



Application Pack
Headteacher
Sacred Heart Catholic Voluntary Academy

Mere Close, Leicester, LE5 3HH
 0116 2624418 | school.office@sacredheart.leicester.sch.uk
 Leadership Pay Range (L18 – L24)
 Start Date: Advent (Autumn) Term 2024





Sacred Heart
CATHOLIC VOLUNTARY ACADEMY



Dear Applicant,

Thank you for the interest you have expressed in our Headteacher vacancy.

This is an excellent opportunity for the appropriately qualified and experienced leader within our CMAT, at Sacred Heart Catholic Voluntary Academy. The school is built on clear faith principles and with a very positive, respectful culture. Sacred Heart is a Catholic Academy within the Diocese of Nottingham and the City of Leicester and is part of the St, Thomas Aquinas Trust along with 22 other Leicester City, Leicestershire and Rutland schools.

The school was formed to educate the catholic children living in the Parish of Sacred Heart in Leicester. The date 1884 is engraved on one of the original buildings of the school. The school has very strong links with the Church, the Parish Priest, Fr. David Cain, Deacon Seamus O'Looskan and the Parish.

The school mission statement was originally written by staff, Governors and the Parish and was recently revised by the Chaplain, Chaplaincy group and RE Team. It is, as follows: "We believe that God's spirit is at work in everyone in our community. We will provide an environment of hope, joy and fulfilment in which the skills to fulfil God's desires for us, as unique individuals, are cultivated."

As Headteacher, the successful applicant will work closely with the CMAT Director of Performance & Standards and I to shape and develop the direction of the school, and to monitor the impact of all work done.

This is a reserved post, meaning that we are looking for someone who meets the definition of a practising Catholic. Beyond that, we are seeking someone with a demonstrable track record of evidenced school improvement work; someone who is a genuine team player, and who can show through examples that they are able to take people with them on their strategic journey.

If you feel that this could be the exciting next step on your own career pathway, we would be delighted to receive an application from you. The deadline is 9.00am on 2nd May 2024, and interviews are scheduled for Friday 10th May 2024.

Please contact my PA Jackie Banks (JBanks@aquinas-cmat.org) to arrange a meeting with me to discuss this post further. Thank you again for your interest in this post. I wish you every success in your application.

I hope that this insight into our vision and the opportunities open to our staff has further interested you, and we look forward to receiving an application from you to work in our Trust.

With best wishes

Neil Lockyer
Chief Executive Officer





We asked the School's Governing body to answer some questions about what makes Sacred Heart so special.

What is important at Sacred Heart?

Sacred Heart school has been serving the ever changing diverse local community since it was founded in 1884. It is this diversity that continues to enrich the school, through its celebration of all faiths and cultures while remaining true to its Catholic values. The school has strong links with the neighbouring Church and regularly attends weekday mass with the local parishioners. It is a school that celebrates spirituality in its widest sense determined to allow all children to grow in their faith.

"The area of Catholic life and mission is outstanding. Leaders are driven and there is a feeling of warmth throughout the school. The promotion of the faith is central to all decision making; pupils and families benefit from outstanding care and support. Sacred Heart is truly a community school and seen as a hub of support." CSI Report March 2023

What are the greatest strengths of the school?

This school has a diverse range of pupils bringing with them a range of social and economic challenges. The school has proved to be excellent at supporting pupils and their families to thrive in spite of these challenges. Staff regularly go beyond what is expected of them in terms of their support to families in need and therefore, lead by example Catholic values that are important to this parish community.

The Staff are the school's greatest strength, supportive of each other in their own development and to enhance experience of the children. Staff are committed and together with the Governors are focused on providing the best environment and the best resources available with the highest expectations for all our pupils to thrive academically, socially and spiritually.

"We provide an environment of Hope, Joy and Fulfilment in which the skills to fulfil God's desires for us, as unique individuals are cultivated."

Its sense of community both for pupils and staff; its commitment to care and support for all pupils; its emphasis on good behaviour; its strong teaching and support staff with a strong emphasis on staff development; its clear vision of education as centred on the individual child's needs with a commitment to challenge each child to be the best they can. The school has a focus on strong and effective curriculum development and there is clear-sighted leadership.



