



APPLICANT PACK

Deputy Headteacher

*St Francis Xavier Roman Catholic and Church of England
Secondary School, Richmond*

Letter to Applicants

Dear applicant,

We are delighted you have shown an interest in the role of Deputy Headteacher at St Francis Xavier which celebrates both Catholic and Church of England faiths being a shared denominational Secondary School.

The Trust is looking to attract a Deputy Headteacher of the highest calibre to support the headteacher of an outstanding school.

This is an exciting role for exceptional candidates with the drive to lead and to sustain the highest standards within St Francis Xavier.

The school is consistently amongst the highest performing in the country. The last Ofsted Inspection highlighted the following:

- The exemplary behaviour of students makes an exceptional contribution to learning and is supportive of all. Behaviour is outstanding and reflects the school's values.
- SFX is an aspirational school where attainment is well above the national average. Students in all groups make outstanding progress from their various starting points.

St Francis Xavier School is a joint Catholic and Church of England 11-16 mixed comprehensive serving the picturesque market town of Richmond and the surrounding rural area. We are located close to the A1 and A66 and in commutable distance from York, Durham and Teesside. The school has an excellent reputation in the local community.

St Francis Xavier is part of Nicholas Postgate Catholic Academy Trust. We work collectively with the Anglican Diocese of Leeds to ensure the highest Christian education provision in St Francis Xavier Secondary School, Richmond.

NPCAT is now one of the largest Multi Academy Trusts in the UK with a rich pool of school leaders, lead practitioners, curriculum directors and a standards team who really know our schools and the steps required to lead and maintain outstanding provision. You will join this dynamic group of school leaders to ensure the education we offer is the best it can be and help to 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 and be 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. 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 benefit from access to nationally leading CPD programmes through the Trust.

How will your role benefit the Trust?

As Deputy Headteacher at St Francis Xavier, you will play a vital part in determining, leading and refining outstanding standards in the school. As well as supporting the strategic direction, you will ensure all pupils have access to the highest level of teaching and access learning environments that both motivate and challenge. You will also support the work of the Trust by providing direct and active support in collaboration with the central team and other deputy headteachers across the trust. This combination of strategy and practice makes for a role which is both rewarding and 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

A warm welcome from the Headteacher



Thank you for taking an interest in the role of Deputy Headteacher at St Francis Xavier School.

St Francis Xavier school is an 11-16 mixed comprehensive school and is fairly unique in that it is a joint faith school represented by both the Catholic Diocese of Middlesbrough and the Anglican Diocese of Leeds. We are situated in Richmond, North Yorkshire and welcome students from around 40 different feeder schools. We currently have 610 students on roll and we are the only school in the local area that is oversubscribed year after year.

As an outstanding school, we pride ourselves on the passion, determination and enthusiasm of both staff and students. At St Francis Xavier school our students thrive within a culture of high expectations where there is an abundance of support in place to enable them to aim high. We have consistently exceptional progress and outcomes. Our staff are committed to the needs of the students and regularly go the extra mile to make sure that they get the best deal possible. They are offered opportunities to extend themselves in many directions, be it academic, sporting, creatively, socially or a mixture of them all, so as well as having a strong and varied curriculum offer, we also ensure that students can attend a wide range of extra-curricular activities. There are also countless opportunities for students to develop their own leadership skills and students benefit on a daily basis from the moral and spiritual development that lies within every lesson and every interaction.

We are very much part of a community where everyone is respected for who they are as an individual, made in God's likeness, and every person is guided and encouraged to discover and develop their God-given talents. As a new member of staff, you would be welcomed into our caring, nurturing community and a thriving learning environment where our school ethos of "Love of God, Love of Neighbour" is at the heart of everything we do. This is an environment where staff and students are encouraged to have high aspirations and are given the tools and the support to continue to develop.

I hope that you feel encouraged to apply for the post of Deputy Headteacher and I would be happy to discuss any questions that you have.

Yours sincerely

A handwritten signature in black ink that reads "J. Prime".

Jackie Prime, Headteacher

Job Advert

Required:	September 2024 or sooner
Salary:	L15 - L19
Hours:	1.0 FTE
Contract Type:	Permanent
Location:	St Francis Xavier Secondary School, Darlington Road, Richmond, DL10 7DA

St Francis Xavier Secondary School is looking for an inspirational and highly effective Practising Christian to join our very successful team of staff as Deputy Headteacher. We offer the opportunity to work in a high quality, vibrant and caring environment where we share a rich vision for our pupils and for the communities in which we work.

St Francis Xavier School is part of the Nicholas Postgate Catholic Academy Trust, a family of 38 schools, and two vibrant Sixth Form Colleges. With more than 12,300 students and 1,500 staff, NPCAT is now one of the largest multi-academy Trusts in the UK.

