

# St Joseph's Catholic Primary School

TO PROTECT WITH LOVE, ALL OF GOD'S GIFTS



## Headteacher Recruitment

### Information for Applicants January 2021



**Vicariate for Education  
Diocese of Leeds**



## ST JOSEPH'S CATHOLIC PRIMARY SCHOOL

Park Lane, Bradford BD5 0RB

Telephone: 01274 727970

Email: [office@stjosephsbradford.bradford.sch.uk](mailto:office@stjosephsbradford.bradford.sch.uk)

Website: [www.stjosephsbradford.co.uk](http://www.stjosephsbradford.co.uk)

Dear Applicant,

Thank you for the interest you have shown in applying for the position of Head Teacher at St Joseph's Catholic Primary school, Bradford.

Following the retirement of our valued Headteacher, we recognise this is a most exciting time for governors as we look to recruit our new leader to take us on the next stage of our journey.

St Joseph's Primary School educates and nurtures pupils from a wide variety of communities and backgrounds. Governors are proud that the school has been judged "Good" by Ofsted in four full Section 5 inspections since 2008.

On November 1<sup>st</sup> 2020 our school converted to an Academy and is now part of the Blessed Christopher Wharton Catholic Academy Trust.

At this significant point in our journey we would welcome a leader whose faith is central to their work and life, a person of wisdom and compassion who is experienced in bringing about effective school improvement. We welcome a leader who is able to build strong partnerships within the local community and who can work positively and proactively within our Trust.

I highly recommend a visit to our school, and look forward to receiving your application.

Mrs M Stichbury

Chair of the Academy Council



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### Headteacher

September 2021

Number on Roll 320

L16—L22



We are a school with a proud past, living in a successful and vibrant present, looking forward to the future with confidence and excitement.

Following the retirement of our valued headteacher, the Trust Board and Academy Council are looking to appoint someone with a strong personal Catholic faith, who will lead the school with a passion for enabling everyone to flourish as a child of God.

The school has consistently been judged by Ofsted to be Good. As the new Headteacher, you will be someone who is energised by the school's complex and challenging context. You will have the proven experience, skills and expertise to provide a rich and engaging curriculum to improve achievement and progress across all areas, leading the school to be judged Outstanding.

St Joseph's joined the Blessed Christopher Wharton Catholic Academy Trust in November 2020. The school plays an active role in two highly effective and supportive partnerships, the Catholic Schools' Partnership and the local MyBD5 Partnership.

**If you visit the school, you will want to apply!**

**Arrange a Covid-19 secure visit by contacting the school office on 01274 727970 or by emailing [office@stjosephsbradford.bradford.sch.uk](mailto:office@stjosephsbradford.bradford.sch.uk)**

*Bradford offers access to stunning countryside, a rich cultural life and extremely attractive house prices!*  
[www.visitbradford.com](http://www.visitbradford.com)

**Recruitment Packs are available from [office@stjosephsbradford.bradford.sch.uk](mailto:office@stjosephsbradford.bradford.sch.uk)**

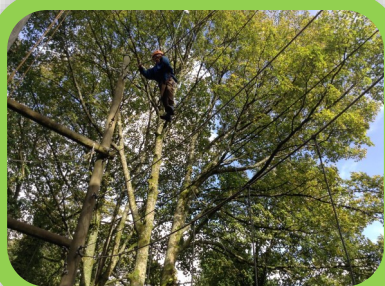
**Closing Date: 12 Noon Friday 29th January**

**Interview Dates: Wednesday 3rd February and Thursday 4th February**

*St Joseph's Catholic Primary School is committed to safeguarding and expects all staff and volunteers to share this commitment. This appointment is subject to checks including an enhanced Disclosure and Barring Service check.*

# Our School

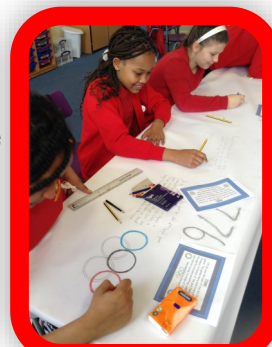
**We have high expectations of all our children, in every sense of the word!**



Many of our children may come from the most disadvantaged backgrounds in the country, but we build on their resilience and determination, ensuring that all children are given the opportunity to succeed, and all achievements are recognised and celebrated. At St Joseph's we are deeply committed to the Church's mission in education and the promotion of social justice.

