



ST TERESA
of **CALCUTTA**
Catholic Academy Trust



DIOCESE of **SALFORD**

Senior Regional Performance Officer

Applicant Information Pack



MAKE CHRIST *known*;
MAKING LIVES *better*



Welcome from the CEO

On behalf of St Teresa of Calcutta Catholic Academy Trust, I would like to thank you for your interest in the post of Senior Regional Performance Officer.

Our Trust Mission is simple, it is to make Christ known, and ensure we are making lives better for our communities, our children and young people and all of our stakeholders. We model our work on the example of service set by St Teresa.

We are part of the Diocese of Salford and our schools span the local areas of Bolton, Bury, Rochdale, Salford and Wigan. Our Trust began in 2017, and we currently comprise twenty-one schools: seventeen primary and four secondary. By the end of the calendar year we expect to have a further three schools join us on our journey. Over the coming months and years, and as part of Bishop John Arnold's vision for his Diocese, more Catholic schools will join us.

It is an increasingly exciting time for our Trust. We are fortunate to have committed and talented Headteachers leading each of our schools, and we are building a strong collaborative culture across our schools. It is only together, using our resources and talents, that we make a difference to all our children and young people, regardless of their location.

We have worked incredibly hard to align our organisation into four critical functions, finance, information, performance and operations. We are now seeking an individual to join our performance function and continue to support and challenge our school leaders to further improve outcomes for all our pupils.

This is a role with great scope and great potential, our children and young people cannot learn, progress and be successful if they are not receiving well designed curricular, excellent teaching and effective assessment. I would suggest all potential candidates take some time to review our Trust website, so they get a sense of the organisation we are going to build together. Please do take the time to review the job description and person specification.

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

Yours faithfully

A handwritten signature in black ink, appearing to read 'CFoley'.

Chris Foley
Catholic Senior Executive Leader (CEO)





About the Trust

Our Trust began in 2017, and we currently comprise sixteen schools: sixteen primary and four secondary. By the end of the calendar year we expect to have a further three schools join us on our journey. Over the coming months and years, and as part of Bishop John Arnold's vision for his Diocese, more Catholic schools will join us.

We are part of the Diocese of Salford, and our schools span the local areas of Bolton, Bury, Rochdale, Salford and Wigan.

Our curriculum principles:

- Our Curriculum must be grounded in the Gospel and give our children and young people the skills and determination to make Christ known and transform society. It must provide opportunities for worship and celebration.
- Our Curriculum must nourish the whole person and deliver for all the opportunity that will make lives better.
- As a Catholic school 10% of curriculum time (scheduled/timetabled teaching time) must be devoted to the teaching of Religious Education. This must follow the expectations as laid out in the Religious Education Curriculum Directory.
- Our Catholic schools must fulfil statutory responsibilities to deliver RSE, PSHE and other provision, such as the Prevent duties.
- Our Catholic schools must deliver a curriculum that is at the very least as ambitious as the National Curriculum and ensure that pupils across the key stages receive provision they are entitled to in all subjects.
- Our Catholic schools' Curriculum Intents must be designed with the local context, and the community they serve in mind.
- Our Catholic schools must share their curriculum thinking, planning and development to benefit all children and young people who are educated across STOC.



About the role

Thank you for your interest in joining St Teresa of Calcutta Catholic Academy Trust (STOCCAT). As we continue to expand, we remain committed to our mission of "Making Christ Known" and are dedicated to the work of transforming lives and communities through the power of education.

As a Senior Regional Performance Officer, you will be a key strategic leader within the Trust, reporting directly to the Chief Performance Officer. You will lead a team of Primary Regional Performance Officers (RPOs), providing oversight, direction and professional guidance to ensure a consistent and high-impact approach to school improvement across the primary phase. Working alongside headteachers, senior leaders, Designated Safeguarding Leads (DSLs), and curriculum leads, you will deliver the Trust's school improvement strategy in alignment with national priorities.

Core responsibilities include leading and quality-assuring the annual standards review process, conducting in-depth data analysis, school visits, and ensuring schools are Ofsted and Catholic School Inspection (CSI) ready. You will act as a performance appraiser for designated headteachers, oversee safeguarding audits, and drive the development and implementation of a Trust-wide curriculum strategy rooted in our Catholic values. The role also involves identifying schools requiring targeted support, leading bespoke intervention plans, mentoring and coaching senior leaders, delivering Trust-wide CPD, and facilitating peer reviews and cross-academy collaboration.

You will analyse key performance indicators—attendance, behaviour, attainment, and progress—to inform strategic decision-making and provide reports to the Executive Team and Trust Board. This high-profile role also involves representing the Trust at regional and national forums, influencing wider education policy and sharing best practice. Regular travel across the Trust is essential.