The Deputy Headteacher will promote and support the vision and direction of the school and the Trust by providing leadership that will enable the school to build success and provide high quality education for its children.

Ongoing professional development from within the Trust provides our teachers and leaders with great opportunities for development and progression. These opportunities will be offered to the successful candidate.

The successful candidate must:

- Be fully committed to upholding and promoting the values of both the Church of England and Catholic faiths and ethos of the Trust;
- Be an outstanding classroom practitioner who motivates and inspires children and staff;
- Show a commitment to innovation, creativity and inclusion;
- Promote high expectations and will help our children to thrive in a culture that builds resilience and instil a sense of pride in what they achieve;

- Make a positive contribution to the vision and leadership of the school, helping to shape the school's future and ensure that all stakeholders are enabled to contribute effectively to the progress and development of the school;
- Be creative, forward thinking and have proven experience in leading and managing areas of school development;
- Be an excellent communicator, with good interpersonal and organisational skills, able to confidently deputise for the Headteacher;
- Form a strong partnership with the leadership of the school and other leaders within the Trust.

The Trust offers:

- A strong, supportive ethos.
- Happy, enthusiastic and friendly pupils.
- Highly experienced and talented colleagues.
- Excellent opportunities for continuing professional development.
- A dedicated, talented and professional team who are highly committed to improving outcomes.
- Supportive Trust board, governors and parents.
- The opportunity to work with and learn from other establishments in the Nicholas Postgate Catholic Academy Trust.

Closing Date: Monday 26th February 2024, 12 noon

Shortlisting Date: Thursday 29th February 2024

Interview Date: Wednesday 20th March 2024

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

Post Title: Deputy Headteacher

Leadership Range: L15 - L19

Responsible to: Headteacher

Job Purpose

The Headteacher Standards (2020) 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 Anglican and Catholic identity through the search for excellence in all areas of its work.

The Deputy Headteacher will be required to deputise for the Headteacher (in his/her absence) and assist the Headteacher in all aspects of his/her role.

The Deputy Headteacher will also support the Standards Team within the Nicholas Postgate Catholic Academy Trust in the efficient and effective delivery of the Trust's strategic aims which is to drive high standards by ensuring outstanding educational performance in all schools.

The role of the Deputy Headteacher

The Deputy Head, working in support of the Headteacher, occupies an influential position in society and shapes 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 Christian and 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 Christian and 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 Christian and 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 Christian and 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 Christian and Catholic school, the Deputy Headteacher supports the Headteacher to deliver their responsibility for the mission of the school to the local and wider Christian and Catholic community and beyond. He/she will collaborate with the parishes and other Christian and 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 Christian and 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 mission and its educational success.

Headteachers' standards

Deputy Heads, in support of Headteachers:

1. School culture

- establish and sustain a Christ centred vision embodied in the school's Christian and 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 a joint Christian and 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

2. Teaching

- 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
- ensure effective use is made of formative assessment

3. Curriculum and assessment

- ensure a broad, structured and coherent curriculum entitlement rooted in the distinctive characteristics of Christian and Catholic education which sets out the knowledge, skills, values and virtues that will be taught
- establish effective curricular leadership, developing subject leaders with high levels of relevant expertise with access to professional and diocesan networks and communities

- ensure that all pupils are taught to read through the provision of evidence-informed approaches to reading, particularly the use of systematic synthetic phonics in schools that teach early reading
- ensure valid, reliable and proportionate approaches are used when assessing pupils' knowledge and understanding of the curriculum

4. Behaviour

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

5. Additional and special educational needs and disabilities

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

6. Professional development

- ensure staff have access to high-quality, sustained professional development opportunities, 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 nationally recognised career and professional frameworks and programmes to build capacity and support succession planning

7. Organisational management

- 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
- 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

8. Continuous school improvement

- 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 and Christian context
- ensure careful and effective implementation of improvement strategies, which lead to sustained school improvement over time

9. Working in partnership

- forge constructive relationships beyond the school, working in partnership with parents, carers, the Parish, Trust, Dioceses and the local community
- commit their school to work successfully with other 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
- understand the school is part of a multi academy trust. Therefore, the Deputy Headteacher must work within the parameters of Trust processes, policies and key decision making.

