



APPLICANT PACK

# Deputy Headteacher

*St Clare's Catholic Primary School, Acklam, Middlesbrough*



# Letter to Applicants

Dear applicant,

We are delighted you have shown an interest in the role of Deputy Headteacher at St Clare's Catholic Primary School.

The Trust is looking to attract a Deputy Headteacher for St Clare's Catholic Primary School of the highest calibre. The successful candidate must have the desire to lead on improving the quality of teaching, learning and all round educational provision at the School.



This is an exciting role for exceptional candidates with the drive to lead and to enhance standards within St Clare's. Although we are a large Trust, we are a relatively young Trust, created in 2018. Therefore, you will be at the heart of transformational change Trust wide. Your appointment will enable you to contribute to wider Trust development. This is why the position is exciting. We have made outstanding appointments in the last 8 months both within our schools at a senior level and within the Trust central team. You will join this dynamic group of school leaders who are leading the way to ensure the education we offer is the best it can be. You will be part of this exciting team to help change the lives of the young people we serve.

We are looking for a leader who can inspire others and demonstrate a record of delivering high pupil outcomes. You must have experience and a strong background in successful school leadership. We are also looking for a leader who can adapt and be flexible with any challenges they may face.

In this role, you will be able to demonstrate your experience of implementing a range of effective improvement strategies to deliver positive outcomes and lasting impact. This is a wonderful opportunity for individuals with the expertise to lead and influence change in a positive, collaborative way and the flexibility to model good practice in schools. You will have the diplomacy and versatility to build connections with a wide range of stakeholders. You will benefit from access to nationally leading CPD programmes through the Trust.

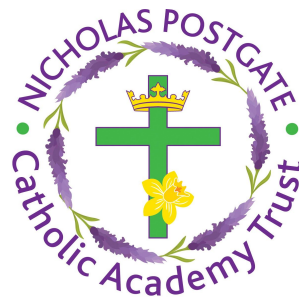
### **How will your role benefit the Trust?**

As Deputy Headteacher at St Clare's, you will play a vital part in determining, leading and refining the quality of education. As well as leading the strategic direction you will ensure the school staff adopt best teaching practice, you will also support the work of the Trust by providing direct and active support in addressing specific challenges in school. This combination of strategy and practice makes for a role which is rewarding as it is diverse.

If your experience, energy, personal qualities and values support ours, then we look forward to receiving your application.

### **Hugh Hegarty CEO**

NPQH | MSc | PGCCGC | BEd Hons | CTC



*Forming lives ready to face the future*

## Why work for us?

**The Nicholas Postgate Catholic Academy Trust family of 23 primary schools, four secondary schools, a sixth form and teaching school promotes the dignity, self-esteem and development of every one of our pupils and staff.**

Situated in Teesside and North Yorkshire, within the northern area of the Roman Catholic Diocese of Middlesbrough, our schools offer high-quality education, with a curriculum that meets requirements of our young people and gives them every opportunity to succeed in adult life.

We are dedicated to academic excellence and the spiritual, physical and moral development of all our 9,000 pupils, as well as the ongoing development and fulfilment of every one of our 1,000-plus staff.

Our Trust is a faith-based community. We provide modern facilities and a safe and secure environment that reflects and supports family values, where standards of behaviour are excellent and parental engagement and collaboration is central to our success.

Learning takes place in an atmosphere inspired by the spirit of Jesus Christ, in which his commandment to love God and neighbour nurtures a caring ethos that is expressed in relationships within and beyond our schools.

We are inclusive and are respectful of and engage with people of all beliefs, encouraging a culture of tolerance where people of diverse identities are recognised, welcomed, respected and cherished.

We seek to make a difference to the lives of all groups of children, working to ensure especially that the most vulnerable in our society are not disadvantaged.

Each school aspires for excellence and is on a journey of continual year-on-year improvement. They work in partnership with families and parishes to promote strong, positive links and have clear strategic aims built on our mission and values.

