

ST CUTHBERT'S
— CATHOLIC HIGH SCHOOL —

Brief for the appointment of

Deputy Head Academic

Candidate Information Pack

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Thank you for your interest in St Cuthbert's Catholic High School.

For over 145 years, St Cuthbert's has been nurturing fine young men, preparing them to take their rightful place in the Church and in the world. We provide our pupils with a challenging yet supportive environment in which to discover and develop their God-given gifts, fostering both academic excellence and strength of character.

There are great schools of all kinds. The experience of working at St Cuthbert's is made distinctive by our expertise in educating boys. Characterised by a balance of tradition and innovation, we are resolute in our commitment to forming great men: young men who are ambitious, compassionate, and ready to make a positive contribution to the world around them.

At the heart of that mission is the quality of education we provide. We are proud of the opportunities on offer, the outcomes achieved by our pupils, and of the wide range of destinations they pursue beyond St Cuthbert's.

We are now seeking an exceptional Deputy Head: Academic to help shape the next chapter of the school's success. This is a pivotal leadership role, responsible for championing excellence in teaching and learning, curriculum development, assessment, and outcomes.

St Cuthbert's will ask much of its next Deputy Head: Academic because the school itself is worth the ask. This is a school with history, resources, ambition, and heart. It is also a school with work to do: to deepen our mission, define excellence for a new generation and demonstrate what Catholic education for young men can achieve in the years ahead.

If you share our ambition for every boy and have the vision, expertise and commitment to help them excel academically while continuing to grow into great men, I very much look forward to receiving your application.

Daniel P. Murray
Headmaster



Vision

To be a premier Catholic learning community for the 21st century, preparing young men to witness to Christ and so create a world of justice, peace, truth and love.

Mission

St Cuthbert's Catholic High School is a community gathered together by God, to form fine young men of integrity who will live according to the pattern of life given to us by Jesus Christ. We will strive, through dedication to academic excellence and the formation of the whole person, to form young men of competence, conscience, compassion, and commitment, who, educated in faith and for justice, will live their lives in the service of others.

Values

Faith– to give boys of all faiths and none, a profound, life-changing experience that focuses on God's unconditional love and a deeper understanding of themselves as persons of faith and confidence in themselves.

Catholic Spirituality– to root pupils/students in the Catholic faith and the rich diverse spirituality of the Catholic tradition To focus on loving service to God and neighbour. To discover and share one's gifts and talents with the world.

Formation of the Whole Person– to thoughtfully and intentionally integrate the fullness of human experience through spiritual, intellectual, emotional, social and physical development.

A World Affirming Perspective– to provide a spiritual dimension which sees creation as good. To promote a dialogue between faith and culture, which fosters the capacity for critical and original thinking. To appreciate the gifts of life.

Diversity– to create and sustain a vibrant, inclusive community reflecting the expansive demographics and rich mixture of Newcastle's population.

Scholarship– to build a culture of lifelong learning and inquiry through a rigorous and innovative Catholic curriculum.

Service– to be informed by a faith that does justice. To challenge our boys to be "Men for and with Others." To be in companionship with–and learning from– the disenfranchised, the marginalized and the most in need. To serve as Jesus did.

Leadership– to develop young men who are compassionate, intellectually distinguished and morally courageous. To create young men of integrity who become effective "agents of change" for the world.

If you come to work in one of the many Catholic schools in the United Kingdom, you will become part of a vibrant and wonderfully rich educational tradition that is centuries old and has global reach. The Catholic Church has, in collaboration with parents, been providing a Catholic education in almost every country in the world, working with millions of young people. As a global organisation with a universal mission, working in a Catholic school will offer you shared goals and a collective mission wherever you find yourself.

Catholic schools are committed to academic excellence and the formation of the whole person. We want every young person to achieve his or her academic potential. However, there is more to being a human being than passing examinations. Catholic schools educate young people in faith, and for justice, so that they might live their lives in the service of others. Our schools are judged not merely by their academic outcomes, but also by how our young people grow to be competent, compassionate, conscientious and committed young adults.