What is it like to be a child, a member of staff, a parent and a governor at the school?

Our pupils are enthusiastic learners and the school provides them with the opportunity to have fun and to challenge themselves so they can develop their interests, skills and confidence through the curriculum and school activities such as Mandarin, the award winning Eco team, Chaplaincy and the outstanding Choir which has performed at annual concerts at De Montfort Hall and also recently at the Nottingham Cathedral.

A number of staff have been with the school for many years which demonstrates the excellent working relationships within the school. Staff are encouraged and well supported in their development by the senior leadership team. There is a very strong and supportive middle leadership and subject leadership.

The school maintains good communication with parents who are encouraged to discuss any issues they may have with staff in the knowledge that matters will be dealt with straight away. Parents are very appreciative of the education and care given to SEND pupils and the staff's inclusion approach is outstanding giving parents the feeling that their children are in a caring, welcoming place and helping them to them to thrive.

This is a school where there is a strong working relationship between the leadership team and the school Governors with open and honest discussion at meetings and school visits.

At Sacred Heart you are valued and loved. Expected high standards at all levels. Honesty and kindness are central traits.

"Leaders provide many opportunities for pupils to contribute to the life of the school and the local community. Pupils take on extra responsibilities, such as being a member of the 'Eco Council', with enthusiasm. They have planted trees and save electricity around school. They learn how to be good citizens and have a good understanding of faiths and cultures. As one pupil explained, 'We are all equal here.' Staff are highly committed. They appreciate leaders' support in managing their workload and promoting their well-being." Ofsted Report November 2021.

This is a happy school where all are encouraged to grow, to give of their best and to support others. Relationships are honest and expectations clear.

"Pupils thrive at Sacred Heart Catholic Voluntary Academy. Leaders and staff are determined that all pupils achieve well. They are committed to providing a school full of 'joy, hope and fulfilment'." Ofsted Report November 2021

Welcome to St Thomas Aquinas Catholic Multi-Academy Trust



We are a vibrant Trust of 23 schools – 19 primary and 4 secondary – serving young people, their families and parishes across Leicester, Leicestershire and Rutland. We are proud to work both with our fellow Catholic MATs across the Diocese of Nottingham, and a wide range of other schools and MATs across our city and county.

Our CMAT provides innovative ways for our schools to work together. Children benefit from the expertise of staff from across the schools, and they have increased opportunities to work with young people from other schools also. Training for our staff provides even greater quality in our classrooms, and better value for money means that more resources can be focussed in those classrooms.

We are truly blessed to be a family of schools which, with Christ at the heart of all that we do, shares a common mission to prepare our young people for a wholesome, fulfilling, active life in the future. Our commitment to the parents is to care for, support and educate your child to the highest possible standards.



Our Trust

Vision and Values



Our Vision

All of our young people tangibly benefit from a consistently outstanding Catholic education.

Our Mission

With Christ at the centre of all that we do, we work collaboratively, openly and honestly to provide all young people within our Catholic MAT with a world-class education that enables them to be lifelong learners and fruitful contributors to our society.

Our Goals

- **Rich Catholic life:** the formation of our young people will be based on the life and teachings of Christ. Our schools will be accepting and encouraging of people of all faiths and none.
- **Happy, safe and well:** the safety and well-being of our pupils and staff is of paramount importance in our CMAT.
- **World-class education:** research-based practice will ensure educational excellence of the whole person from EYFS to Year 13.
- **Collaboration and trust:** staff, governors and directors will work together with parents/carers and parishes in a spirit of openness, honesty and ongoing development for the good of the young people in our care. We will also celebrate the distinctive nature of each of our schools.
- **Equality for all:** social justice and a strong desire for upward social mobility will underpin our work to remove all barriers to learning, progress and success. Every member of our community will be welcomed and valued; no one will be prejudged on their ethnicity, faith (or none), gender, sexuality or age.
- **Life-long learning:** our curricula will ensure that our young people are inspired and excited by learning, maintaining a thirst for education.
- **Staff development:** evidence-based, highly effective professional development at all levels will ensure both excellent progress and outcomes for our young people, and first-rate developmental career progression for all staff.