We:

- Celebrate and share the practice of our outstanding schools, leaders and teachers
- Are committed to excellent governance that challenges, supports and holds to account
- Have strong leadership at all levels
- Ensure our pupils receive outstanding teaching
- Offer a wide range of curricular and extracurricular experiences
- Develop parents and carers as active partners in their child's progress.

We are building a Trust where every child is at the heart of everything we do, where every child is valued, where every family is supported and where every aspiration and every dream can be realised.

*“True education enables us to love life and opens us to the fullness of life”*

**– Pope Francis**



# Proud to Serve Teesside and North Yorkshire



**The area we serve is one of the friendliest and most beautiful places you could choose to live and work in.**

With an international reputation for innovation and an exciting mix of modern, cosmopolitan and historic culture, the region includes vibrant cities, quaint villages, an outstanding coastline and stunning countryside. Here are just a few reasons you should live here:

## **Affordable homes**

We have some of the lowest house prices in the UK, with an average North-East house price of just £132,769, compared to £250,677 in England as a whole (September 2019 figures).

### Friendly people

We are famous for our friendliness and hospitality. Wherever you go, you'll always find a warm welcome and ready smile.

### Arts and culture

Museums and galleries include Middlesbrough Institute of Modern Art (mima), the Captain Cook Birthplace Museum, the Dorman Museum, with its collection of Christopher Dresser-designed Linthorpe Pottery, and Kirkleatham Museum, home to the superb Anglo-Saxon princess treasure exhibition.

### Entertainment and leisure

The region boasts large venues, international music festivals, Michelin star restaurants and a vibrant nightlife. It is home to Middlesbrough Football Club and countless grassroots clubs for adults and children, cricket and rugby teams and world-class golf courses. Our coastline offers diving, sailing and some of the world's best surfing at Saltburn and you can enjoy watersports at Tees Barrage International White Water Course.

### Outstanding countryside

We have some of the best countryside you'll find anywhere in the UK, including the stunning North York Moors and Dales. Even if you choose to live in one of our larger towns you can always be in the countryside or by the sea in less than half an hour.

### Excellence in education

The region boasts many great schools, including four NPCAT primaries that were named in the *Sunday Times* top 250, and Teesside University is also based in Middlesbrough. Famous people educated in NPCAT schools include musicians Chris Rea and Paul Rodgers, Middlesbrough MP Andy McDonald and Mayor Andy Preston, government advisor Sir Martin Narey, impressionist Kevin Connolly, TV personality Chris Kamara, Middlesbrough FC chairman Steve Gibson and Keith Houchen, who scored in the 1987 FA Cup final.

### Strong transport links

Teesside International Airport has three daily flights to Amsterdam operated by KLM, allowing easy connection to anywhere in the world, while Leeds-Bradford and Newcastle airports are also close by and we have excellent rail and road links to the rest of the country.



# The Diocese of Middlesbrough

**NPCAT is one of three multi-academy Trusts responsible for the running of schools within the Roman Catholic Diocese of Middlesbrough.**

The diocese was founded on December 20 1878 when the Diocese of Beverley, which had covered all of Yorkshire, was divided.

Today, the diocese covers an area of 4,000 sq km in the historic counties of North Yorkshire and the East Riding of Yorkshire, together with the city of York.

Bishop of Middlesbrough the Rt Rev Bishop Terence Patrick Draney provides Catholic schools:

- To help him as first educator of the diocese in his mission of making Christ known to all people
- To support parents who at their child's baptism accepted the responsibility of raising their child in the Catholic faith
- To be at a service to their local church, parish and Christian home and to ensure our children give such service to the wider society.

NPCAT is responsible for schools in the boroughs of Middlesbrough, Redcar & Cleveland and parts of Stockton and the county of North Yorkshire.

It is our mission to contribute to the creation of a society that is highly educated, skilled and cultured.

Our schools must educate the whole child, ensuring they develop spiritually and also achieve their full academic potential.



We see parish and school partnership as fundamental to the missionary role of Catholic education.

Each school has a central place in parish life and where a school serves more than one parish, chaplaincy work in school ensures that the appropriate steps are taken to have equal engagement across them all.