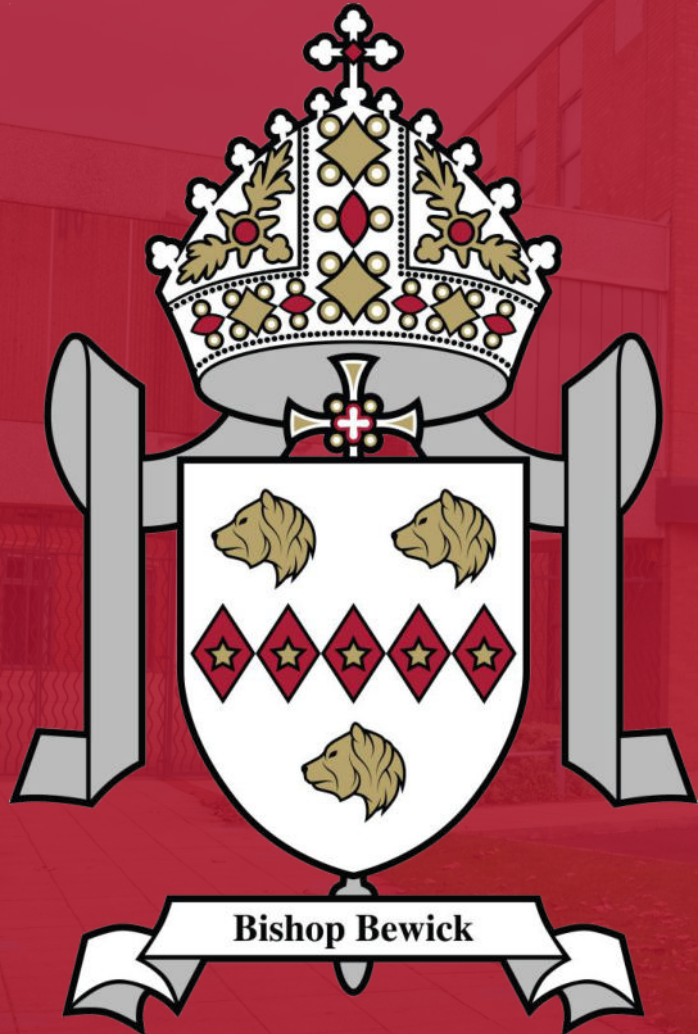
Catholic schools throughout the world share a commitment to helping parents bring up their children, encouraging reflection, prayer, religious commitment, and service to others. In this we are inspired by and faithful to the Gospel of Jesus Christ. We welcome those who are Catholic, from other Christian Churches, and those who belong to other faith or religious traditions or are of no religious tradition.

Anyone who wishes to teach or learn at a Catholic school, must come with an open mind ready to appreciate and learn from the Christian message and that of other traditions.



Why should you become part of a teaching tradition that is centuries old?

The Bishop Bewick Catholic Education Trust



St Cuthbert's Catholic High School is a proud member of the Bishop Bewick Catholic Education Trust (BBCET). The school joined the Trust on 1st December 2020.

BBCET is one of four Catholic Education Trusts in the Diocese of Hexham and Newcastle. Comprising 39 schools, five secondaries and 34 primary schools, BBCET includes all Catholic schools north of the Tyne and south of the Tweed.

As a member of the Trust, St Cuthbert's has access to a wider range of support and expertise to continue to develop and improve. Subject networks, high-quality professional development and shared resourcing, ensure that we provide an education that can transform lives.

BBCET works to ensure that all of the children and young people in our schools experience the best education possible. The Trust is committed, as a community of schools, to come together and harness the very best of ourselves, to embed this fully and to support each other so that all schools thrive and learn.

We are one Trust, and we work as one Trust. However, our schools maintain their individuality, uniqueness, and a great deal of autonomy. BBCET encourages school leaders and staff to be creative and innovate to ensure that we provide the best practice available.

Each school brings skills, strengths, and talents. Each new member of staff joining one of our schools brings skills, strengths and talents. Working together we can enhance the work that we do, offering a great Catholic education to the children and young people that we serve.

