the strategic leadership, empowering all pupils and staff      | ✓         |           |
| Knowledge and experience of a range of teaching, learning and assessment strategies that meet the needs of all pupils | ✓         |           |
| The use of self-evaluation evidence, including data to establish priorities for school improvement                    | ✓         |           |



|                                                                                                                                                                                                |   |   |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---|---|
| Be approachable and enthusiastic with a positive caring attitude and enjoy being highly visible to children and parents.                                                                       | ✓ |   |
| Encourage parents to be involved in their children's learning                                                                                                                                  | ✓ |   |
| Understand the role of the Governing Body in a Catholic school                                                                                                                                 |   | ✓ |
| Understanding of and commitment to promoting safeguarding and welfare of pupils                                                                                                                | ✓ |   |
| Self-motivated with good organisational skills and the ability to prioritise and delegate workload effectively                                                                                 | ✓ |   |
| Able to think creatively, solve problems and make decisions based on sound judgement                                                                                                           | ✓ |   |
| Passionate about delivering high quality education to all children                                                                                                                             | ✓ |   |
| Values diversity, the unique place every individual has and the contribution they make to our learning community                                                                               | ✓ |   |
| <b>Relationships with Pupils and Staff</b>                                                                                                                                                     |   |   |
| Based on knowledge and experience as a primary practitioner be able to develop the practice of others                                                                                          | ✓ |   |
| Having high standards and expectations for all children irrespective of any disadvantage, by understanding how to use effective monitoring and evaluation to develop the teaching and learning | ✓ |   |
| Able to build and develop effective working relationships by encouraging a culture of openness, challenge, and accountability                                                                  | ✓ |   |
| Experience of working in collaboration with other schools, sharing best practice, moderating the outcomes of children's work to ensure effective assessment and recording                      |   | ✓ |

### Staffing:

The staff are dedicated and work hard to ensure the best possible outcomes for all our pupils. The teaching staff are well supported by a strong team of teaching assistants and higher level teaching assistants. More information is on the website.



## Year 6 SATS Results 2023 - 2024

47 pupils PPG 48.8% SEND 42.6% EHCP 14.8% (7 pupils)

### Reading

| Christ the King |     | National |     | With complex EHCP children removed (5) |     |
|-----------------|-----|----------|-----|----------------------------------------|-----|
| ARE             | GD  | ARE      | GD  | ARE                                    | GD  |
| 64%             | 26% | 74%      | 28% | 71%                                    | 28% |

### Writing

| Christ the King |    | National |     | With complex EHCP children removed (5) |    |
|-----------------|----|----------|-----|----------------------------------------|----|
| ARE             | GD | ARE      | GD  | ARE                                    | GD |
| 55%             | 6% | 72%      | 13% | 62%                                    | 7% |

### Maths

| Christ the King |     | National |     | With complex EHCP removed (5) |     |
|-----------------|-----|----------|-----|-------------------------------|-----|
| ARE             | GD  | ARE      | GD  | ARE                           | GD  |
| 64%             | 26% | 73%      | 24% | 71%                           | 29% |

### Reading, Writing, Maths Combined

| Christ the King |    | National |    | With complex EHCP removed (5) |    |
|-----------------|----|----------|----|-------------------------------|----|
| ARE             | GD | ARE      | GD | ARE                           | GD |
| 47%             | 6% | 61%      | 8% | 52%                           | 7% |

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The children say:

we would like a headteacher who is:

- kind
- caring
- has a sense of humour
- makes learning exciting and fun
- has an open door
- provides plenty of sporting activities

**The staff say:**

we would like a headteacher who:

- promote high standards in teaching and learning
- is firm, calm, and nurturing
- understands special needs and vulnerable children and families
- has concern for staff welfare
- has an open door to all

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**APPLICATION PROCEDURE**

- Application closing date: Candidates should complete the application form and return it by 12<sup>th</sup> May 2025
- Interviews 22<sup>nd</sup> May 2025
- Salary: £75,675- £87,651 (range 18-24)

It should be returned to: E-mail address: [bursar@christtheking.reading.sch.uk](mailto:bursar@christtheking.reading.sch.uk)

Telephone 0118 901 5434

**Selection Procedure.**

Applicants will be advised within 3 working days after the shortlisting date whether they have been successful or not.

Failure to send your application form to the above email address may invalidate your application.

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Equality Monitoring

All applications will be required to complete an Equality Monitoring form.

Receipt of Application

Applications are acknowledged (by email whenever possible) within three working days of receipt. If you do not receive an acknowledgement within this time, please contact the Recruitment Team immediately on the number above.

Safer Recruitment

Christ the King Catholic Primary School are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to Disclosure & Barring checks along with other relevant employment checks.

Privacy Notice

The school collects information about you to provide you with recruitment and employment services. We will use the information for the recruitment and selection process and, if successful, to activate employment with the school.

The legal basis for processing your personal data is that it is necessary for the performance of the employment contract or in order to take steps before entering a contract and is necessary for the Reading Borough Council to comply with a legal obligation.

The legal basis for processing special category data is that processing is necessary for the purposes of carrying out the rights and obligations in the field of employment, that it is necessary for the reasons of substantial public interest and that it is necessary for the purposes of the assessment of the working capacity of the employee.

You have some legal rights in respect of the personal information we collect from you. Please see the school's website for further details on their privacy notice and data protection policy.

You can contact the School's Data Protection Officer if you have a concern about the way they collect or use your data.