10. Governance and accountability

- understand and welcome the role of effective governance, 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

Based on the 2020 DfE Headteachers' Standards published to articulate the additional responsibilities of headship in addition to the requirements of the teachers' standards but reflecting the ethos of the Catholic school and the vocational role of a Catholic headteacher in upholding the mission of the Church

Initial specific responsibilities will be:

- To be responsible for the Quality of Education across the school.
- To be responsible for the curriculum being broad and balanced, meets the needs of the students, enables the school to achieve key performance targets, and delivers good value for money.
- Ensure provision of an operational timetable which enables all students to achieve targets and makes efficient and effective use of academy's resources.
- Overseeing the options process for the school
- Ensure the academy's annual calendar provides for the needs of all staff and students to fully develop and display their talents, and to keep parents and the wider community involved and informed.
- Help to develop an outward-facing school, that works with other schools in the Trust and further afield.
- Develop a culture of learning and of mutual challenge - to champion best practice and secure excellent achievements for all pupils with no sign of defensiveness or arrogance.
- Develop effective relationships with the trust standards team
- Lead on the curriculum. Oversee timetabling of lessons, staff and rooms. Develop courses which enable students to succeed and take their learning forward in work, education or training.
- To be accountable for leading and coordinating the school's strategies for developing outstanding teaching and learning in terms of:
 - High quality continuing professional development (CPD)
 - Ensuring high quality support for trainees, Early Career Teachers (ECTs) and Recently Qualified Teachers (RQTs) that meet statutory requirements
 - Ensuring highly effective staff induction into St Francis Xavier School

- To be accountable for leading the development of outstanding leadership and management at all levels in the school.
- To be accountable for leading performance management processes for teachers across the school.

Appointee will be required to:

- Deputise for the Headteacher (in his/her absence) and assist the Headteacher in all aspects of his/her role.
- Make a positive contribution to the vision and leadership of the school, helping to shape the school's future and ensure that all stakeholders are enabled to contribute effectively to the progress and development of the school.
- Assist the Headteacher in ensuring the highest possible standards of education through the promotion of effective teaching and learning, a balanced curriculum, the provision of excellent pastoral care and support for students and a rich extra-curricular programme which reflects the school's development priorities.

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 AND THESE WILL BE SUBJECT TO RECHECKING AS APPROPRIATE

Person Specification

Criteria	Essential		Desirable	
Training and Qualifications	E1	Qualified Teacher Status	D1	Masters degree
	E2	Degree	D2	Meets the requirements re: The National Professional Qualification for Headship
			D3	CCRS/CTC or commitment to obtain the certificate
	E3	Existing expertise at either Assistant Headship Level or Deputy Headship level		
Special Requirements	E4	Practising Catholic or practising Church of England	D4	Professional development undertaken in preparation for leadership in a Catholic or Church of England School
	E5	A positive and supportive written faith reference from clergy where the applicant regularly worships		
Knowledge and Understanding	A distinctive personal vision for a Christian and Catholic school			
	E6	A clear vision for an effective Christian and Catholic Secondary School		
	E7	The role of the Deputy Headteacher in leading the spiritual development of the pupils and staff		
	E8	The central place of Religious Education as a core subject in the school's curriculum		
	E9	The implications for a Christian and Catholic school in a diverse community		
	E10	Current educational		

		issues, including national policies, priorities and legislation and any implications of these for Christian and Catholic schools	
	E13	The role of the Trust Board and Local Management Board in Christian and Catholic Academies	
	E12	Strategies and procedures to ensure the safeguarding of children and young people	
	E13	Strategies for strengthening a school's link with the wider community including parents, carers and parish	
	E14	The partnership between the school and the parish community	
	E15	Leading Collective Worship	
	E16	Demanding ambitious standards for all pupils overcoming disadvantage and advancing equality	
	E17	Instilling a strong sense of accountability in staff for the impact of their work on pupils' outcomes	
	E18	Secure excellent teaching based on analytical understanding of how pupils learn leading to rich curriculum opportunities	
	E19	Establishing an educational culture of open classrooms sharing best practice	

		within and between schools	
	E20	Effective use of relevant educational research and robust data analysis	
The process of strategic planning for school improvement			
	E21	The principles and practice of effective school self-evaluation including data analysis	
	E22	The principles and practice of effective teaching, learning and assessment	
	E23	Strategies to promote and sustain individual and team professional development	
	E24	Commitment to creating outward facing schools which work with other schools and organisations to challenge and champion best practice	
	E25	Build effective relationships with colleagues in other public services to improve academic, spiritual, moral, social, emotional and cultural outcomes for all pupils	
	E26	Challenge educational orthodoxies in the best interests of achieving excellence	
	E27	Harnessing the findings of well evidence research to move the school forward	
	E28	Shape the current and future quality of teachers through high	

		quality training and sustained professional development leading to clear succession planning	
	E29	Model entrepreneurial and innovative approaches to school improvement, leadership and governance	
Qualities and Attributes	E30	Communicate effectively to a range of audiences and in a range of media	
	E31	Build and maintain effective relationships	
	E32	Prioritise, plan and organise themselves and others	
	E33	Seek and take account of the views of others	
	E34	Develop effective teamwork	
	E35	Convey personal enthusiasm and commitment	



Forming lives ready to face the future

Why work for us?

The Nicholas Postgate Catholic Academy Trust family of 32 primary schools, six secondary schools, promotes the dignity, self-esteem and development of every one of our pupils and staff.