We ensure our schools come together to celebrate Mass, with the highlight of the year being the annual celebrations on feast days.

We also come together as a Trust for carol services at St Mary's Cathedral in Middlesbrough during Advent.

Our schools serve the following parishes:

Brotton, St Anthony of Padua  
Guisborough, St Paulinus  
Ingleby Barwick, St Thérèse of Lisieux  
Loftus, St Joseph and Cuthbert  
Marske-by-the-Sea, St Bede  
Middlesbrough, Corpus Christi  
Middlesbrough, Holy Name  
Middlesbrough, St Clare of Assisi  
Middlesbrough, St Francis of Assisi  
Middlesbrough, St Joseph  
Middlesbrough, St Mary's Cathedral  
Middlesbrough, St Patrick (Sacred Heart)  
Middlesbrough, St Thomas More  
North Ormesby, St Alphonsus  
Nunthorpe, St Bernadette  
Ormesby, St Gabriel  
Redcar, Blessed Nicholas Postgate (Sacred Heart & St Augustine)  
Saltburn, Our Lady of Lourdes  
Staithes, Our Lady Star of the Sea  
Teesville, St Andrew's Parish  
Thirsk, All Saints  
Thornaby, Christ The King  
Thornaby, St Patrick  
Yarm, St Mary and Romauld

# Employee Benefits and Wellbeing



**NPCAT recognises the importance of staff welfare and a managed workload and this is reflected in the way we treat our people.**

As a responsible and caring employer, we appreciate and value each of our staff. Their holistic health and wellbeing are vital to enabling all of us to maintain the optimum work-life balance.

We see exceptional staff welfare as an essential element towards enabling us to develop a rich, nurturing climate for learning across all our schools.

We offer a broad package of emotional and practical support to our colleagues.

We are clear about our expectations of employees and offer a positive, transparent and supportive working culture in return.

**We offer:**

- Competitive pay
- Defined benefit pensions
- Performance-related pay progression and recognition of additional responsibilities
- Annual cost of living adjustment
- On-site parking at our school premises
- Support with parking and subsistence costs where appropriate.

**Additional benefits include access to:**

- Everybody Benefits discount and reward platform
- Health Cash Plan
- Cycle2Work scheme
- Corporate offers at the five-star Rockliffe Hall Hotel, Golf and Spa in County Durham

NPCAT is committed to equality of opportunity and will not tolerate any harassment, intimidation, discrimination or victimisation.

We encourage staff to undertake training and development and to explore new challenges within the Trust wherever appropriate.

# Training, Development and Progression



**We offer a comprehensive training package that caters for all staff from future Initial Teacher Training pupils through to chief executive officer, as well as non-teaching staff.**

This is delivered via our partnerships with national continuous professional development (CPD) trainers such as the Ambition Institute.

Our evolving team of standards advisers support school leaders in providing individually tailored coaching and mentoring.

We also offer a range of appropriate courses for staff in a variety of roles, including business and school administrators, teaching assistants and pastoral support staff.

Early career teachers benefit from a comprehensive professional development programme delivered in collaboration with the Ambition Institute.

A combination of face to face and remote sessions involving online training videos and materials cover the range of competencies in the Early Career Framework.

Teachers with between two and four years' experience currently have access to the Accelerate Programme, a Department for Education sponsored development course covering key aspects of pedagogy.

Aspiring middle leaders and aspiring senior leaders engage in National Professional Qualification for Middle Leadership (NPQML) and National Professional Qualification for Senior Leadership (NPQSL) courses through Inspiring Leader.

Leaders currently in post engage with the Ambition Institute on, for example, Excellent Middle Leaders Courses or School Curriculum Leadership.

Aspiring headteachers undertake National Professional Qualification for Headship (NPQH) and existing headteachers can continue to progress through their National Professional Qualification for Executive Leadership (NPQEL) qualification.

Teaching assistants can benefit from full and comprehensive training courses delivered by our own St Clare's Catholic Primary Teaching School in Middlesbrough.

