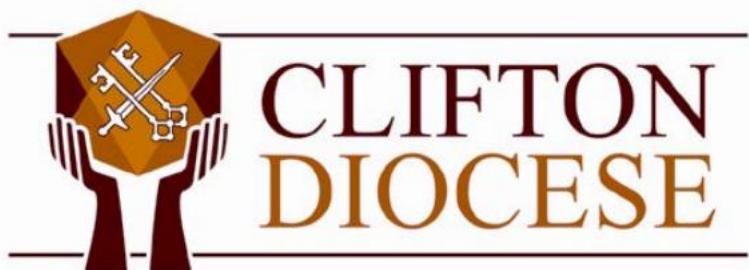


Principal Candidate Application Pack



www.stpetershighschool.org.uk



RESPECT * OPTIMISM * COMMUNITY * KINDNESS



January 2026

Dear Applicant,

On behalf of the Board of Governors, I would like to thank you for your interest in the post of Principal at St Peter's RC High School and Sixth Form Centre.

Our school Vison, Mission and Ethos are deeply rooted in our Catholic faith – *'With Respect, Optimism, Community and Kindness (ROCK), we, like St Peter, follow in the footsteps of Jesus to build our family community'*.

We are part of the Diocese of Clifton and the Bishop's vision for Catholic education in the Diocese is for all Catholic schools in Clifton Diocese to belong to one of three diocesan Catholic Education Trusts. These Trusts are families of schools, united by a shared Catholic identity, a spirit of mutual support, and a deep commitment to excellence. To this end, the Board of Governors has entered into a time of full engagement with the Little Way Catholic Educational Trust (LWCET) with the aim of seeing through our part of the Bishop's vision for our Diocese.

We are looking to appoint:

- A faith-filled, inspirational leader who leads a Catholic community with integrity, authentically living the school's mission and exemplifying its ROCK values.
- A proven school leader with a strong track record of driving improvement, including raising outcomes for disadvantaged students and leading sustained, positive change.
- A leader who has high expectations of behaviour for the whole community, with experience in supporting students to successfully access their learning, minimising disruption, and creating an inclusive learning environment for all.
- Someone who builds trust through visibility, approachability, and fairness, valuing every member of staff and actively recognising achievement to raise morale.
- A collaborative leader who empowers and trusts senior leaders, capable of implementing clear structures with due consideration for staff wellbeing.
- A dynamic forward-facing leader with a clear, compelling vision and the ability to communicate it effectively, securing trust, and confidently promoting the school and celebrating success within the wider community.
- Someone who will uphold and demonstrate the Nolan principles of public life at all times.

The position has arisen due to the retirement in August 2026 of our current Principal, Kevin McDermott.

If you would like to visit us prior to application, please contact Karen Thompson, our HR Officer via KThompson@sphs.uk.com or on 01452 509248. I could also be available for remote meetings should you wish to have an informal pre-application conversation.

I would encourage all applicants to take time to review our school website, the job description and person specification so they get a sense of our school and the community we seek to serve. This is an exciting opportunity for an experienced and inspirational leader to help move the school forward: someone who shares our values and beliefs and who is ambitious for **all** our students.

Thank you for your interest in this position and we look forward to receiving your application.

Kofi T Obeng FIA C.Act, CERA
Chair of Governors



Role: Principal

Employer: St Peter's High School (a converter academy)

Location: Stroud Road, Tuffley, Gloucester GL4 0DD

Salary: L37 – L40 (Negotiable for suitably experienced candidates)

Contract type: Full Time

Contract Term: Permanent

Due to the impending retirement in August 2026 of our current Principal Kevin McDermott, the Governing Body of St Peter's Catholic High School and Sixth Form Centre wish to appoint a practising Catholic with a strong personal faith and the vision, leadership and energy to build on our trajectory of improvement, which was confirmed in our January 2022 'Good' Ofsted judgement, and the Bishop of Clifton's vision for all his schools to be part of a strong Multi Academy Trust.

St Peter's High School is a popular, oversubscribed, single academy school and is held in high regard amongst our community. We are truly comprehensive and inclusive, taking great pride in providing a broad and balanced education for all students which extends beyond the 'taught curriculum'.

We are looking for a leader who will inspire pupils, staff, parents and governors as well as the wider community that we serve. We seek to ensure the best possible outcomes for each individual pupil. In addition to helping students achieve, the school makes a strong contribution to pupils' spiritual, moral, social and cultural development.