Our values are at the heart of all we do

"All that is true has its origin in the Spirit"

Christ-centered



We take our lead from the example & teachings of Christ

Ambitious



We are driven to ensure the very best outcomes for all

Together



We take decisions for the Common Good of all

Restorative



We don't give up on our young people, always believing in them

Joyful



We feel blessed to have been called to this vocation & we are a people of hope

Trust Benefits

Why work for us?



Access to First Class CPD Opportunities

The benefits of our Leicestershire and Rutland Teaching School Hub and Exemplary Leadership Programme which is based within our Trust. You could also lead CPD for the Hub, potentially as an Ambition Institute Visiting Fellow.



Opportunities for Career Progression

With 23 academies in our family and 84 academies across the Diocese, opportunities for career progression are a reality.



Medicash

Healthcare plans for our employees that focus on wellbeing, covering dental, optical & physio, plus access to virtual GP, stress helplines, savings on gym & retail and much more.



Terms & Conditions

We have committed to following nationally agreed terms and conditions for pay, for both Teachers' and Support Staff.



Pension

As a teacher, you will automatically enrol into the Teachers' Pension Scheme. As Support Staff, you can opt-in to the Local Government Pensions Scheme – one of the most competitive on the market.



Cycle to work scheme

We offer employees the opportunity to obtain a new bike and cycling equipment through the cycle to work scheme provided by our partners, Cycle Solutions.



Electric Car Scheme

Access to our new electric dreams car scheme, in partnership with Octopus Energy



Professional Assistance

Our employee assistance programme gives you access to confidential, independent and unbiased information and guidance 24/7. If clinically advisable, it also offers face to face counselling sessions.



After / Before School Childcare

If you have children who attend one of our schools that offer their own before / after school clubs, as employee you will be able to access this resource for free.

Application Process

How to Apply



If you wish to apply for this post, please complete the Catholic Education Service Application Form and include a supporting statement, summarising the impact of your work as a school leader in your current / recent roles.

Details of this post and an online application form, are available on our website www.aquinas-cmat.org/vacancies/

Interviews will be held on Friday 10th May 2024

If you have any queries regarding this post, please do not hesitate to contact the HR Helpdesk email: HRHelpdesk@aquinas-cmat.org

The successful applicant will:

- Be a practising Catholic (please see accompanying NRCDES document 'Catholic Schools and the Definition of a Practising Catholic') with a strong faith commitment and a clear vision for Catholic education.
- Ensure that the example and teachings of Jesus Christ are at the centre of all that we do.
- Have a proven track records of successful leadership, management, and school improvement.
- Have the vision, drive and energy to initiate, lead and manage strategies to build on the current successes and achievements of the school.
- Be passionate about ensuring that each pupil fulfils their unique potential.
- Be a confident, positive, and visible leader with the ability to build relationships with staff, pupils, parents, Governors, Directors and others working in the CMAT and a wide variety of external partners.
- Constantly be looking ahead, working closely with the CMAT, Governors and the SLT to develop a compelling 'faith centred' vision for the school that acts as the focus of all activity and drives improvement.
- Be able to build successful teams and work collaboratively with others to achieve success.
- Have the ability to drive themselves and others.
- Be able to respond and adapt effectively to changing circumstances, maintaining high levels of performance.
- Actively listen and effectively communicate to a wide range of audiences.
- Place safeguarding at the heart of the school.

What is the objective definition of a practising Catholic for appointments to key posts in Catholic Schools?

To objectively define what a 'practising Catholic' is when assessing applicants for key leadership posts within a Catholic 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 by being faithful to the teaching of the Gospel, by trying to uphold the values proclaimed in 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'.



Working in the Diocese of Nottingham



Thank you for taking the time to find out more about the Headteacher vacancy at **Sacred Heart Catholic Voluntary Academy**, in the Diocese of Nottingham.

The Diocese of Nottingham, which was established on 29 September 1850, covers a wide geographical area comprising the counties of Nottinghamshire, Derbyshire, Leicestershire, Lincolnshire and Rutland with the exception of the District of Bassetlaw, Nottinghamshire and the area around Chesterfield, Derbyshire which was given to create the Diocese of Hallam in 1980.