All staff can access training relevant to current needs, through partnerships with organisations such as the Research School's Network and Leeds Carnegie Centre of Excellence for Mental Health.

In addition to face to face sessions, staff at all levels can undertake accredited courses from Level 1 upwards covering bespoke topics specific to their roles, such as Understanding Autism and Managing Challenging Behaviour.

Central Services and business and administrative staff receive training on key aspects of their roles identified in conjunction with their team leaders.



# Job Advert

<b>Required:</b>	January 2021
<b>Salary:</b>	L5 - L9
<b>Hours:</b>	Full Time
<b>Contract Type:</b>	Permanent
<b>Location:</b>	St Clare's Catholic Primary School, Acklam, Middlesbrough, TS5 8RZ
<b>Responsible to:</b>	Headteacher

St Clare's Catholic Primary School lies at the heart of the local community in Acklam, Middlesbrough. St Clare's is proud to be a Teaching School offering quality professional development, school to school support and is also an Appropriate Body for NQTs.

The mission of St Clare's Catholic Primary School is to develop each member of our community so that everyone can reach their full potential in the light of the teachings of Christ. Our school motto is 'Walk In The Light' and we strive to ensure that this is at the heart of everything we do.

St Clare's Catholic Primary School is part of the Nicholas Postgate Catholic Academy Trust, a family of 27 schools, 4 of which are secondary, a sixth form college and a Teaching School. With more than 9,000 pupils and over 1000 staff, the Trust is now the North East's largest Catholic Trust and the second largest Catholic Multi Academy Trust in the UK.

Number of pupils on roll: 225

## We offer:

- A Christ centered school with supportive staff, parents and governors;
- A school which exhibits very high standards in all areas of pupil achievement supported by a strong Catholic ethos, with gospel values at its heart, which permeates all aspects of school life;
- A dedicated, talented and professional team who are highly committed to improving outcomes;
- Friendly, hardworking pupils who enjoy learning and achieving success;

- An inclusive school with a warm, nurturing Christian ethos through our close partnership with families, the parish and wider community;
- Excellent opportunities for continuing professional development and opportunities within our Teaching School;
- The opportunity to work with and learn from other establishments in the Nicholas Postgate Catholic Academy Trust.

**We are looking for a strong, dynamic and inspirational leader who:**

- Has a commitment to Catholic education and would play an active role in the community of St Clare's;
- Promotes high expectations and will help our children to thrive in a culture that builds resilience and instills a sense of pride in what they achieve;
- Is an outstanding classroom practitioner who motivates and inspires children and staff;
- Is creative, forward thinking and has proven experience in leading and managing areas of school development;
- Is an excellent communicator, with good interpersonal and organisational skills, able to confidently deputise for the Headteacher;
- Can form a strong partnership with the leadership of the school and other leaders within the Trust;
- Will take on a role within St Clare's Teaching School supporting ITT students and NQTs.

**Closing date: Monday 5th October 2020, 12 noon**

**Shortlisting: Tuesday 6th October 2020**

**Interview: Wednesday 21st October 2020**

If you would like to be part of St Clare's Catholic Primary School family, you are welcome to visit us before applying. This can be arranged by contacting our Trust Business Manager Mrs Christine Hicks or the Headteacher, Mrs Elizabeth Eddies between 8.30am - 4pm Monday to Friday on 01642 815412.

Social distancing and other precautionary measures are in place within St Clare's and must be strictly applied.

Please refer to the back cover of the application pack for details of how to apply for this position.

*Nicholas Postgate Catholic Academy Trust is committed to equality of opportunity, safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. The post is subject to an enhanced DBS check along with other relevant employment checks.*

# Job Description

## **National Standards of Excellence for Headteachers (2015)**

### **Job Purpose**

The National Standards of Excellence for Headteachers (2015) define high standards within a self-improving school system. These standards are designed to inspire public confidence, raise aspirations, secure high academic standards in the nation's schools, and empower the teaching profession.