The successful candidate will:

- Be a committed, practising Catholic with a strong personal faith and solid moral and ethical principles and values
- Be able to deepen and strengthen the ethos and purpose of Catholic education
- Be outward facing in working with its Catholic primary and Secondary schools to support the provision of high-quality Catholic education across Clifton Diocese
- Have a proven track record of successful leadership which has secured improved outcomes for all pupils at whole school level; progress, attainment and preparedness for education, employment and training
- Have a clear understanding and knowledge of how to create and improve opportunities for all pupils, including the most vulnerable, to achieve their vocation by ensuring the highest quality education and enrichment
- Understand the current educational climate with strong financial acumen.

In return, we can offer:

- A community of faith, where all pupils are valued and cared for
- An experienced and committed Senior Leadership Team focussed on continual improvement
- A dedicated and hardworking team of staff who are ambitious for all pupils
- A positive, warm and supportive working environment where everyone feels valued and where staff wellbeing is prioritised

For further information about the school, please visit <https://www.sphs.uk.com/>



Our Vision

Our school's vision is to provide an excellent education in a safe supportive learning environment, one where people are valued and make positive contributions to the school community, and where students go on to become responsible, independent members of society. At the centre of this is that every child is given an education that is of the head, heart and hands.

We strive to develop confident, happy students who progress spiritually, academically and socially, whatever their starting point; to educate the whole person; to build on prior stages of learning; for students to become successful learners who are prepared for the future, who know they are unique, who know their own worth and are kind, charitable, empathetic and aware. We work with parents, carers and pupils to develop young people who are resilient and optimistic (who use and are reminded to use growth mindset when work is challenging).

We want our students to become independent learners, who are critical in their thinking, informed in their choices and confident in their ability to succeed in the modern world, who are respectful and tolerant, focused and confident and who strive for the best. In addition to their academic lives, we also want our students to benefit from extra-curricular experiences in the arts, sport and culture which will help them feel part of the school community and enable them to become well rounded balanced adults. We want our students to be confident, reflective; literate, articulate, numerate, analytical, creative, team workers, problem solvers, active and healthy; digitally literate and 'savvy' about e-safety; and appreciative of the wider environment, of culture and of history.

All students receive lessons in religious education, and our Catholic identity and spiritual life are reflected in all areas of our school.

Our Mission

Our mission is to provide a rigorous and broad education within the context of a Christian environment. An understanding of the Roman Catholic faith, in line with the Gospel message, underpins the whole work of the school.

Our main aim is to develop the self-esteem, dignity and respect of all members of the community by concentrating on each person's infinite worth in the eyes of God. Our school's Christian ethos underpins all its work and provides all members of the school community with a safe and happy learning environment.

All students receive lessons in religious education, and our Catholic identity and spiritual life are reflected in all areas of our school. We join together in prayer three times a day; students participate in services of reconciliation during Lent as well as in liturgies prior to Christmas and Easter. In every key stage, students take part in days of reflection and retreat held outside school. The whole school community celebrates Masses in the Autumn term and on the feast of St Peter and Paul. Our Chaplain supports both students and staff, liaises with local clergy, and organises a wide range of activities.

Our charity work demonstrates our willingness to help others outside the school community, whether locally, nationally or internationally. Students and staff participate in a wide range of charitable events and fund-raising activities and support CAFOD in its efforts to relieve poverty in the developing world which also educates our students.

Our **ROCK** award underpins the work of the whole school: through **Respect, Optimism & Kindness** we build a strong **Community**.

Our staff are very important to us and the welfare of teachers and support staff is paramount in our planning. We place wellbeing at the centre of our decision-making so that teachers are happy to come to work and feel supported in their role.

Job Description

The Core Purpose of the Principal

The core purpose of the Principal is to provide professional leadership and management of the school. This will promote a secure foundation from which to achieve high standards in all areas of the school's work. To enhance this, the Principal must establish high quality education by effectively managing teaching and learning and using personalised learning to realise the potential of all pupils. The Principal must establish a culture that promotes excellence, equality and high expectations of all pupils – this will include ensuring that religious education is in accordance with the teachings, doctrines, discipline and general and particular norms of the Catholic church.

The Principal is expected to demonstrate consistently high standards of principled and professional conduct inspired by Christ and His beatitudes 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*. In addition, the Principal will uphold and demonstrate the Seven Principles of Public Life (known as Nolan principles) at all times: *selflessness, integrity, objectivity, accountability, openness, honesty and leadership*.

The Principal, accountable to the Board of Governors and working with the Little Way Catholic Educational Trust (LWCET), will be expected to meet the teacher's standards and be responsible for providing the conditions for all staff to fulfil them. The Principal, working with others, is responsible for evaluating the school's performance to identify the priorities for continuous improvement and raising standards; ensuring equality of opportunity for all; developing policies and practices; ensuring that resources are efficiently and effectively used to achieve the school's aims and objectives and for the day-to-day management, organisation and administration of the school.

