

St. Thomas' Catholic Primary School

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Interim Headteacher: Mrs Carol J. Brooker BA Ed Hons, NPQH

Introduction

The Governing Board is seeking to appoint a highly effective, dynamic and inspirational Catholic leader with a passion for inclusive community building to lead St Thomas' Catholic Primary School. The successful applicant will be a practising Catholic who can demonstrate how this can be achieved by making the school's values, aims and purpose a reality for all the students, staff and the wider community.

"A practising Catholic is someone who has been sacramentally initiated into the Catholic Church and who adheres to those substantive life choices which do not impair them from receiving the sacraments of the Church and which will not be in any way detrimental or prejudicial to the religious ethos and character of the school. Inspired by the Gospel and sustained by God's grace, a 'practising Catholic' will give sincere external expression to their interior faith through specific religious, moral and ethical behaviour which is in accordance with the teaching of Christ and the Catholic Church" (Christ at the Centre p.29).

A Catholic Headteacher is:

- Inspired by Christ and demonstrate the qualities of character, fundamental to the Catholic tradition: faith, hope, love, justice, solidarity temperance, fortitude and practical wisdom;
- Expected to demonstrate consistently high standards of principled and professional conduct;
- The custodian of a Catholic school and as such embodies the abundant hope of the Church has placed in education;
- Entrusted with the task of human formation in conformity with Christ and Church teaching, maintaining high standards of ethics and behaviour, both within and outside school.

They will:

- Build relationships of mutual respect, rooted in the belief that all are made in the image and likeness of God and observe proper boundaries appropriate to their professional position.
- Show tolerance and respect for the rights of others, recognising differences and respecting cultural diversity within contemporary society, enabling each person to play their full part in building and sustaining the Common Good.
- Uphold British values, including democracy, rule of law, individual liberty and mutual respect, tolerance of those of different faiths and beliefs, understanding that such values are rooted in the Catholic understanding of dialogue and Catholic social teaching.

The successful candidate will have the opportunity to build upon the foundation which has been laid and lead St Thomas' Catholic Primary School into its next chapter of success.

Qualification and Experience

1. Qualifications

- Have achieved QTS
- To be able to evidence further Professional Development in preparation for Headship e.g. NPQSL, CEPQH
- Have the CCRS or equivalent (or a commitment to undertake)

2. Experience

- Have teaching experience in more than one school and more than one Key Stage
- Evidence of successful senior leadership experience in more than one school, or recent DHT or HT experience
- Appropriate training and experience of Safeguarding / Child Protection
- Can demonstrate impact of leadership on Teaching, Learning and Assessment at whole school level
- Can demonstrate impact of performance management on school improvement
- Experience of budget formulation and managing finance in a school setting
- Experience and good understanding of School Improvement Planning and Self-Evaluation
- Experience of working with governors, parents and the wider community
- Experience of or willingness to gain DSL Certification and have responsibility for Safeguarding within the School.

Religious Character

- Is able and committed to promote and develop the school's distinctive Catholic vision, standards and character, holding a passionate desire for every child to flourish and achieve their very best in their academic, social, physical and spiritual development
- Is regarded as a leader but also a team player, committed to working in partnership with others (notably: the Governing Body, parents, local churches, other places of worship, other schools, pre-schools, the Diocese, Local Authority and local partnerships).

Leadership

- Leads by example - with integrity, creativity, resilience and clarity
- Is able to inspire and empower staff, pupils, parents and the local community, developing engagement with school vision, values and goals which impact on school improvement
- Translates the shared school vision into guidance and direction, which enables the senior leadership team to drive school improvement

- Demonstrates excellent people management and communication skills, emotional intelligence and approachability
- Maintains a good knowledge of latest developments and innovative ideas, effectively analyses risk and, working in partnership with the senior leadership team, implements these to drive school improvement forward
- Is able to make difficult decisions and convey outcomes clearly and sensitively, influencing others in a variety of situations

Teaching, learning, assessment and additional/special educational needs

- Demonstrates a secure understanding of curriculum, design and delivery building on existing strengths, that sets out the knowledge, skills and values which are accessible to all pupils
- Creates an effective and stable learning environment by monitoring the quality and consistency of teaching throughout the school leading to outstanding teaching and learning
- Ensures that teachers and other staff have consistently high expectations of what each pupil can achieve and therefore ensures that pupils are effectively prepared for their next phase of education and life
- Is an expert practitioner in planning and delivering a high quality provision, which secures strong outcomes and closes attainment gaps for all vulnerable groups, including those with EAL
- Creates an outward-facing school which works with other schools and organisations in a climate of mutual challenge, to champion best practice and secure excellent achievements for all pupils
- Consistently achieves ambitious targets set from effective data analysis and evaluation

Organisational effectiveness

- Is able to hold all staff to account for their professional conduct and practice, supporting them to improve and to recognise, value and pursue excellent practice
- Creates an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, and support each other through the provision of sustained professional development
- Has experience of working in partnership with the school leadership team, responding to change opportunities, providing effective solutions for implementation, and making positive use of the opportunities this presents
- Exercises strategic, curriculum-led financial planning to ensure effective deployment of budgets and resources, to improve pupil achievement and ensure the school's sustainability
- Demonstrates a strong commitment to maintaining a healthy work life balance for all staff.

Ethos / Values

- Ability to establish and sustain the school's Catholic ethos and strategic direction in partnership with those responsible for governance and through consultation with the school community
- Is committed to promoting positive and mutually respectful relationships across the school community and a safe, orderly and inclusive environment
- Encourages school and individual responsibility towards the community and the environment
- Understands the importance of British values, consistently models these values and demands the highest standards of respect and tolerance from all staff, pupils and stakeholders
- Shows respect and sensitivity towards cultural and religious differences

Safeguarding

- Demonstrate a commitment and understanding to Safeguarding and the promotion of the welfare and safety of children
- Has a deep and accurate working knowledge of relevant policies, procedures and practices related to all aspects of Safeguarding and Child Protection
- Can demonstrate leadership impact on the development of a culture of vigilance and nurture across the whole school community

The School is committed to Safeguarding and promoting the welfare of children and young people. The post is subject to an Enhanced Disclosure Application to the Disclosure and Barring Service.