The strategic direction and development of the school stem from the educational mission of the Church. The Deputy Headteacher, in support of the Headteacher, will ensure that his/her leadership demonstrates commitment to promoting and developing the school's distinctive Catholic identity through the search for excellence in all areas of its work.

These standards are intended as guidance to underpin best practice, whatever the particular job description. They are to be interpreted in the context of each individual Deputy Headteacher and each school, and designed to be relevant to all Deputy Heads, irrespective of length of service in post.

## The role of the Catholic Deputy Headteacher

The Deputy Head, working in support of the Headteacher, occupy an influential position in society and shape the teaching profession. They are lead professionals and significant role models within the communities they serve. Their values and ambitions determine the achievements of schools. Working in support of the Headteacher, they are accountable for the education of current and future generations of children. The strategic direction and development of the school stem from the educational mission of the Church. The Deputy Head, working in support of the Headteacher, will ensure that his / her leadership demonstrates commitment to promoting and developing the school's distinctive Catholic identity through the search for excellence in all areas of its work.

Their leadership has a decisive impact on the quality of teaching and pupils' achievements in the nation's classrooms. In a Catholic school the Deputy Head supports the Headteacher in leading a learning community rooted in Christian belief and principles. The search for excellence is given expression in learning and teaching which recognise pupils' individual worth as made in the image and likeness of God. The Deputy Head supports the Headteacher, leading the school community in promoting positive attitudes to learning amongst pupils and staff which stem from Christ's vision for humanity.

Deputy Heads lead by example the professional conduct and practice of teachers in a way that minimises unnecessary teacher workload and leaves room for high quality continuous professional development for staff. In support of the Headteacher, they secure a climate for the exemplary behaviour of pupils. In a Catholic school the Deputy Headteacher's leadership should take Christ as its inspiration. His/her relationships with pupils, parents/carers, governors and staff should demonstrate a belief in their unique contribution as individuals, valued and loved by God. He/she will recognise and act upon his/her own potential for growth and that of others.

The management of a Catholic school should be clearly influenced by the Gospel message and Church teaching. In particular, it should be a place where Christian principles such as justice, truth, respect and reconciliation are at the heart of its life and work. The Deputy Headteacher supports the Headteacher in their responsibility for ensuring that such principles are priorities for the school and are evident in its organisation and management.

The Deputy Head supports the Headteacher in setting standards and expectations for high academic standards within and beyond their own schools, recognising differences and respecting cultural diversity within contemporary Britain. In a Catholic school the Deputy Headteacher supports the Headteacher to deliver their responsibility for the mission of the school to the local and wider Catholic community and beyond. He/she will collaborate with the parish and other Catholic organisations, as well as with the wider educational system, for the benefit of his/her own community and others. He/she will demonstrate a belief that community and school are interdependent and that engagement with the community promotes school development.

Headteachers and Deputy Headteachers, together with those responsible for governance, are guardians of the nation's schools. In a Catholic school the Deputy Headteacher fulfils his or her responsibilities in accordance with the Instrument of Government/Articles of Association. He/she supports the Headteacher and Board of Directors/Local Management Board of governors in fulfilling its responsibilities to the Diocese under Canon Law as well as in accordance with national legislation. The Deputy Headteacher is accountable to the Headteacher, Board of Directors, Local Governing Body, parents/carers and the school community for the fulfilment of the school's Catholic mission and its educational success.

## The Four Domains

The *National Standards of Excellence for Headteachers* are set out in four domains,

There are four 'Excellence as Standard' domains:

- Qualities and knowledge
- Pupils and staff
- Systems and process
- The self-improving school system

Within each domain there are six key characteristics expected of the nation's Headteachers.