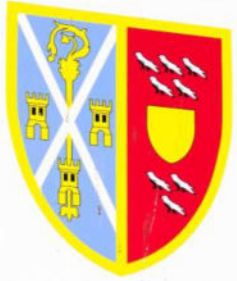
The history of St Cuthbert's is a cause for genuine pride. Academic achievements and sporting successes in abundance are on record. Our former pupils grace all the professions and make a very valuable contribution to the life of the Church in many parts of the world. On the 16th August 1881, the Right Reverend James Chadwick, Bishop of Hexham and Newcastle, entered the premises of 62-64 Westmorland Road, Newcastle upon Tyne, and proclaimed the opening of St Cuthbert's Grammar School. The school soon outgrew its central location. The search began for larger more suitable premises to the west of the city. Benwell Hill House, the home of the Westmacott family, came up for sale and was bought together with the grounds which extended to 28 acres. It was in July 1922 that the pupils of the school were told to report after the summer holidays to the new school on Benwell Hill. The new school was officially opened by Cardinal Bourne in September 1922.

In the 1950s, the school began a period of expansion. The curriculum was developed, and new subjects introduced. The site was improved with the refurbishment of one of the old buildings as a biology laboratory and a language laboratory in a classroom in the Old Hall. During this time, many new appointments to the staff were made, recruiting in the main from former pupils of the school as well as from others with different educational backgrounds and with experience in other schools. In the late 'seventies the provision for Catholic education in Newcastle was enhanced and St Mary's became a mixed school serving pupils from the east side of the city, and Sacred Heart and St Cuthbert's each formed single sex comprehensive schools serving the west and northern areas of the city.

In 2012, the school converted to Academy Status and on 1st December 2020, it joined the Bishop Bewick Catholic Education Trust. The school continues to strive for a balance of tradition and innovation. The school has a proud history and an exciting future.



Our History



ST CUTHBERT'S
— CATHOLIC HIGH SCHOOL —

WELCOME

ALL VISITORS PLEASE REPORT TO MAIN RECEPTION

*St Cuthbert's
today...*

Newcastle has grown, changed, and developed since the late nineteenth century and in 2026 is very different from the city of 1881. Newcastle has transformed itself into a cultural landmark and is now renowned for being the business, scientific, and social hub of the North East. While the maroon blazers of our boys' uniform and our school crest have remained unchanged since our foundation, St Cuthbert's today has transformed itself into a vibrant and dynamic school, reflecting the community it serves.

There are over 1200 boys on roll, the majority of whom join St Cuthbert's from one of our 13 feeder primary schools. However, the school also attracts boys from all over the city and beyond. The school community is inclusive and diverse. There are over 30 home languages and a global representation of different cultures and traditions. As the only comprehensive school for boys in Newcastle, we are uniquely placed to recognise and celebrate the unique value that an all-boys' education offers. We offer a safe place for boys to take chances, express their emotions and discover subjects such as the creative arts and classic literature. With gender stereotypes and gender distraction out of the picture, the boys can concentrate on their learning and on co-curricular interests. Some experts say that this lack of pressure and competition gives rise to more welcoming attitudes toward peers and the easier formation of lasting friendships. The boys describe the school as a 'brotherhood' and many of our boys form strong friendships that last well beyond their time with us.

St Cuthbert's benefits from an excellent, supportive and collaborative staff, both teaching and support staff. The exceptional co-curricular programme at St Cuthbert's is often cited by pupils as one of the school's greatest strengths. From basketball, football, and athletics to chess, board games and crochet, the opportunities for pupils and staff to be involved in, and enjoy, activities beyond the classroom are endless. The sheer number, the quality and the variety of sports, arts and clubs available are impressive. These numerous opportunities for the boys reflect the commitment and dedication of the staff.

We have an extensive school site of high-quality facilities where all teachers benefit from the privilege of their own classroom. Each department has its own area of specialist rooms and additional staff facilities. In 2026 we are beginning a period of expansion of facilities adding an impressive Dining Room extension, an additional multi use games area and 4G pitch to our already impressive facilities.

St Cuthbert's is a community that is always working to improve and to deliver the best possible outcomes for the boys in our care.