There are 84 maintained schools in the Diocese of Nottingham: 69 primary schools and 15 secondary schools.

We serve around 30,000 children and young people. Each school is part of one of our Catholic Multi-Academy Trusts which were established in September 2018. In January 2022, Bishop Patrick McKinney and the Members of the Diocesan Catholic Multi Academy Trusts made the decision to merge the St Therese of Lisieux Catholic Multi-Academy Trust with the Our Lady of Lourdes Catholic Multi-Academy Trust and one school with St Thomas Aquinas Catholic Multi-Academy Trust. These transfers were completed in September 2022.

- St Thomas Aquinas Multi-Academy Trust – Leicester, Leicestershire & Rutland
- Our Lady of Lourdes Catholic Multi-Academy Trust – Nottinghamshire & Lincolnshire
- St Ralph Sherwin Catholic Multi-Academy Trust – Derbyshire

Our Catholic Multi-Academy Trust works in very close partnership with us at Nottingham Roman Catholic Diocesan Education Service (NRCDES) particularly in terms of promoting the Catholic Life of our schools and providing a range of continuing professional development opportunities in collaboration with our teaching schools.

On behalf of Bishop Patrick McKinney, I would like to thank you once again for your interest in one of our schools. I hope that you will consider applying for the post and I wish you every success.

Yours faithfully,

A handwritten signature in black ink, appearing to read 'Peter Giorgio', written over a light blue horizontal line.

Peter Giorgio

Director of Education

www.dioceseofnottingham.uk

Twitter: [@NottsDiocese](https://twitter.com/NottsDiocese)



Job Description

Headteacher



Introduction

Sacred Heart Catholic Voluntary Academy is a Catholic school and is part of the Catholic Church. It is to be conducted as a Catholic school in accordance with Canon Law, the teachings of the Catholic Church and the diocesan trust deed. At all times, the school is to serve as a witness to the Catholic faith in Our Lord Jesus Christ. The post is therefore reserved for a practising Catholic who can show by example and from experience that he or she will ensure that the school is distinctively Catholic in all aspects.

This job description is based on the key areas identified in the Headteachers' Standards (2020). These are built upon the Teachers' Standards (2011) which apply to all teachers, including Headteachers.

St Thomas Aquinas Catholic Multi-Academy Trust is committed to safeguarding and promoting the welfare of children and young people. The headteacher must ensure that the highest priority is given to following the guidance and regulations relating to safeguarding and child protection.

Section 1: The Core Purpose of the Headteacher in a Catholic School

Catholic headteachers are expected to demonstrate consistently high standards of principled and professional conduct inspired by Christ and his beatitudes^[1] and exemplified by the self-cultivation of virtues, those qualities of character fundamental to the Catholic tradition: faith, hope, love, justice, solidarity, temperance, fortitude and practical wisdom. Catholic headteachers are expected to meet the Teachers' Standards and be responsible for providing the conditions in which teachers can fulfil them.

In addition, Catholic headteachers uphold and demonstrate the Seven Principles of Public Life at all times. Known as the Nolan principles, these form the basis of the ethical standards expected of public office holders:

- selflessness
- integrity
- objectivity
- accountability
- openness
- honesty
- leadership

Catholic headteachers are custodians of diocesan schools and as such embody the abundant hope that the Church has placed in education. Catholic headteachers are entrusted with the task of human formation in conformity with Christ and Church teaching, and so uphold ecclesial and public trust in school leadership and maintain high standards of ethics and behaviour. Both within and outside school, Catholic headteachers:

[1] The Gospel of Matthew 5:3-12

Job Description

Headteacher

- build relationships of mutual respect rooted in the belief that all are made in the image and likeness of God[2] and at all times observe proper boundaries appropriate to their professional position;
- show tolerance of and respect for the rights of others, recognising differences and respecting cultural diversity within contemporary Britain enabling each person to play their full part in building and sustaining the Common Good;
- uphold fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs understanding that such values are rooted in the Catholic understanding of dialogue[3] and the Church's Social Teaching[4];
- ensure that personal beliefs are not expressed in ways which exploit their position, pupils' vulnerability or might lead pupils to break the law, but are always orientated to the service of others in light of the Gospel.

