



APPLICANT PACK

# Deputy Headteacher

*Our Lady Queen of Martyrs Catholic Primary School  
York*



# A message from our Interim CEO

Dear Future Leader,

Thank you for your interest in the position of Deputy Headteacher within the Nicholas Postgate Catholic Academy Trust (NPCAT).

At NPCAT, we are a dedicated family of schools spanning Middlesbrough, York, Redcar and Cleveland, North Yorkshire, Stockton, and beyond. We are driven by a singular, passionate mission: to ensure every child in our care receives an education that is not only academically rigorous but also deeply rooted in our Catholic values. We are a Trust that refuses to settle for "good enough". We strive for excellence in every classroom and for every community we serve.

We are seeking a visionary leader who is unwavering in the belief that neither social circumstance nor geography should ever define the limits of a child's potential, but instead who works tirelessly to ensure every young person can rise, thrive, and realise the fullness of their promise.

As a Deputy Headteacher here, you must be ready to collaborate across our Trust to share best practices and we are excited to hear all about your strengths.

## **Our Commitment to You**

In return, we offer the opportunity to be part of a forward-thinking, supportive leadership team where your professional growth is a priority. You will have the chance to make a tangible difference in the lives of thousands of pupils, backed by the stability and expertise of an excellent Trust.

If you have the drive to inspire staff and the dedication to protect and nurture every child, we would love to hear from you. We are looking for leaders with the heart to care and the grit to deliver.

With hope and excitement for the future,

**Karen Siedle**

Interim CEO, Nicholas Postgate Catholic Academy Trust

# A warm welcome from the Headteacher

Dear applicant,

Thank you for taking an interest in the role of Deputy Headteacher at Our Lady Queen of Martyrs.



At Our Lady Queen of Martyrs Primary School our mission as a Catholic school permeates everything we do and is our roadmap to ensuring we offer an outstanding Catholic education to all those in our care. We are proud of our curriculum and strive to meet challenging academic standards for all of our children. Through our strong Catholic ethos, academic standards and pastoral care, we nurture our pupils on their faith journey. Every individual is valued and special, encompassing that we are all made in the image and likeness of God.

We have a dedicated and hardworking staff team, who place the pupils at the centre of everything they do. We have an Outstanding approach to Personal Development and the school prides itself on providing a progressive and ambitious Enrichment programme. We focus on educating the whole child and pupils therefore leave Our Lady Queen of Martyrs ready for the next stage of their education.

At Our Lady Queen of Martyrs, we believe that all learning is a sacred endeavor and our curriculum is explicitly designed to support our school mission and vision. Our curriculum is distinctly Catholic, culturally rich and experience enhanced as well as allowing children to know the universal story they are a part of. We have strong academic outcomes and provide engaging, coherent and progressive learning opportunities for all of our pupils.

I hope that you feel encouraged to apply for the post of Deputy Headteacher. I actively encourage you to visit our school where I would be happy to meet with you and show you around our wonderful School.

**Mrs S Adams, Headteacher**

*"Lovely staff that are always so welcoming to the children each morning, with a very caring and approachable attitude. I am never in any doubt that my child will be looked after in a loving environment." Parent KS2 child*

*"Pupils are...active citizens and are extremely well prepared for life in modern Britain."*  
OFSTED, February 2024

# Job Advert

<b>Required:</b>	As soon as possible
<b>Salary:</b>	L9 - L13 (£63,070 - £69,596)
<b>Hours:</b>	1 FTE
<b>Contract Type:</b>	Permanent
<b>Location:</b>	Our Lady Queen of Martyrs Catholic Primary School, Hamilton Drive, York, YO24 4JW

Our Lady Queen of Martyrs Catholic Primary School 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.

Our Lady Queen of Martyrs Catholic Primary School is a vibrant school that is part of the Nicholas Postgate Catholic Academy Trust, a family of 38 schools with two sixth forms. NPCAT is now one of the largest multi-academy Trusts in the UK with more than 12,300 pupils and 1,500 staff.

## 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 Catholic 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 schools within 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 Our Lady Queen of Martyrs.