We invite you to join us on this journey and help us continue our mission of improving lives and fulfilling our promise to make Christ's love known in all that we do. If you share our vision and possess the experience and drive to make a lasting impact, we would be delighted to consider your application.





We are looking for an individual who:

- Possesses substantial experience in school performance improvement, either as a deputy headteacher/senior leader and/or through roles with
- Ofsted.
- Is committed to strategic planning and thinking, driving a cohesive vision aligned with our Catholic values.
- Is a seasoned leader with a proven track record of accelerating progress and raising standards in secondary education.
- Demonstrates the ability to build strong cultures of continuous improvement.
- Can effectively evaluate school performance and leverage extensive knowledge to close gaps and uplift outcomes for vulnerable students.
- Can inspire and lead complex changes across schools, fostering collaboration and high expectations.

We can offer:

- A chance to join a progressive and innovative Performance team.
- The opportunity to influence school improvement across multiple Catholic secondary schools within our Trust.
- A caring and engaged community of stakeholders.
- Strong support from our Central Team and Trust Board, committed to your success.
- Professional and spiritual development opportunities supported by the Trust and the Diocese.
- Access to robust collaborative networks at the local and borough levels.
- Employer contributions to the Teachers Pension Scheme.



Job Description

Post:	Senior Regional Performance Officer (Primary)
Pay Scale:	Leadership Scale (L27-29)
Responsible to:	Chief Performance Officer
Main Location:	STOC Head Office, with travel across the Trust

Main Duties

- Deliver the Trust's school improvement strategy across the primary phase, ensuring alignment with Trust and national priorities.
- Lead, coordinate and quality assure the annual standards review process, including data analysis, school visits, and evidence evaluation.
- Act as the delegated performance appraiser for primary headteachers, setting rigorous objectives and evaluating performance outcomes.
- Ensure that all schools are Ofsted and CSI inspection-ready by leading mock inspections, safeguarding reviews, and documentation audits.
- Provide strategic and operational support to schools on curriculum design, subject leadership development and teaching quality improvement.
- Develop and lead the implementation of the Trust-wide Primary Curriculum Strategy that reflects our Catholic values and is responsive to local context.
- Identify schools requiring intensive support and lead bespoke intervention plans to improve teaching, learning and pupil outcomes.
- Mentor and coach senior leaders, DSLs and curriculum leads, with a focus on leadership development, talent identification and succession planning.
- Design and deliver Trust-wide CPD and professional learning networks, based on research and school priorities.
- Lead peer-to-peer school reviews and establish collaborative improvement partnerships across academies.
- Analyse and interpret data across all key performance indicators (attendance, behaviour, attainment, progress) to support evidence-based decisions.
- Collaborate with Headteachers and DSLs to ensure robust safeguarding practices and policies are embedded and regularly reviewed.
- Build strategic partnerships with external agencies including the Diocese, local authorities, education providers and MATs to enhance school improvement.
- Represent the Trust in regional and national forums, sharing best practice and influencing wider education policy where relevant.
- Support the Chief Performance Officer with the collation of reports and presentation of performance evidence to the Executive Team and Trust Board.

Professional standards and development

- Act as an ambassador for the Trust locally, regionally and nationally, promoting the ethos and values of the Trust at all times.
- Take responsibility for and participating in continuing professional development.



- Be a role model to students through appropriate personal presentation and professional conduct.
- Support all the School's policies and ethos.
- Establish effective working relationships with professional colleagues both in school and as part of the school's learning community and network.
- Responsible for the health, safety and welfare of self and colleagues in accordance with the School's Health and Safety policies and procedures and current legislation.
- Reflect on own professional practice.
- Take responsibility for and participating in continuing professional development.

Continuing professional development and formation

- Undertake any necessary professional development as identified, taking full advantage of any relevant training and development available.
- Maintain a professional portfolio of evidence to support the Performance Management/Appraisal process - evaluating and improving your own practice.
- Sustain wide, current knowledge and understanding of education and school systems locally, nationally and globally, and pursue continuous professional development that reflects the needs of a Catholic school.

General Responsibilities

- Articulate clear Catholic values and moral purpose focused on providing a world-class education for the pupils they serve and reflecting the Catholic foundation of the school.
- Demonstrate optimistic personal behaviour, positive relationships and attributes towards school leaders, their staff and their communities and lead by example, with integrity, creativity, resilience, and clarity, drawing on their scholarship, expertise and skills and that of those around them.
- Attend and participate in staff meetings, training, and briefings as appropriate.
- Be aware of, and comply with all Trust policies and procedures, particularly those relating to child protection, health, safety and security, financial management, confidentiality, and data protection.
- Contribute to the overall ethos, work, and aims of the Trust.
- Commitment to the principle of working collaboratively with other schools within the St Teresa of Calcutta Catholic Academy Trust.