## **Domain One**

### **Excellent Deputy Heads in Catholic schools: qualities and knowledge**

*Deputy Heads, in support of Headteachers:*

1. Work within the school and with the parish to hold and articulate clear values and moral purpose, which takes account of the school's Catholic mission focused on providing a world-class education for the pupils they serve.
2. Demonstrate optimistic personal behaviour which stems from Christ's vision for humanity. Promotes positive relationships and attitudes towards their pupils, staff, parents, governors and members of the local community recognising their individual worth as made in the image and likeness of God.
3. Inspired by Christ, lead by example - with integrity, creativity, resilience, and clarity - drawing on their own scholarship, expertise and skills, and that of those around them.
4. Sustain wide, current knowledge and understanding of education and school systems locally, nationally and globally, and pursue continuous professional development.
5. Work with political and financial astuteness, within a clear set of principles influenced by the Gospel message and Church teaching, centred on the school's vision, ably translating local and national policy into the school's context.
6. Communicate compellingly the school's vision and drive the strategic leadership, empowering all pupils and staff to excel.

## **Domain Two**

### **Excellent Deputy Heads in Catholic schools: pupils and staff**

*Deputy Heads, in support of Headteachers:*

1. Demand ambitious standards 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 that reflect the distinctive characteristics of Catholic education.
2. 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. Ensure high quality provision for



the academic, spiritual, moral, social, emotional and cultural well-being of all pupils and families.

3. Establish an educational culture of 'open classrooms' as a basis for sharing best practice within and between schools, drawing on and conducting relevant research and robust data analysis.

4. Create an ethos within which all staff are required to treat all people fairly, equitably, and with dignity and respect. Inspire, encourage and support staff to develop their own skills and subject knowledge, and to support each other.

5. Identify emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning.

6. Hold all staff to account for their professional conduct and practice, emphasising the distinctive nature of Catholic Education.

### **Domain Three**

#### **Excellent Deputy Heads in Catholic schools: systems and process**

*Deputy Heads, in support of Headteachers:*

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 reflecting the school's Gospel values.

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 community to promote Gospel values which unite society in a commitment to social justice and the common good.

3. Establish rigorous, fair and transparent systems and measures for managing the performance of all staff, addressing any under-performance, supporting staff to improve and valuing excellent practice.

4. Welcome strong governance, rooted in faithful stewardship of Gospel values, actively supporting the governing board to understand its role and deliver its functions effectively – in particular its functions to set school strategy and hold the Headteacher to account for pupil, staff and financial performance.

5. Exercise strategic, curriculum-led financial planning to ensure the equitable deployment of budgets and resources, in the best interests of pupils' achievements and the school's sustainability.

6. Distribute leadership throughout the organisation, forging teams of colleagues who have distinct roles and responsibilities and hold each other to account for their decision making.

## Domain Four

### Excellent Deputy Heads: the self-improving school system

*Deputy Heads, in support of Headteachers:*

1. Lead outward-facing schools which work with other schools and organisations - in a climate of mutual challenge – where each pupil is championed to ensure they secure their unique potential and achieve excellence.
2. Develop effective relationships with fellow professionals and colleagues in other public services to improve academic, spiritual, moral, social, emotional and cultural outcomes for all pupils.
3. Challenge educational orthodoxies in the best interests of achieving excellence, harnessing the findings of well evidenced research to frame self-regulating and self-improving schools.
4. Shape the current and future quality of the teaching profession through high quality training and sustained professional development for all staff.
5. Model entrepreneurial and innovative approaches to school improvement, leadership and governance, confident of the vital contribution of internal and external accountability.
6. Inspire and influence others - within and beyond schools - to believe in the fundamental importance of Catholic education in young people's lives and to promote the value of education.

***These duties are neither exclusive nor exhaustive. Employees are expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this Job Description.***

**PLEASE NOTE THAT SUCCESSFUL APPLICANTS WILL BE REQUIRED TO COMPLY WITH ALL ACADEMY TRUST POLICIES.**

**THE SUCCESSFUL APPLICANT WILL BE SUBJECT TO FULL ENHANCED DISCLOSURE CHECKS BEFORE AN OFFER OF APPOINTMENT IS MADE – AND THESE WILL BE SUBJECT TO RECHECKING AS APPROPRIATE**