- 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 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 all levels of leadership at the school and with other leaders within the Trust.

**Closing date: Monday 9th March 2026 by 9am**

**Shortlisting: Monday 9th March 2026**

**Interview: To be confirmed**

Candidates are warmly encouraged to visit the school by prior arrangement or if you would like an informal discussion, please contact Mrs Sophie Adams, Headteacher on 01904 806093 or email [adams.s@olqm.npcat.org.uk](mailto:adams.s@olqm.npcat.org.uk)

*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:** L9 - L13

**Responsible to:** Headteacher

## Introduction

The school has been designated by the Secretary of State as a school with a religious character. Its instrument of government states that it is part of the Catholic Church and is to be conducted as a Catholic school in accordance with Canon Law, the teachings of the Roman Catholic Church and the trust deed of the Diocese of Middlesbrough. At all times the school is to serve as a witness to the Catholic faith in our Lord Jesus Christ. The Deputy Headteacher must be a practising Catholic who will work closely with the Headteacher to ensure the school is distinctively Catholic in all aspects, providing leadership of the Catholic life and mission of the school, including strategic leadership of Religious Education and the promotion of the highest Catholic Standards throughout.

This appointment is with the board of Directors under the terms of the Catholic Education Service contract signed with the board as employers. It is subject to the current conditions of service for deputy headteachers contained in the School Teachers' Pay and Conditions document and other current education and employment legislation. In carrying out his/her duties the deputy headteacher shall consult with the headteacher and, when appropriate, with the board, the Diocese, the local authority, the staff of the school, the parents of its pupils, the parish(es) served by the school and other local Catholic schools.

This job description is based on the key areas identified in the Headteachers' Standards published by the Department for Education (2020). It recognises the role of the deputy headteacher in sharing responsibility for the leadership of the school.

The board and the Diocese acknowledge the importance of the role of the Catholic deputy headteacher and will actively offer long term support, encouragement, affirmation and realistic challenge to the successful candidate.

The board and the Diocese are committed to safeguarding and promoting the welfare of children and young people. The headteacher must ensure that the highest priority is given to following the guidance and regulations to safeguard them. The successful candidate will be required to undergo an Enhanced check for Regulated Activity from the Disclosure and Barring Service.

The core purpose of the deputy headteacher is to assist the headteacher to set and implement the strategic direction of the school and to provide professional leadership

and management to drive achievement of high standards in all areas of the school's work, particularly in ensuring the provision of sustainable outstanding education through the preservation and development of its 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 Middlesbrough.

**Therefore, the post of deputy headteacher must be filled by a practising Catholic<sup>1</sup> who can show, by example and from experience, that he or she will ensure that the school is distinctively Catholic in all aspects.**

In addition to being an excellent classroom practitioner, the deputy headteacher should demonstrate the following:

## Section 1: Ethics and professional conduct

Catholic deputy headteachers are expected to demonstrate consistently high standards of principled and professional conduct inspired by Christ and His beatitudes<sup>2</sup> 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 Headteachers support the headteacher in their role as custodians of Diocesan schools and as such embody the abundant hope the Church has placed in education. Catholic deputy headteachers also support the headteacher 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 headteachers:

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<sup>1</sup> See Diocesan Briefing Note On Practising Catholic

<sup>2</sup> The Gospel of Matthew 5:3-12

- build relationships of mutual respect rooted in the belief that all are made in the image and likeness of God<sup>3</sup> 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<sup>4</sup> and the Church's social teaching<sup>5</sup>.
- 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 headteachers:

- 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 across all agencies.

## Section 2: Headteachers' Standards

### 1. School culture

*Deputy Heads, in support of Headteachers:*

- 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

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<sup>3</sup> The Book of Genesis 1:26-27

<sup>4</sup> *Dialogue and Proclamation*, (1991) Pontifical Council for Inter-Religious Dialogue, Vatican.

<sup>5</sup> *Compendium of the Social Doctrine of the Church*, 2004, Vatican.