**There are 32 different home languages spoken in our school and for 60% of our children English is an additional language.**

**We are constantly amazed at how well the children respond to the additional support we put in place to help them achieve and thrive.**



**There are 43 different nationalities in our school. Pupil mobility is very high.**

**Because of this we have developed a very welcoming culture, celebrating the diversity, uniqueness and vibrancy of our school community. It brings the opportunity to develop the Gospel virtues of respect, understanding, resilience and joy in each other.**



**The children in St Joseph's make excellent progress during their time in school. Because of this, despite published results being below national standards, the school has been judged by Ofsted to be a Good school.**

# Our Church

We are privileged to have our Parish Church right next door to school, and blessed to have Fr Christopher Angel as our Parish Priest.

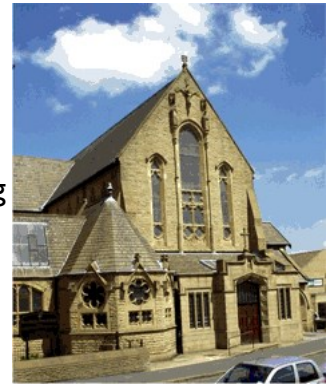
There are very strong links between the school and our Church. Class Masses are held on a weekly basis in the Lady Chapel. We celebrate whole-school Mass on a regular basis for Holy days, special occasions, and the beginning and end of each half-term.

The school is an integral part in supporting the families and Parish in preparing the children for the Sacraments of Reconciliation, Eucharist and Confirmation.

The Church is the wonderful setting for other services including May Procession, Harvest Festival, Christingle.

The school participates in the Diocesan Choir Programme, with the opportunity for professional choral development and taking part in nationally broadcast performances.

The Parish and school join together for Summer and Christmas Fayres, social evenings and celebrations.



**Supporting the work of the Franciscan Friars through our Harvest Festival.**



**Christingle Service**



**May Procession—St Joseph's style!**

# Our School by the Children



I like this school because there are lots of friendly teachers. Also, this school is special to me because it's a place where I feel safe and cared for, just like at home.

I like the challenge that I get in school.

I am grateful for the teachers who help me with my education.

I like the teachers, they are very welcoming. We are very lucky to have teachers who teach us everything they know, they are happy to teach and care for us like we are their own children.

I love St Joseph's because they help me to learn English.



We are a school of God.

I learn something new every day.

I love St Joseph's because it is welcoming, exciting and encouraging. The school is filled with surprises!

# Our School by the Staff

St. Joseph's is a fantastic place to work. The children are a delight to teach – so enthusiastic and excited to learn. The staff are welcoming, helpful and hardworking.

The welfare of our pupils is always the priority.

Working at St. Joseph's is both rewarding and inspiring; I have the privilege of teaching a diverse mix of children from different backgrounds and cultures which makes my classroom an interesting place to be! We are always learning from each other. I am also thankful to work alongside such supportive and friendly colleagues who are always there if I need them.

We take pride in promoting our Catholic Ethos.

We are an exceptionally caring and nurturing school. We go above and beyond for our children.

A warm, enthusiastic, hard-working atmosphere throughout school.

St Joseph's is a great school to work at. The environment is very welcoming and friendly, which makes a great atmosphere for work. The staff and children are extremely hard working and very helpful, making a great team. I love working at this fab school.

Every single day, there is something to make you smile and a colleague to make you laugh. There is a real sense of joy, it makes me feel really grateful to come here to work every day.

St. Joseph's is like a second family. It's a place full of laughter, learning and love.

Every day our children at St Joseph's light up our school with pure joy, curiosity, love and creativity. It is a pleasure to have found such a gem of a school and that I get to work alongside a dedicated and hardworking team.

St Joseph's is like a second home. The school is full of warmth, laughter and positivity and the children make it a delight to teach here. There is a great family atmosphere here at St Joseph's.

St Josephs is a school full of warmth, positivity, shared inspiration and a love for learning.

Working at St Joseph's enables me to work in a special community, surrounded by like-minded individuals, where we strive to help pupils to flourish. It is a community that ensures every individual feels safe and valued.

# Mission Statement

*At St. Joseph's school, everyone is cherished as a child of God. We strive to know Jesus Christ, and to live as He did with enthusiasm and joy.*



## Aims

*Through the inspiration of St. Joseph, we aim to protect with love all that God has given us – our own gifts and talents, the gift of each other and the gift of creation.*

*We aim to provide an excellent education, where we celebrate the diversity and uniqueness of our school community; ensure that all children are given the opportunity to succeed and all achievement is recognised and celebrated.*

*We are supported in this by working in partnership with families, the Parish and our partnership schools.*