As leaders of their Catholic school community and profession, Headteachers:

- serve in the best interests of the school's pupils;
- conduct themselves in a manner compatible with their influential position in the Church and society by behaving ethically, fulfilling their professional responsibilities and modelling the virtues of a good citizen of the Kingdom of God;
- uphold their obligation to give account and accept responsibility;
- know, understand, and act within the statutory frameworks which set out their professional duties and responsibilities;
- take responsibility for their own continued professional development, engaging critically with educational research to further the Church's mission in education;
- make a positive contribution to the wider education system within and without the Catholic sector.

Section 2: The Domain

1. School Culture

The Catholic headteacher will:

- recognise the authority of the diocesan bishop at all times in relation to the provision of education in the diocese;
- establish and sustain a Christ centred vision embodied in the school's Catholic mission, ethos and strategic direction in partnership with the parish and CMAT, those responsible for governance and through consultation with the school community and the diocese;
- create a Christ inspired culture where pupils experience a positive and enriching school life enabling them to flourish;

[2] The Book of Genesis 1:26-27

[3] Dialogue and Proclamation, (1991) Pontifical Council for Inter-Religious Dialogue, Vatican.

[4] Compendium of the Social Doctrine of the Church, 2004, Vatican.

Job Description

Headteacher

- uphold ambitious educational standards which reflect the distinctive characteristics of Catholic education[5] and which prepare pupils from all backgrounds for their next phase of education and life;
- promote positive and respectful relationships across the school community and a safe, orderly and inclusive environment which recognises an individual's dignity as made in the image and likeness of God;
- ensure a culture of high staff professionalism rooted in mutual respect, subsidiarity and the pursuit of excellence.

2. Teaching

The Catholic Headteacher will:

- establish and sustain high-quality, expert teaching across all subjects and phases, built on an evidence-informed understanding of effective teaching and how pupils learn;
- ensure teaching is underpinned by high levels of subject expertise and approaches which respect the distinct nature of subject disciplines or specialist domains, and demonstrate how each discipline and domain contributes to the Christian vision of human flourishing to live life to the full[6];
- ensure effective use is made of formative assessment.

3. Curriculum and Assessment

The Catholic Headteacher will:

- ensure a broad, structured and coherent curriculum entitlement rooted in the distinctive characteristics of Catholic education which sets out the knowledge, skills, values and virtues that will be taught;
- establish effective curricular leadership, developing subject leaders with high levels of relevant expertise with access to professional and diocesan networks and communities;
- ensure that all pupils are taught to read through the provision of evidence-informed approaches to reading, particularly the use of systematic synthetic phonics in schools that teach early reading;
- ensure valid, reliable and proportionate approaches are used when assessing pupils' knowledge and understanding of the curriculum.

4. Behaviour

The Catholic Headteacher will:

- establish and sustain high expectations of behaviour for all pupils, rooted in love, justice and reconciliation and built upon relationships, rules and routines, which are understood clearly by all staff and pupils;
- ensure high standards of pupil behaviour through the promotion of the virtues and courteous conduct in accordance with the school's behaviour policy;

[5] The distinctive characteristics of Catholic education are 1. The search for excellence, 2. The uniqueness of the individual, 3. The education of the whole person, 4. The education of all 5. Moral principles

[6] The Gospel of John 10:10

Job Description

Headteacher

- implement consistent, fair and respectful approaches to managing behaviour;
- ensure that adults within the school lead by example and model and teach the virtues characteristic of a good citizen.

5. Additional and Special Educational Needs and Disabilities

The Catholic Headteacher will:

- ensure the school holds ambitious expectations for all pupils with additional and special educational needs and disabilities in light of the principles of Catholic Social teaching^[7];
- establish and sustain ethos, culture and practices rooted in the distinctive characteristics of Catholic education that enable pupils to access the curriculum and learn effectively;
- ensure the school works effectively in partnership with parents, carers, parish and professionals, to identify the additional needs and special educational needs and disabilities of pupils, providing support and adaptation where appropriate;
- ensure the school fulfils its statutory duties with regard to the SEND code of practice.