- uphold ambitious educational standards which reflect the distinctive characteristics of Catholic education<sup>6</sup> 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

*Deputy Heads, in support of Headteachers:*

- 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

*Deputy Heads, in support of Headteachers:*

- 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

## 4. Behaviour

*Deputy Heads, in support of Headteachers:*

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<sup>6</sup> 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

- 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

*Deputy Heads, in support of Headteachers:*

- 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<sup>7</sup>
- 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

*Deputy Heads, in support of Headteachers:*

- 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

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<sup>7</sup> 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.

## **7. Organisational management**

*Deputy Heads, in support of Headteachers:*

- 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**

*Deputy Heads, in support of Headteachers:*

- 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**

*Deputy Heads, in support of Headteachers:*

- 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**

*Deputy Heads, in support of Headteachers:*

- 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 support the Headteacher in the safeguarding and the wellbeing and safety of pupils, liaising with appropriate bodies as appropriate.
- As delegated by the Headteacher lead on curriculum implementation and teaching and learning
- As delegated by the Headteacher, 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 on the implementation of a consistently high quality approach to teaching and learning and to undertake key responsibilities in the development of the middle leadership team.
- To act as the DSL and manage safeguarding within the school
- To ensure that the school's behaviour and ethos is in line with our catholic mission.
- To support the leadership of 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.
- As delegated by the Headteacher take on line management responsibilities

Appointee will be required to:

- Deputise for the Headteacher (in his/her absence) and assist the Headteacher in all aspects of 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.
- Be an essential part of the SLT 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

ESSENTIAL			
Criteria	No.	Attribute	Stage Identified
<b>FAITH COMMITMENT</b>	E1	A practising Catholic (fulfilling the requirements of the Diocesan Briefing Note)	A/I/R
	E2	Secure understanding of the distinctive nature of the Catholic school and Catholic education	A/I/R
	E3	Understanding of the leadership role in spiritual development of pupils and staff	A/I/R
	E4	Experience of leading school worship	A/I
	E5	relevant experience of leading Catholic life and RE	
<b>QUALIFICATIONS</b>	E6	Qualified teacher status	A/C
	E7	Degree	A/C
<b>PROFESSIONAL DEVELOPMENT</b>	E8	Evidence of appropriate professional development for the role of deputy headteacher	A
	E9	Evidence of recent leadership and management professional development	A/I/C
	E10	Evidence of appropriate safeguarding training	A
<b>SCHOOL LEADERSHIP AND MANAGEMENT EXPERIENCE</b>	E11	Relevant senior leadership experience	A/I/R
	E12	To have had active and effective leadership of a team/key stage/curriculum area/department	A/I/R
	E13	To have taken an active involvement in school self- evaluation and development planning	A/I/R
	E14	To have implemented and developed a whole school initiative	A/I/R

	E15 E16	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)	A/I/R A/I/R
<b>EXPERIENCE AND KNOWLEDGE OF TEACHING</b>	E17 E18 E19	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	A/I/R A/I A/I
<b>PROFESSIONAL ATTRIBUTES</b>	E20	To have excellent written and oral communication skills (which will be assessed at all stages of the process)	A/I
<b>APPLICATION FORM AND SUPPORTING STATEMENT</b>	E21 E22	The form must be fully completed and legible  The supporting statement should be clear, concise (within the required word count) and related to the specific post	A A

DESIRABLE			
Criteria	No.	Attribute	Stage Identified
<b>FAITH COMMITMENT</b>	D1	Involvement in parish community	A/I
<b>QUALIFICATIONS</b>	D2 D3 D4	Postgraduate level qualification  Successful completion of Diocesan leadership programme  CCRS/CTC (or equivalent) or commitment to obtaining the certificate	A A A
<b>SCHOOL LEADERSHIP</b>	D5	Recent experience in a Catholic school	A

<b>AND MANAGEMENT EXPERIENCE</b>	D6	Experience of teaching in more than one school	A
	D7	Experience of monitoring staff performance	A/I
	D8	Knowledge and understanding of current educational issues	A/I

**KEY:** A - Application, I - Interview, R - Reference, C - Certificate

# Staff Quotes

*"Working at OLQM truly feels like being part of a really special family where the Gospel values are seen in action on a day to day basis. I feel very privileged to be working with such a supportive, dedicated and united team."* - **Pastoral Support Worker**