## Our School Virtues

Live Mercifully	Live Justly	Live Simply	Live Bravely	Live Wisely
<b>Be...</b> compassionate trustworthy welcoming respectful a peacemaker	<b>Protect..</b> creation God's word myself each other those in need	<b>Be...</b> of service joyful humble self-controlled considerate	<b>Be...</b> resilient determined patient questioning courageous	<b>Be...</b> curious reflective creative a problem-solver a participator
 <b>Be Faithful!   Be Hopeful!   Be Loving!</b>				

## Why Bradford?



The Yorkshire Dales



Ilkley Moor

## Culture and Heritage

**The Alhambra Theatre** - The North's premier touring venue with regular visits from prestigious companies such as the Royal Shakespeare Company, Northern Ballet, Disney Theatrical, the National Theatre, Matthew Bourne's New Adventures and David Ian Productions.



The **David Hockney** exhibitions at Salts Mill and Cartwright Hall.



There are **two Unesco sites** in Bradford – Saltaire which is a World Heritage Site and Bradford which is the first Unesco City of Film.



## House Prices

House in London.  
One bedroomed,  
shared courtyard  
with three other  
houses £650,000



House in Yorkshire.

3 Bedroomed house  
in highly desirable  
area with enclosed  
gardens and double  
garage. £650,000



## HEADTEACHER JOB DESCRIPTION

### INTRODUCTION

St Joseph's Catholic Primary School has been designated a voluntary aided 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 Leeds. At all times the school is to serve as a witness to the Catholic Faith in Our Lord Jesus Christ.

The core purpose of the headteacher of any school is to provide professional leadership and management. In our Catholic school, that professional leadership is provided in the context of a community rooted in the Catholic Faith recognising a joint responsibility across all schools. Thus it is an essential requirement that applicants have a strong, personal faith and recognise the opportunities and challenges facing Catholic education as a vibrant part of the mission of the Church in education. The Academy Council and Trust Board and the Diocese acknowledge the importance of the role of the Catholic headteacher and will actively offer long term support, encouragement, affirmation and realistic challenge to the successful candidate.

In a Catholic school, the search for excellence is given expression in learning and teaching which responds to the needs and aspirations of its pupils and acknowledges their individual worth as made in the image and likeness of God. The headteacher shares responsibility for the mission of the school and the wider diocesan educational system and as such is therefore called to work in collaboration with parents, priests, parishioners, diocesan officers and colleague headteachers and agencies such as CAFOD, Family Life and Youth Ministry as and when appropriate. In a Catholic school, the role of the headteacher is one of leadership of a learning community rooted in faith. The headteacher's leadership must take Christ as its inspiration.

The headteacher's management of staff should demonstrate an awareness of their unique contribution as individuals, valued and loved by God. Headteachers 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. They secure a climate for the exemplary behaviour of pupils.

In a Catholic school the headteacher fulfils his or her responsibilities in accordance with the Instrument of Government/ Articles of Association. He/she supports the Academy Council and Trust Board in fulfilling its responsibilities to the Diocese under Canon Law as well as in accordance with national legislation. The headteacher accounts to the Academy Council and Trust Board, parents/carers and the school community for the fulfilment of the school's Catholic mission and its educational success.

The discharge of the role of headteacher requires a significant theological insight and vision of the development of this Catholic school.

### HEADTEACHERS' STANDARDS

The Headteachers' Standards 2020 define high standards which are applicable to all headteacher roles within a self-improving school system.

Headteachers are leading professionals and role models for the communities they serve. Their leadership is a significant factor in ensuring high quality teaching and achievement in schools and a positive and enriching experience of education for pupils. Together with those responsible for governance, they are custodians of the nation's schools.

Parents and the wider public rightly hold high expectations of headteachers, given their influential position leading the teaching profession and on the young people who are their responsibility. The headteachers' standards set out how headteachers meet these high expectations

This appointment is with the Academy Trust Board of the school under the terms of the Catholic Education Service contract to be signed. The Academy Council and Trust Board will appoint a practising Catholic who can show by example and from experience that he or she will ensure that the school is distinctively Catholic in all aspects. The appointment is subject to the current conditions of service for headteachers contained in the School Teachers' Pay and Conditions document and other current education and employment legislation. In carrying out his/her duties the headteacher shall consult, when appropriate: the Diocese, the Local Authority, the staff of the school, the parents of its pupils, the parishes served by the school and other local Catholic schools where necessary.

### **Ethics and Professional Conduct**

Headteachers are expected to demonstrate consistently high standards of principled and professional conduct. They are expected to meet the teachers' standards and be responsible for providing the conditions in which teachers can fulfil them.