(Based on the National Standards for Headteachers 2020)

Culture and Ethos

The Principal will:

1. Recognise the authority of the bishop in relation to the provision of education; establish and sustain a Christ centred vision embodied in the school's Catholic mission, ethos and strategic direction in partnership with the Governing Board, Little Way Catholic Educational Trust (LWCET), school community and Diocese.
2. Create a Christ inspired culture where pupils experience a positive and enriching school life enabling them to flourish.
3. Communicate compellingly the school's vision and drive the strategic leadership, empowering all pupils and staff to excel thus ensuring a culture of high staff professionalism with due consideration for well-being and rooted in mutual respect, subsidiarity and the pursuit of excellence.
4. 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.
5. Uphold ambitious educational standards which reflect the distinctive characteristics of Catholic education, and which prepare pupils from all backgrounds for their next phase of education and life.
6. Lead by example, providing inspiration and motivation for pupils and staff; and with integrity, creativity, resilience, and clarity, drawing on their scholarship, expertise and skills and that of those around them.

Curriculum, Teaching and Behaviour

The Principal will:

1. Demand ambitious standards of achievement and attendance for all pupils, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on pupils' outcomes. Ensure high quality personal, social, health education and citizenship in accordance with the teachings and doctrines of the Catholic Church. Ensure quality provision for pupils' spiritual, moral, social and cultural education in line with the distinctive Catholic nature, purpose and aims of the school.

2. Ensure a broad, structured and coherent curriculum entitlement within the context of the National Curriculum and rooted in the distinctive characteristics of Catholic education which sets out the knowledge, skills, values and virtues that will be taught.
3. Establish effective curricula leadership, developing subject leaders with high levels of relevant expertise with access to professional and Diocesan networks and communities. Identify emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning. Hold all staff to account for their professional conduct and practice.
4. Secure excellent teaching through an analytical understanding of how pupils learn and of the core features of successful classroom practice and curriculum design, leading to rich curriculum opportunities and pupils' well-being, taking full account of the school's Catholic foundation.
5. 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. 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.
6. 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.

Organisational effectiveness including (Partnership, Governance and Accountability)

The Principal will:

1. Ensure that the school's systems, organisation and processes are well-considered, efficient and fit for purpose, upholding the principles of transparency, integrity and probity within the Catholic context. Ensure arrangements for the daily Act of Collective Worship and the spiritual life of the school. Ensure the diocesan policy for Religious Education is fulfilled.
2. Provide a safe, calm and well-ordered environment for all pupils and staff, focused on safeguarding pupils and developing their exemplary behaviour in school and in the wider society.
3. 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.
4. Distribute leadership throughout the organisation, trusting and forging teams of colleagues who have distinct roles and responsibilities and hold each other to account for their decision making.
5. 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.
6. Create an outward-facing school which works with other schools, organisations and the local community, in a climate of mutual challenge and support, to champion best practice and secure excellent achievements for all pupils. Build a school culture and curriculum based on Gospel values, the teaching of Jesus Christ and the Catholic Church, which takes account of the richness and diversity of the school's communities.
7. Ensure rigorous approaches to identifying, managing and mitigating risk; establish and enhance strong governance and controls in the management of pupils' behaviours in and around school.

Person Specification

Factor		Essential	Desirable
Faith Commitment	A practising Catholic	*	
	Secure understanding of the distinctive nature of Catholic education	*	
	Understanding of the leadership role in spiritual development of pupils and staff	*	
	Experience of leading school worship and ways of developing religious education and worship	*	
	A commitment to strategic thinking and planning that builds, communicates and carries forward a coherent understanding and shared vision of the Catholic ethos of the school	*	
	Has completed a Catholic leadership programme or equivalent or has a commitment to do so		*
Qualifications	Qualified teacher status	*	
	First degree or equivalent	*	
	NPQH or equivalent		*
	Higher degree or equivalent		*
	Safer recruitment in education		*
	Qualification in Catholic teaching or leadership e.g. CCRS, MA in Catholic Education		*
Professional Development	Evidence of appropriate professional development for the role of headteacher	*	
	Evidence of professional development relating to Catholic ethos, mission and religious education	*	
	Evidence of recent leadership and management professional development	*	
	Evidence of working with other schools/organisations/agencies	*	
	Evidence of appropriate safeguarding training at senior leadership level		*