GCSE Outcomes in 2026



47

Attainment 8



52%

Pupils achieving both
English and
Mathematics
at grade 5+



64%

Pupils achieving both
English and
Mathematics
at grade 4+



54%

GCSE entries
at grade 5+



20%

GCSE entries
at grade 7+

Above national outcomes for boys. Above regional outcomes for boys.

Boys achieve more with us. Forming great men, ready for their next steps.

Post-16 Outcomes in 2026



41%

Y13 at Russell Group Universities



29%

A Level entries graded A*–A



66%

Y13 obtaining first choice of university



54%

A Level entries graded A*–B



35.62

A Level APS per entry



B-

A Level average grade



31.05

Applied General APS



Dist-

Applied General average grade

Strong destinations. Academic ambition. *Confident next steps.*



The Role

Rooted in the Catholic tradition and distinguished by our expertise in educating boys, we are committed to developing young men of faith, character, scholarship and service. Everything we do is shaped by our vision of 'forming great men' and by our determination to provide an outstanding education that enables every pupil to discover and develop his God-given gifts.

This opportunity arises following the promotion of our current Deputy Head: Academic to Headship within a diocesan school after five years of highly successful and transformative leadership. This is therefore a rare opportunity to join the Leadership Team of a dynamic, ambitious and distinctive Catholic school. The core purpose of the Deputy Head: Academic is to assist the Headmaster in setting and implementing the strategic direction of the school, providing professional leadership to secure outstanding educational standards and drive continual improvement, while preserving and developing the school's Catholic character. The school's objectives relate to the provision of Catholic education and the school is part of the Catholic Church and, as such, is to be conducted as a Catholic school in accordance with Canon Law, the teachings of the Catholic Church and the trust deed of the Diocese of Hexham and Newcastle. **Therefore, the post of Deputy Head must be filled by 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.**

The Deputy Head: Academic will work closely with the Deputy Head: Pastoral and Deputy Head: Catholic Life, reporting directly to the Headmaster. St Cuthbert's is not simply seeking an administrator or a teaching and learning expert; we are seeking a faithful and committed Catholic leader who can help shape one of the diocese's most distinctive schools for young men. At a time when faith, formation, technology, purpose and character intersect in new ways, this is a visible, influential and strategically important position with the opportunity to help define what Catholic education for young men can achieve for the next generation.