6. Professional development

The Catholic Headteacher will:

- ensure staff have access to high-quality, sustained professional development opportunities in all key and distinctive aspects, aligned to balance the priorities of whole-school improvement, team and individual needs;
- prioritise the professional development of staff, ensuring effective planning, delivery and evaluation which is consistent with the approaches laid out in the standard for teachers' professional development;
- ensure that professional development opportunities draw on expert provision from beyond the school, as well as within it, including diocesan and nationally recognised career and professional frameworks and programmes to build capacity and support succession planning.

7. Organisational management

The Catholic Headteacher will:

- ensure the protection and safety of pupils and staff through effective approaches to safeguarding, as part of the duty of care;
- prioritise and allocate financial resources appropriately, ensuring efficiency, effectiveness and probity in the use of public funds reflecting the school's Catholic mission;
- ensure staff are deployed and managed well with due attention paid to workload;
- establish and oversee systems, processes and policies that enable the school to operate effectively and efficiently and that are rooted in a clear understanding of the Church's mission in education;
- ensure rigorous approaches to identifying, managing and mitigating risk.

[7]The relevant principles being: the Dignity of the Human Person, the Call to Community and Participation, Rights and Responsibilities, the Preferential Option for the Poor and Solidarity

Job Description

Headteacher

8. Continuous School Improvement

The Catholic Headteacher will:

- make use of effective and proportional processes of evaluation to identify and analyse complex or persistent problems and barriers which limit school effectiveness, and identify priority areas for improvement;
- develop appropriate evidence-informed strategies for improvement as part of well-targeted plans which are realistic, timely, appropriately sequenced and suited to the school's Catholic context;
- ensure careful and effective implementation of improvement strategies, which lead to sustained school improvement over time.

9. Working in Partnership

The Catholic Headteacher will:

- forge constructive relationships beyond the school, working in partnership with parents, carers, the parish, CMAT, diocese and the local community;
- commit their school to work successfully with other Catholic schools and other schools and organisations in a climate of mutual challenge and support;
- establish and maintain working relationships with fellow professionals and colleagues across other public services to improve educational outcomes for all pupils.

10. Governance and Accountability

The Catholic Headteacher will:

- understand and welcome the role of effective governance, rooted in strategic stewardship of the Catholic mission in education, upholding their obligation to give account and accept responsibility;
- establish and sustain a professional working relationship with those responsible for governance which is inspired by a Christ-centred vision of human formation;
- ensure that staff know and 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.

Person Specification

Headteacher

A: Training and Qualifications	Criteria	Source
Qualified teacher status	E	A
Catholic Certificate of Religious Studies or equivalent	D	A
Degree or equivalent	E	A
National Professional Qualification for Headship (NPQH)	D	A
Evidence of commitment to continuing professional development, including recent participation in a range of relevant in-service training	E	A & I
B: Faith Commitment		
Practising Catholic with evidence of participation in line of faith community	E	A & R
Understanding of the distinctive nature of the Catholic school	E	A & I & R
Able to articulate a philosophy for Catholic education	E	A & I
Commitment to leadership role in spiritual development of pupils and staff	E	I
Understanding of and commitment to curriculum Religious Education and the implications of the Bishops' Conference Religious Education Curriculum Directory	E	I
Experience in leading and evaluating collective acts of worship	D	I
Commitment to developing school's role in the parishes and wider community	E	I
Understanding the importance of sensitivity in working with other denominations and faiths in the school and local community	E	I
C: Experience of Educational Leadership and Management		
Experience of a leadership role in a Catholic primary school	D	A & I

Person Specification

Headteacher

C: Experience of Educational Leadership and Management (continued)	Criteria	Source
Evidence of effective classroom practice	E	A & I
Effective leadership experience at deputy head, assistant head or SLT level	E	A & I
Evidence of strategic planning to raise standards for all students	E	A & I & R
Experience of successful implementation of strategies for raising achievement and ensuring effective teaching and assessment	E	A & I
Secure understanding of strategies for staff performance management, pay and progression	E	I
D: Professional Knowledge and Understanding <i>Applicants should be able to demonstrate knowledge and understanding of the following areas and of their implications for a Catholic primary school:</i>		
Ability to enhance a balanced curriculum to enable pupils to achieve their full potential	E	A & I
Ability to initiate and support research and debate on effective learning	E	A & I
Experience of offering challenge and support to improve performance of academic, pastoral and support work	E	A & I
Experience of leading/co-ordinating professional development opportunities	E	A & I
Understanding of local and national policies, priorities and statutory frameworks	D	A & I
Understanding of roles of the CMAT, Trust Board and Local Governing Body	D	A & I
The use of data to establish benchmarks and set targets for improvement	E	A & I
Confidence in accessing, analysing, interpreting and synthesising information	E	A & I & R