These duties are neither exclusive nor exhaustive, and the postholder will be required to undertake other duties and responsibilities, which the Trust may determine. Please note that the successful applicant will be required to comply with all Trust Policies.

The Trust is committed to the safeguarding and promotion of the welfare of all children and young people in our care. Applicants must be willing to undergo an enhanced Disclosure and Barring Service check and overseas police checks (where applicable). Please see STOC's Safeguarding and Recruitment Policies for further details. All staff have a key role and responsibility in this area and will be subject to an Enhanced Disclosure check. An online search will be performed on all shortlisted applicants in accordance with the Trust's safeguarding procedures and Keeping Children Safe in Education statutory guidance.

It is the practice of this Trust to periodically examine employees' job descriptions and to update them to ensure that they relate to jobs as they are being performed, or to incorporate whatever changes are being proposed. It is the Trust's aim to reach agreement on any alterations.

The Trust is committed to welcoming individuals regardless of age, disability, ethnicity, faith, gender identity, sexual orientation, marital status or socio-economic background or whether you are pregnant or on maternity, adoption, parental or other family leave. We welcome applicants from all communities and from people that identify with those characteristics.

Person Specification		
Key E Essential, R References, I Interview, C Certificate, D Desirable, A Application		
	Essential / desirable	Evidence
Qualifications		
Qualified Teacher Status (QTS)	Essential	A/I/C
Degree	Essential	A/I/C
NPQEL or equivalent leadership qualification	Essential	A/I/C
Designated Safeguarding Lead (DSL)	Desirable	A/I/C
Evidence of sustained Continuous Professional Development (CPD)	Essential	A/I
Knowledge & Experience		
Experience as a successful headteacher	Essential	A/I
In-depth knowledge of Ofsted and CSI inspection frameworks and how they are applied to schools	Essential	A/I
Experience leading school improvement across multiple schools	Essential	A/I
Experience of monitoring school performance in other schools	Essential	A/I
Experience in holding senior leaders to account	Essential	A/I/R
Knowledge and understanding of research-led teaching, ITT, CPD and Safeguarding strategies	Essential	A/I



Experience as an Ofsted or CSI inspector	Desirable	A/I
Track record in building improvement cultures and partnerships	Essential	A/I
Experience of contributing to Ofsted inspections with a Safeguarding lens	Desirable	A/I
Experience of providing professional challenge and support to senior leaders in other schools	Essential	A/I
Experience of building effective partnerships and networks to maximise opportunities for improvement	Desirable	A/I
Knowledge of experience of Initial Teacher Training and CPD strategies	Essential	A/I
Technical Skills & Ability		
Outstanding communication and leadership skills	Essential	A/I
Strong analytical and strategic thinking	Essential	A/I
Excellent interpersonal, negotiation and influencing skills	Essential	A/I
Able to manage complex priorities under pressure and to deadlines	Essential	A/I
Skilled in coaching, mentoring and facilitating collaboration	Essential	A/I
High level of IT literacy and the ability to use data to inform strategic decisions	Essential	A/I
Excellent oral and written communication skills	Essential	A/I
Flexible, adaptable and able to work in a fast-moving, dynamic environment	Essential	A/I
Special working conditions		
Committed to Catholic education and the Trust's mission and values	Essential	A/I
Personal characteristics		
Resilient, optimistic and solutions-focused	Essential	A/I/R
Approachable, honest and reflective	Essential	A/I/R
Able to model high standards and professional integrity	Essential	A/I/R
Flexible and dedicated approach to work; adaptable to the needs of a growing Trust	Essential	A/I/R
Innovative and creative	Essential	A/I/R
Commitment to Safeguarding and protecting the welfare of children and young people	Essential	A/I/R
Commitment to equality and diversity	Essential	A/I
Commitment to good attendance at work	Essential	A/I/R



Commitment to continuing professional development	Essential	A/I/R
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How to apply

The closing date for this position is: 16 June 2025

Shortlisting will take place on: TBC

Interviews will be held on: TBC

Applicants are strongly encouraged to arrange a conversation with the Chief Performance Officer and visit the central office to discuss this role. Initial contact should be made by email to admin@stoccat.org.uk.

St Teresa of Calcutta is committed to the safeguarding and promotion of the welfare of all children and young people in our care and expects all staff to share this commitment. Appointment is subject to a satisfactory enhanced disclosure from the Disclosure and Barring Service.