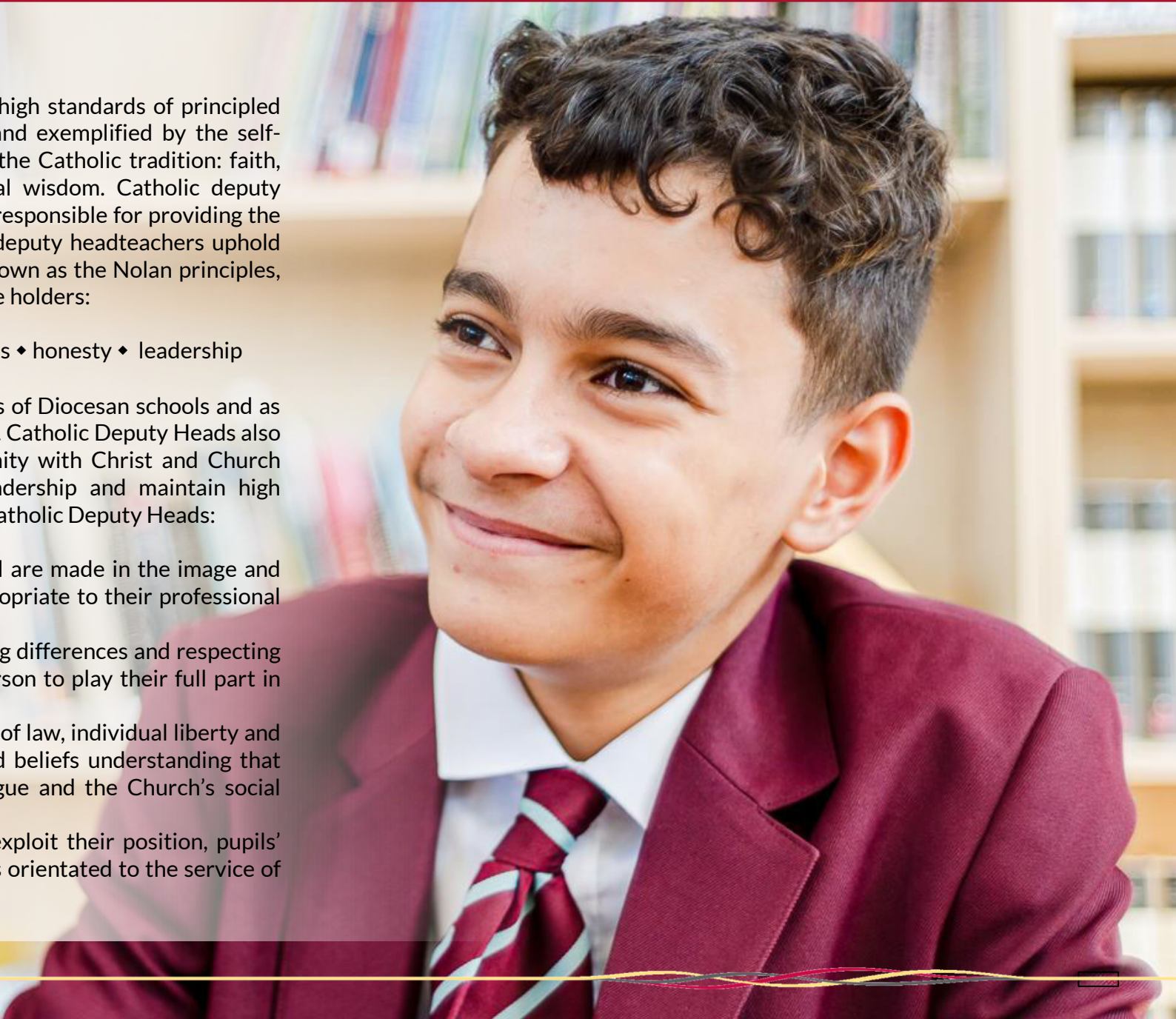
Professional Conduct

Catholic Deputy Heads are 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. Catholic deputy headteachers are expected to meet the teachers' standards and be responsible for providing the conditions in which teachers can fulfil them. In addition, Catholic deputy 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 Deputy Heads support the Head in their role as custodians of Diocesan schools and as such embody the abundant hope the Church has placed in education. Catholic Deputy Heads also support the Head with their 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 Deputy Heads:

- build relationships of mutual respect rooted in the belief that all are made in the image and likeness of God 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 and the Church's social teaching
- 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, Deputy Heads:

- serve in the best interests of the school's pupils.
- conduct themselves in a manner compatible with their influential position in 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.

This job description is based on the key areas identified in the Head Teachers' Standards published by the Department for Education (2020). It recognises the role of the deputy head in sharing responsibility for the leadership of the school. The Head Teachers' Standards are set out in the following sections:

- school culture
- teaching
- curriculum and assessment
- behaviour
- additional and special educational needs and disabilities
- professional development
- organisational management
- continuous school improvement
- working in partnership
- governance and accountability