Person Specification

Headteacher

E: PERSONAL SKILLS AND ABILITIES <i>Applicants should be able to provide evidence that they have the necessary personal skills and abilities required by the post.</i>	Criteria	Source
Live and bear witness to faith and act as a role model	E	A & I & R
Purposeful leadership	E	A & I & R
Approachable, has presence and enjoys being highly visible to staff, pupils and parents	E	I & R
Ability to remain resilient, positive, enthusiastic and good humoured when working under pressure	E	A & I & R
Understanding of the school's role in the parishes and wider community	E	A & I & R
Adaptability; able to embrace change	E	A & I & R
Successful involvement in recruiting, appointment and induction of staff	E	A & I & R
Strong commitment to raising standards	E	A & I & R
Ability to relate to children	E	A & I & R
Imaginative, inspirational and enthusiastic	E	A & I & R
Inquisitive and able to think creatively, solve problems and make decisions based on sound judgement	E	I & R
Self-motivated with excellent organisational Skills and the ability to prioritise workload effectively	E	I & R
Confidence to delegate management tasks, trust those responsible and monitor their implementation	E	I & R
Good communication skills (written and oral)	E	A & I & R
Positive views about parental involvement and the partnership between home school and parish	E	A & I & R
Able to ensure resources are deployed to the maximum benefit of staff and pupils	E	A & I & R

Person Specification

Headteacher

E: PERSONAL SKILLS AND ABILITIES (CONTINUED) <i>Applicants should be able to provide evidence that they have the necessary personal skills and abilities required by the post.</i>	Criteria	Source
Ability to inspire and develop leadership in others	E	A & I & R
Ability to collaborate effectively with other partners and build and maintain good relationships with all stakeholders	E	A & I & R
Values diversity and the unique contribution that every individual makes to the learning community	E	A & I & R
Competent user of ICT	E	A & I & R
F: SAFEGUARDING	Essential	Desirable
Understanding of responsibilities of the headteacher in ensuring compliance with Health and Safety legislation	E	A & I & R
Clear commitment to and understanding of child protection matters, safeguarding legislation and practice	E	A & I & R

E – Essential Criteria | D – Desirable Criteria
A – Application Form, I – Interview, R – References

The post of headteacher is a reserved post which means that applicants must be practising Catholics. Please consult the document produced by the Diocese of Nottingham 'Catholic Schools and the Definition of a Practising Catholic' for further information.

Additional Information Headteacher

Start date	Advent (Autumn) Term 2024
Salary	The post is remunerated at L18-24
Contract	Permanent
Expenses	Work-related expenses will be paid per the relevant St Thomas Aquinas Catholic Multi-Academy Trust policies

The St Thomas Aquinas Catholic Multi-Academy Trust Company is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post is subject to satisfactory references which will be requested prior to interview, an enhanced Disclosure and Barring Service (DBS) check, medical check, evidence of qualifications plus verification of the right to work in the UK.

The St Thomas Aquinas Catholic Multi-Academy Trust Company is committed to ensuring that the Trust complies with all legislative requirements on safeguarding and child protection and that the Trust actively promotes diversity, unity and community cohesion and that it supports pupils to become successful, compassionate citizens. The Trust will ensure a continual focus on equality as measured by pupil progress and outcomes.



THANK YOU

For the interest you have shown in working with our trust
For more details about our team and our schools you can visit:



www.aquinas-cmat.org



[@sta_cmat](https://twitter.com/sta_cmat)



[@StThomasAquinasCMAT](https://www.facebook.com/StThomasAquinasCMAT)



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