



APPLICANT PACK

Deputy Headteacher (Pastoral deputy)

St Patrick's Catholic College, Thornaby



Letter to Applicants

Dear applicant,

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

The Trust is looking to attract a Deputy Headteacher 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 further enhance standards within St Patrick's. NPCAT is now one of the largest Multi Academy Trusts in the UK following the recent adoption of the Outstanding SFX Secondary school in North Yorkshire, the Outstanding Secondary In York, All Saints Catholic Secondary School and all the Catholic primary schools in the City of York and North Yorkshire.




We have 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 Catholic 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 Patrick's Catholic College, you will play a vital part in determining, leading and refining the educational provision for our pupils. As well supporting the headteacher leading 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 addressing specific challenges in school. 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

Job Advert

Required:	September 2024
Salary:	L15 - L19
Hours:	Full Time
Contract Type:	Permanent
Location:	St Patrick's Catholic College, Baysdale Rd, Thornaby, Stockton on Tees, TS17 9DE

St Patrick's Catholic College is looking for an inspirational and highly effective Practising Catholic 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 Patrick's Catholic College is a vibrant school that is part of the Nicholas Postgate Catholic Academy Trust, a family of 38 schools, and two Sixth Form Colleges. With more than 12,300 pupils and 1,500 staff, NPCAT is now one of the largest multi-academy Trusts in the UK.

St Patrick's is at the heart of the local community in Thornaby, delivering a curriculum that prepares our pupils for the opportunities and challenges of their adult life.

The school is committed to striving for excellence in all aspects of school life and nurturing links with the parish and wider community. Induction and on-going professional development from within the Trust provides our teachers and leaders with great opportunities for development and progression.

The Deputy Headteacher role is integral to the day to day leadership of the school and we are seeking an experienced and enthusiastic candidate who will join the team to build on the continued success we have achieved. The school is central to the local community and we pride ourselves on the warm and welcoming environment we have created, supporting our pupils, families and parish in our commitment to Catholic education.

We offer:

- A Christ-centred school with supportive staff, parents and governors;

- A school which exhibits 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
- 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 Patrick's Catholic College;
- Promotes 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;
- Is an outstanding classroom practitioner who motivates and inspires children and staff;
- Makes 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;
- 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.

Closing date: Monday 26th February 2024, 12 noon

Shortlisting: Thursday 29th February 2024

Interview: Tuesday 19th 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 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 Catholic 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 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.

Headteachers' standards

Deputy Heads, in support of Headteachers:

1. School culture

- 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 education¹ 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 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

¹ The distinctive characteristics of Catholic education are 1. The search for excellence, 2. The uniqueness of the individual, 3. The education of the whole person, 4. The education of all and 5. Moral principles

- 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 Social teaching²
- 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

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

² The relevant principles being: the Dignity of the Human Person, the Call to Community and Participation, Rights and Responsibilities, the Preferential Option for the Poor and Solidarity.

- 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 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, 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

10. Governance and accountability

- 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

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 the strategic senior leader to safeguard the wellbeing and safety of pupils, liaising with appropriate bodies as appropriate.
- To take responsibility for the direction and organisation of the pastoral care systems including the implementation and review of pastoral policies.
- To lead on whole school attendance, taking responsibility for strategy, analysis and impact.
- To lead, and line manage the pastoral team.
- To act as the DSL and direct and manage safeguarding within the school.
- To ensure that the school's behaviour and ethos is in line with our catholic mission.
- To take overall responsibility and strategic leadership for pupil disciplinary procedures and behaviour policy, including directing the work of the pastoral teams to investigate and deal with disciplinary cases in all year groups.
- To keep accurate records and to manage rotas for key events.
- To provide regular updates for staff and governors on attendance, safeguarding and pastoral successes and concerns.
- To lead vulnerable learners meetings.
- To lead on the Mental Health & First Aid provision.
- There will be opportunities for preparation for Headship.

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 pastoral expertise at either Assistant Headship Level or Deputy Headship level		
Special Requirements	E4	Practising Catholic with a clear vision for an effective Catholic Secondary School	D4	Professional development undertaken in preparation for leadership in a Catholic Secondary School
	E5	A positive and supportive written faith reference from a priest where the applicant regularly worships		
Knowledge and Understanding	A distinctive personal vision for a Catholic school			
	E6	Pastoral knowledge which includes, safeguarding, behaviour and attendance.		
	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	Understanding of the SEND code of practice.		
	E10	Current educational issues, including national policies, priorities and legislation and any implications of these for Catholic schools		
	E13	The role of the Trust Board and Local Management Board in 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 and six secondary schools, promotes the dignity, self-esteem and development of every one of our pupils and staff.

Our geographically reach stretches across Teesside, North Yorkshire and the City of York within the northern area of the Roman Catholic Diocese of Middlesbrough. Our schools offer high-quality education, with a unique set of curricula 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-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. All schools 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, 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.

York

A vibrant festival city with Roman roots and a Viking past, offering an adventure for everyone.

A city where ancient walls surround incredible local businesses, attractions, shops, accommodation and eateries, with exciting events every day and inspiring festivals every month of the year.

Perfectly placed half-way between London and Edinburgh and with the glorious Yorkshire Dales, North York Moors and Wolds right on the doorstep, York is unlike any other English city. There's thirty world-class museums you can explore, the best racecourse in the country and a thriving cultural scene.

Entertainment and leisure

Whatever you're in the mood for, be it film, a play, live music, live comedy, or spoken word, you're sure to find something just up your street to entertain you in York. From the mediaeval York Mystery Plays to becoming a UNESCO Creative City of Media Arts, our city has been at the cutting edge of entertainment for centuries. York is home to a number of excellent theatres, a range of cinemas, and some outstanding indie venues as well as world class festivals throughout the year.

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.

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.

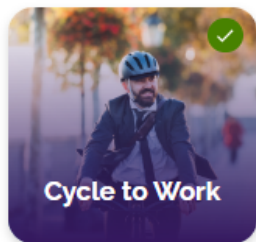
Our schools serve the following parishes:

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
North Ormesby, St Alphonsus
Nunthorpe, St Bernadette
Ormesby, St Gabriel
Pickering, St Joseph's
Redcar, Blessed Nicholas Postgate (Sacred Heart & St Augustine)
Richmond, SS 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

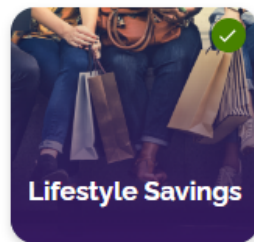
Employee Benefits and Wellbeing



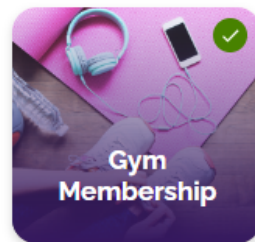
Cycle to Work



Car Benefit



Lifestyle Savings



Gym
Membership

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 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 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.

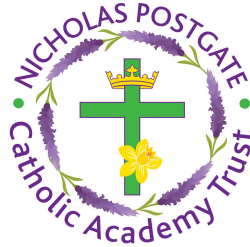
Leaders currently in post engage with Best Practice Network on, for example, Excellent Middle Leaders Courses or School Curriculum Leadership.

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, please contact the Headteacher, Miss Deborah Law on 01642 613327.

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.