The Opportunity

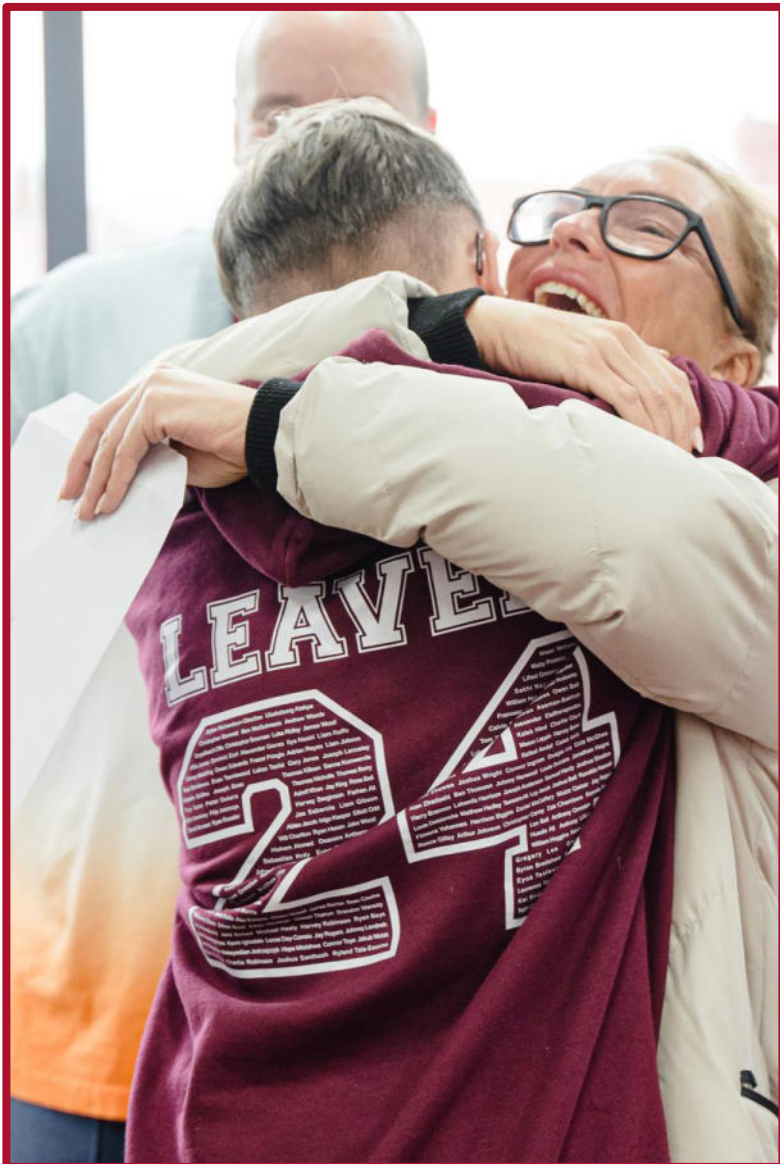
School Culture: Deputy Heads work with the Headmaster to:

- establish and sustain a Christ centred vision embodied in the school's Catholic mission, ethos and strategic direction in partnership with the parish and Trust, those responsible for governance and through consultation with the school community and Diocese
- create a Christ inspired culture where pupils experience a positive and enriching school life enabling them to flourish
- 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
- 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

Teaching: Deputy Heads work with the Headmaster to:

- 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
- ensure effective use is made of formative assessment





Curriculum and Assessment: Deputy Heads work with the Headmaster to:

- 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

Behaviour: Deputy Heads work with the Headmaster to:

- 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

Special Educational Needs and Disabilities: Deputy Heads work with the Headmaster to:

- 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
- 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.

Professional Development: Deputy Heads work with the Headmaster to:

- 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.

Organisational Management: Deputy Heads work with the Headmaster to:

- 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

Continuous School Improvement: Deputy Heads work with the Headmaster to:

- 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



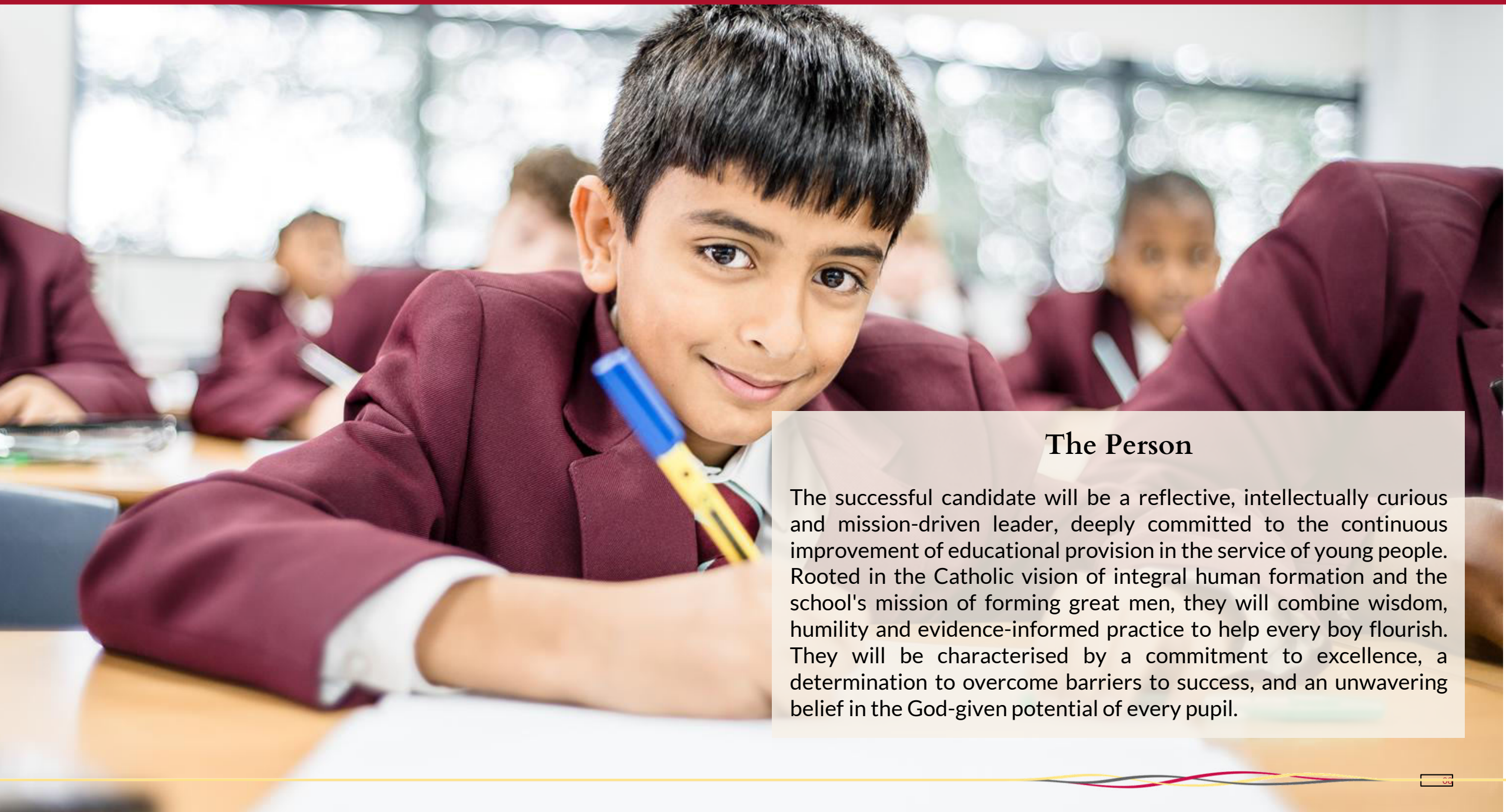


Working in Partnership: Deputy Heads work with the Headmaster to:

- forge constructive relationships beyond the school, working in partnership with parents, carers, the parish, Trust, 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

Governance and Accountability: Deputy Heads work with the Headmaster to:

- 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.



The Person

The successful candidate will be a reflective, intellectually curious and mission-driven leader, deeply committed to the continuous improvement of educational provision in the service of young people. Rooted in the Catholic vision of integral human formation and the school's mission of forming great men, they will combine wisdom, humility and evidence-informed practice to help every boy flourish. They will be characterised by a commitment to excellence, a determination to overcome barriers to success, and an unwavering belief in the God-given potential of every pupil.

Our next Deputy Head: Academic will be a leader of character, intellect and professional credibility, with significant experience of leading teaching and learning, curriculum and assessment. S/he will be curious about educational research, committed to evidence-informed practice and motivated by a relentless desire to improve outcomes for young people. Combining strategic vision with strong relationships and emotional intelligence, s/he will help shape an environment in which staff and pupils alike can flourish, advancing the school's Catholic mission of forming great men.