Situated in Teesside, North Yorkshire and the City of York within the northern area of the 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 12,300 pupils, as well as the ongoing development and fulfilment of every one of our 1,500 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 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, North Yorkshire & the City of York



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:

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, 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 two 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 Draine 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.

Our schools serve the following parishes:

Bedale, St Mary & Joseph
Brotton, St Anthony of Padua
Catterick Garrison, St Joan of Arc Garrison
Guisborough, St Paulinus
Helmsley, St Mary's
Ingleby Barwick, St Thérèse of Lisieux
Leyburn, SS Peter & Paul
Loftus, St Joseph and Cuthbert
Malton, SS Leonard & Mary
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
Northallerton, Sacred Heart
North Ormesby, St Alphonsus
Nunthorpe, St Bernadette
Ormesby, St Gabriel
Pickering, St Joseph's
Redcar, Blessed Nicholas Postgate (Sacred Heart & St Augustine)
Richmond, St Joseph & Francis Xavier
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
Ulshaw Bridge, SS Simon & Jude
Wycliffe, St Mary's
Yarm, St Mary and Romauld
York, Our Lady's, Acomb & English Martyrs
York, St Aelred's
York, St George's
York, St Wilfrid's York & St Joseph's Clifton



The Diocese of Leeds

The Diocese of Leeds is geographically the largest diocese in the country. It covers the whole of West Yorkshire, the western part of North Yorkshire, and small parts of South Yorkshire, Lancashire, and County Durham. The diocese has 237 schools and the Education Team works in partnership with nine local authorities and eleven multi-academy trusts.

Diocese of Leeds Board of Education - Our Vision for Education

The Diocesan Board of Education plays a vital role in helping to fulfil the vision of the Diocese of Leeds: Loving. Living. Learning. Everything we do is also shaped by the Church of England's Vision for Education: Deeply Christian, Serving the Common Good. Called by God, we aim to nurture Christian hope and high expectations in everyone who is involved in education across our Diocese.

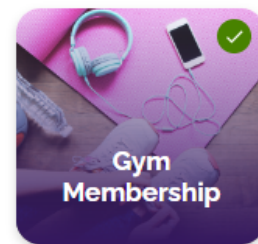
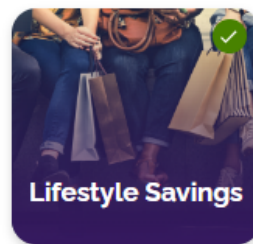
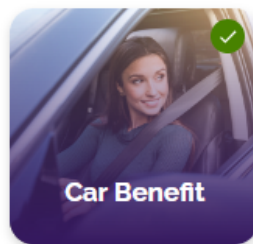
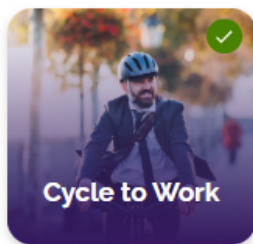
Our Ambitions:

- To inspire children, young people and adults with Jesus' promise of "life in all its fullness" (John 10.10).
- To support those who work in schools, colleges and universities in nurturing the whole human person, through encouraging spiritual, intellectual, emotional, physical, moral and social development.
- To offer a deeply Christian vision of human flourishing for all in which schools and other institutions serve the common good, setting high expectations of achievement within a holistic and whole-life framework.

Our Priorities:

- Loving – To respect and encourage each individual as a person wonderfully created in the image of God and deeply loved by God.
- Living – To offer an example of living the Gospel in each learning community, inspired by God's love for us and our love for one another.
- Learning – To serve our whole community by offering the highest quality learning experience to students of all ages, promoting wisdom, knowledge and skills.

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:

- Vivup - Lifestyle Savings - store discounts
- Vivup - Discounted Gym Membership
- Vivup - Cycle Scheme
- Tusker Car Salary Sacrifice Scheme

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 Best Practice Network.

Our evolving team of standards officers 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 Best Practice Network.

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.

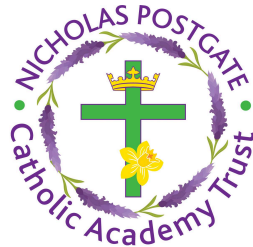
Leaders currently in post engage with Best Practice Network on, for example, Excellent Middle Leaders Courses or School Curriculum Leadership.

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.

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.



How to Apply

Application form and further information is available from:

npcat.org.uk/current-vacancies

Applicants should complete and return a **Leadership Application Form and a Recruitment Monitoring Form** to: recruitment@npcat.org.uk

Should you be shortlisted for an interview, you will be required to complete a Rehabilitation of Offenders Disclosure Form.

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 or if you would like to arrange an informal discussion, please contact **Headteacher, Mrs Prime** at prime.j@sfx.npcat.org.uk or 01748 823414

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