*"Our Lady Queen of Martyrs School is more than a workplace; it's a family. The joyful children, strong sense of community, and Catholic ethos are just some of the reasons why it has been a privilege to work here for over 21 years."* - **SENCo and Senior Leader**

*"As a new member of staff, it has been fantastic to join a friendly, welcoming team that is dedicated to helping every child achieve their best. Having a year group partner is also invaluable!"* - **1st Year ECT**

*"OLQM is a school like no other. Our staff are supportive, friendly and dependable. We hold each other up in the challenging moments and celebrate success together"* - **EYFS Teacher**

*"Working within the OLQM family circle helps us to restore faith and belief. We all care for each other and offer a hand when one hand may be reaching out for support. As a catholic family... We help and believe in one another."* - **HLTA**

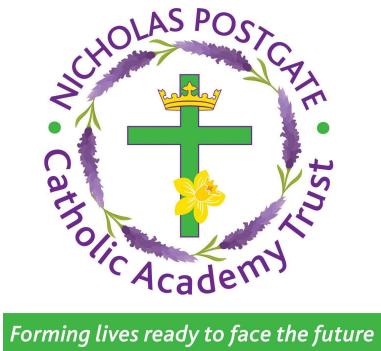
*"I love working with incredibly dedicated, vocational staff who support each other. All staff members are respected and talents are seen and encouraged, allowing us to grow in our career."* - **Assistant Teacher**

*"I am honoured to say I have been a member of the teaching staff at OLQM for just short of ten years. Throughout my time I have experienced a togetherness in community and team spirit where all children and staff have a sense of belonging and purpose. OLQM appreciates that every child is unique and one and all are nurtured to their fullest potential. I believe in OLQM and proudly watched my daughter grow and develop from Nursery through to year 6."* - **EYFS Assistant Teacher**

*"I have worked at OLQM for many years and absolutely love working here. I work with wonderful supportive colleagues and amazing pupils who are a joy to teach everyday. Christian values are at the heart of everything we do and we are one big happy family."* - **KS2 Teacher**

*"I was lucky enough to do my PGCE training at OLQM, through this I fell in love with the school and the community and I knew that I wanted to work there and was lucky enough to accept an ECT job. The staff community is so welcoming and supportive and there is always someone you can go to for help and support. SLT are guiding, supportive and constructive in the right balance making it a place where you can grow as a teacher."* - **EYFS Teacher**

*"As a newly appointed member of staff at OLQM, you are welcomed like family from day one. It has a community feel, where warmth and kindness is felt from the moment you arrive."* - **KS1 Teacher**



*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 geographical 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.

## 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. York is at the cutting edge of artistic innovation, creativity and media arts hosting the York art gallery, Castle Howard with its wonderful gardens to name but a few.

## 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. In the centre of York is the magnificent Minster which is one of the UK's top 50 visitor attractions welcoming hundreds of thousand visitors each 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.

## Excellence in education

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

## Strong transport links

There are good road and rail links across the Teesside and York areas providing links to the rest of the country. Teesside, Leeds-Bradford and Newcastle airports are also close by with regular flights to Scotland, Jersey, Spain and many other popular holiday destinations across the world.



# The Diocese of Middlesbrough

NPCLAT 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.

Apostolic Administrator of the Diocese of Middlesbrough, Bishop Marcus Stock 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.

NPCLAT 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

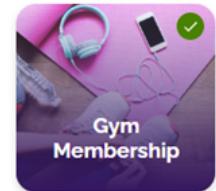
parish, chaplaincy work in school ensures that the appropriate steps are taken to have equal engagement across them all.

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



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 staff.

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
- Annual 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
- Full wellbeing package

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

# 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 our non-teaching support staff.

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

A full suite of training packages are available across the Trust some delivered in-house and others via our partnerships for 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 nationally recognised partners.

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

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

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

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

**References:** As part of the pre employment checks references will be sought by the appropriate Priest.

**If you require any additional information about this post, please contact Mrs Sophie Adams, Headteacher on 01904 806093.**

Thank you for your interest in this role. 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.*