Factor		Essential	Desirable
School Leadership and Management experience	Ability to articulate and share a vision for education within the context and mission of a Catholic school	*	
	Ability to inspire and motivate staff, pupils, parents and the board to achieve the aims of Catholic education	*	
	Recent successful leadership as a principal/headteacher		*
	Recent significant and successful leadership as a deputy headteacher or senior vice principal	*	
	Evidence of successfully leading school improvement	*	
	Evidence of the application of strategies to review, implement, evaluate and improve teaching and learning	*	
	Experience or awareness of developing a well-being culture for all staff and pupils	*	
	An inclusive leader who understands and knowledge and experience of working with children with SEN and is able to cater for the needs of all pupils	*	
	Experience of curriculum leadership and development	*	
	Experience of working constructively with parents	*	
	Experience of monitoring staff performance	*	
	Experience of guiding, coaching, mentoring or training individuals or teams	*	
	Experience of managing organisational change		*
	An understanding of the relationship between the principal and the board in a Catholic school	*	
	Thorough knowledge and understanding of current educational issues	*	
Experience and knowledge of teaching	Secure understanding of the requirements of the Religious Education Curriculum Directory and the National Curriculum	*	
	Secure knowledge of statutory requirements relating to the curriculum and assessment	*	
	Display commitment to the protection and safeguarding of children and young people, showing an awareness of legislation and working with other agencies where appropriate	*	
	Experience of providing professional challenge and support to others through the performance management process	*	
	Able to effectively use data and assessment to raise standards and or address weaknesses	*	
	Able to exemplify how the needs of all pupils (SEND, AEN, AGT, EAL, GRT) have been met through high quality teaching	*	
Professional Attributes	To have excellent written and oral communication skills (which will be assessed at all stages of the process)	*	
	Be able to demonstrate an understanding, awareness and empathy for the needs of the pupils at the school and how these could be met	*	
	Be able to demonstrate a clear rationale for behaviour management and a proven track record of the effective implementation of a range of behaviour management strategies	*	

Factor		Essential	Desirable
Professional Skills	<p>The Principal is expected to have a good knowledge and understanding of the National Standards for Headteachers (2020) upon which the job description is based and be willing to work towards the achievement of these standards. In addition, the Principal will be expected to work with the Governing Board and the appointed school improvement partner (SIP) in setting annual objectives within the framework of these standards.</p> <p>In particular, applicants are expected to structure their supporting statement under the headings used in the job description:</p> <ul style="list-style-type: none"> • Culture and Ethos • Curriculum, Teaching and Behaviour • Organisational effectiveness including (Partnership, Governance and Accountability) 	*	
Professional Qualities	A faith-filled, inspirational leader who leads a Catholic community with integrity, authentically living the school's mission and exemplifying its ROCK values	*	
	A proven school leader with a strong track record of driving improvement, including raising outcomes for disadvantaged students and leading sustained, positive change	*	
	A leader who is firm and consistent on discipline, with experience of addressing extreme behaviours, while maintaining dignity and respect for all	*	
	Someone who builds trust through visibility, approachability, and fairness, valuing every member of staff and actively recognising achievement to raise morale	*	
	A collaborative leader who empowers and trusts senior leaders, capable of implementing clear structures, long-term planning, and cross-curricular approaches that reduce staff workload	*	
	A dynamic forward-facing Principal with a clear, compelling vision and the ability to communicate it effectively, securing trust, and confidently promoting the school and celebrating success within the wider community	*	
	Uphold the 7 Nolan principles of public life	*	

Safeguarding Recruitment Statement

St Peter's Catholic High School is committed to safeguarding and promoting the welfare of children. Successful candidates will be required to complete a satisfactory enhanced Disclosure and Barring Service clearance.

It is an offence to apply for a role if an applicant is barred from engaging in regulated activity relevant to children.



Recruitment process:

1. Application Process

Please send your completed Application Form and supporting Statement via Eteach
Closing date: **3rd February 2026 at midday**

2. Shortlisting

Shortlisting will be finalised on 5th February. Shortlisted candidates will then be invited by email to attend an interview. References will be taken up after shortlisting.

3. Interview Process

Interviews will be held on the following dates: - **5th & 6th March 2026**

4. Taking up post

The successful candidate will take up post on **1st September 2026**

School contacts:

Telephone: 01452 520594

Email: recruitment@sphs.uk.com

Practising Catholic Statement

The Bishops' Conference requires that Head teacher posts are reserved for "practising Catholics". Bishop Declan's definition of what it means to be 'practising Catholic' for recruitment purposes is:

'a person is a practising Catholic if they strive to live according to the teachings and doctrines of the church keeping the Church's precept of attending Mass on Sundays and Holy Days of Obligation, try to witness by their lives to the reality of Christ's presence amongst us and try to ensure there is no dichotomy between what they profess and how they live.'

Safeguarding Recruitment Statement

St Peter's Catholic High School is committed to safeguarding and promoting the welfare of children. Successful candidates will be required to complete a satisfactory enhanced Disclosure and Barring Service clearance.

Visiting the school:

You are very welcome to visit the school. Please contact KThompson via KThompson@sphs.uk.com to arrange an appointment.

www.stpetershighschool.org.uk