# Person Specification

Criteria	Essential		Desirable	
Training and Qualifications	E1	Qualified Teacher Status	D1	Degree
	E2	Professional development undertaken in preparation for leadership in a Catholic Primary School	D2	Meets the requirements re: The National Professional Qualification for Headship
			D3	CCRS/CTC or commitment to obtain the certificate
Experience	E3	Leadership and management experience  <i>(Contribution to leadership /management of the school: e.g., assistant head, deputy head, head of department, head of year, key stage leader, subject leader, SENCo or experience as a consultant or teacher adviser. Timetabling, Monitoring &amp; Evaluation, data analysis and target setting etc. Consider number of years' experience required)</i>		
Knowledge and Understanding	A distinctive personal vision for a Catholic school			
	E4	A clear vision for an effective Catholic primary school		
	E5	The role of the Deputy Headteacher in leading the spiritual development of the pupils and staff		
	E6	The central place of Religious Education as a core subject in the school's curriculum		
	E7	The implications for a Catholic school in a diverse community		
	E8	Current educational issues, including national policies, priorities and legislation and any implications of these for Catholic schools		
	E9	The role of the Trust Board and Local Management Board in Catholic Academies		
	E10	Strategies and procedures to ensure the safeguarding of		

		children and young people	
	E11	Strategies for strengthening a school's link with the wider community including parents, carers and parish	
	E12	The partnership between the school and the parish community	
	E13	Leading Collective Worship	
	E14	Demanding ambitious standards for all pupils overcoming disadvantage and advancing equality	
	E15	Instilling a strong sense of accountability in staff for the impact of their work on pupils' outcomes	
	E16	Secure excellent teaching based on analytical understanding of how pupils learn leading to rich curriculum opportunities	
	E17	Establishing an educational culture of open classrooms sharing best practice within and between schools	
	E18	Effective use of relevant educational research and robust data analysis	
<b>The process of strategic planning for school improvement</b>			
	E19	The principles and practice of effective school self-evaluation including data analysis	
	E20	The principles and practice of effective teaching, learning and assessment	
	E21	Strategies to promote and sustain individual and team professional development	
	E22	Commitment to creating outward facing schools which work with other schools and organisations to challenge and champion best practice	
	E23	Build effective relationships with colleagues in other public services to improve academic, spiritual, moral, social, emotional and cultural outcomes for all pupils	
	E24	Challenge educational orthodoxies in the best interests of achieving excellence	

	E25	Harnessing the findings of well evidence research to move the school forward	
	E26	Shape the current and future quality of teachers through high quality training and sustained professional development leading to clear succession planning	
	E27	Model entrepreneurial and innovative approaches to school improvement, leadership and governance	
<b>Qualities and Attributes</b>	E28	Communicate effectively to a range of audiences and in a range of media	
	E29	Build and maintain effective relationships	
	E30	Prioritise, plan and organise themselves and others	
	E31	Seek and take account of the views of others	
	E32	Develop effective teamwork	
	E33	Convey personal enthusiasm and commitment	
<b>Special Requirements</b>	E34	Practising Catholic	
	E35	A positive and supportive written faith reference from a priest where the applicant regularly worships	





## How to Apply

Application form and further information is available from:

[npcat.org.uk/current-vacancies](http://npcat.org.uk/current-vacancies)

Applicants should complete and return a **Leadership Application Form**, a **Recruitment Monitoring Form** and a **Rehabilitation of Offenders Form** to:  
[recruitment@npcat.org.uk](mailto:recruitment@npcat.org.uk)

**Job Description:** This informs you of the main responsibilities for the post and explains what we are looking for. It informs you about the personal and professional qualities you need for this post. These criteria will be used to make the appointment.

**Person Specification:** This specification sets out which criteria will be used to shortlist candidates for interview.

If you require any additional information about this post, please contact St Clare's Catholic Primary School on 01642 815412

Thank you for your interest in NPCAT. We look forward to receiving your application.

Please note that If you do not hear from us within 2 weeks from the closing date you are to assume your application has been unsuccessful on this occasion.

*Nicholas Postgate Catholic Academy Trust is committed to equality of opportunity, safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. The post is subject to an enhanced DBS check along with other relevant employment checks.*