Faith Commitment

Essential

- a practising Catholic (fulfilling the requirements of the Diocesan Briefing Note)
- secure understanding of the distinctive nature of the Catholic school and Catholic education
- understanding of the leadership role in spiritual development of pupils and staff
- leading school worship

Desirable

- involvement in parish community

Assessment Method: application, interview and references

Qualifications

Essential

- qualified teacher status
- relevant degree

Desirable

- postgraduate level qualification
- successful completion of Diocesan leadership Programme
- CCRS/CTC (or equivalent) or commitment to obtaining the certificate

Assessment Method: application and references





Professional Development

Essential

- evidence of appropriate professional development for the role of Deputy Head
- evidence of recent leadership and management professional development
- evidence of appropriate safeguarding training

Assessment Method: application and references

School Management and Experience

Essential

- to have substantial and current experience as a senior leader
- to have substantial experience as a middle leader
- to have had active and effective leadership of a team/key stage/curriculum area/department
- to have taken an active involvement in school self-evaluation and development planning
- to have implemented and developed a whole school Initiative
- to have had responsibility for policy development and implementation
- to have had experience of and ability to contribute to staff development (e.g. coaching, mentoring, INSET for staff)

Desirable

- recent experience in a Catholic school
- experience of teaching in more than one school
- experience of monitoring staff performance
- knowledge and understanding of current educational issues

Assessment Method: application, interview and references

Experience and Knowledge of Teaching

Essential

- significant teaching experience
- to have a knowledge and understanding of all key stages in the school
- to be able to effectively use data, assessment and target setting to raise standards/address weaknesses

Assessment Method: application, interview and references

Professional Attributes

Essential

- to have excellent written and oral communication skills (which will be assessed at all stages of the process)

Other Requirements

Essential

- application forms must be completed in full (including degree classification and post-16 qualification grades awarded)
- supporting statement should be clear and concise and no more than 1,300 words
- supporting statement should outline the experience, skills and attributes which you will bring to the post

Assessment Method: application

Confidential References and Reports

Applicants must be able to provide written references that substantiate the professional and personal qualities, knowledge, skills and experience outlined in this person specification. References should be provided by individuals with direct knowledge of the candidate's professional practice and character and must include both a positive recommendation from the candidate's current employer and a supporting reference from the candidate's parish priest or another appropriate Catholic priest who can attest to the candidate's faith commitment and suitability to support the Catholic mission of the school.



Key Information

Essential information for candidates applying for the Deputy Head post.



Salary

L19 £80,655 – L23 £88,951

The independent School Teachers' Review Body (STRB) has recommended that from 1 September 2026, a pay award of 3.5% should be applied to all pay and allowance ranges. At this time this remains unconfirmed.



Closing date

9.00am on Monday 12th October 2026

Interviews will be held on a date to be confirmed.



Visits and informal conversations

Visits to the school to discuss the post are most welcome and encouraged. To arrange a visit or informal conversation, please contact Elaine Allan on 0191 274 4510 or email recruitment@scchs.org.uk.



Selection process

The successful candidate will be contacted by telephone in the first instance, and the appointment will subsequently be confirmed in writing. Unsuccessful candidates will be notified by telephone and email; a debrief will be available on request.

Application Process

**1**

APPLY

Candidates should complete our Catholic Education Service Form which includes details of key achievements and experience. All applications should be completed via our Online Portal.

**2**

SHORTLIST

The hiring team will short-list the candidate based upon the information provided at application. Applicants will be assessed against the specifications provided. Those who best fulfil the criteria will be invited for interview.

**3**

INTERVIEW

The short-listed applicants will be invited to attend an interview. The interview process will consist of a variety of tasks to showcase your skills and experience.

**4**

OFFER

The successful candidate will be made an offer as soon as is practicable after the interview date. Offers will be conditional, subject to satisfactory pre-employment checks.



forming great men



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St Cuthbert's Catholic High School is a member of the Bishop Bewick Catholic Education Trust. The **Bishop Bewick Catholic Education Trust**, is a company limited by guarantee registered in England and Wales. Company Registration No. 7841435. It is an apostolate of the Roman Catholic Church under the episcopal jurisdiction of the Bishop of Hexham & Newcastle. **Registered Office:** Fenham Hall Drive, Newcastle upon Tyne, NE4 9YH