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 and reflect the principles influenced by the Gospel message and Church teaching:

- selflessness
- integrity
- objectivity
- accountability
- openness
- honesty
- leadership

Headteachers uphold public trust in school leadership and maintain high standards of ethics and behaviour. Both within and outside school, headteachers:

- build relationships rooted in mutual respect, 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, recognising everyone's individual worth as made in the image and likeness of God
- uphold fundamental British values including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
- ensure that personal beliefs are not expressed in ways which exploit their position, pupils' vulnerability or might lead pupils to break the law

As leaders of their school community and profession, headteachers:

- serve in the best interests of the school's pupils
- conduct themselves in a manner compatible with their influential position in society by behaving ethically, fulfilling their professional responsibilities and modelling the behaviour of a good citizen and of a leader inspired by Christ
- 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
- make a positive contribution to the wider education system

## **Headteachers' Standards**

### **1. School Culture**

Headteachers:

- establish and sustain the school's Catholic ethos and strategic direction in partnership with those responsible for governance and through consultation with the school Parish and community
- create a culture where pupils experience a positive and enriching school life
- uphold ambitious educational standards which prepare pupils from all backgrounds for their next phase of education and life, reflecting the distinctive characteristics of Catholic Education.
- promote positive and respectful relationships across the school community and a safe, orderly and inclusive environment to promote Gospel values which unite society in a commitment to social justice and the common good.
- ensure a culture of high staff professionalism

### **2. Teaching**

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**

Headteachers:

- ensure a broad, structured and coherent curriculum entitlement which sets out the knowledge, skills and virtues that will be taught
- establish effective curricular leadership, developing subject leaders with high levels of relevant expertise with access to professional 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**

Headteachers:

- establish and sustain high expectations of behaviour for all pupils, built upon relationships, rules and routines, based on the Gospel values, which are understood clearly by all staff and pupils
- ensure high standards of pupil behaviour and courteous conduct in accordance with the school's behaviour policy
- implement consistent, fair and respectful approaches to managing behavior
- ensure that adults within the school model and teach the behaviour of a good citizen and inspired by the life of Christ.

### **5. Additional and Special Educational Needs and Disabilities**

Headteachers:

- ensure the school holds ambitious expectations for all pupils with additional and special educational needs and disabilities
- establish and sustain culture and practices that enable pupils to access the curriculum and learn effectively
- ensure the school works effectively in partnership with parents, carers 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**

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

## **7. Organisational Management**

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
- ensure rigorous approaches to identifying, managing and mitigating risk

## **8. Continuous School Improvement**

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 context
- ensure careful and effective implementation of improvement strategies, which lead to sustained school improvement over time
- Inspire and influence others—within and beyond the school—to believe in the fundamental importance of Catholic education in young people's lives and to promote the value of education

## **9. Working in Partnership**

Headteachers:

- forge constructive relationships beyond the school, working in partnership with parents, carers, the Parish and the local community
- commit their school to work successfully with 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**

Headteachers:

- understand and welcome the role of effective governance, rooted in faithful stewardship of Gospel values, upholding their obligation to give account and accept responsibility
- establish and sustain professional working relationship with those responsible for governance
- 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

Diocese of Leeds

## Headteacher Person Specification



### St Joseph's Catholic Primary School, Bradford

#### Introduction

This person specification is intended to assist both candidates and governors in the appointment process. It highlights the particular qualities for headteachers of Catholic schools in ensuring that they meet the same expectations of headteachers of all schools while serving the mission of the Church in education.

The core purpose of the headteacher of any school is to provide professional leadership and management. In our Catholic school, that professional leadership is provided in the context of a community rooted in the Catholic faith. Thus it is an essential requirement that applicants have a strong, personal faith and recognise the opportunities and challenges facing the Catholic school as a vibrant part of the mission of the Church in education.

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

The Academy Council and Trust Board acknowledges that the criteria reflect the evolving role of headship in the early 21<sup>st</sup> Century and that they apply as much to experienced headteachers as they do to aspirant headteachers.

#### What is the objective definition of a 'practising Catholic' for appointments to key posts in Catholic Schools?

To objectively define what a 'practising Catholic' is when assessing applicants for key leadership posts within a Catholic school, it is necessary to understand that there are general obligations as well as essential components that constitute 'practice' of the faith in the teaching of the Catholic Church.

The Church's general obligations for its members require that they strive to live lives of holiness by being faithful to the teaching of the Gospel, by trying to uphold the values proclaimed in the Beatitudes, by assisting in the Church's mission to make Christ known to all peoples, by upholding privately and publicly the Church's moral and social teaching, by endeavouring to follow an informed conscience and by making every effort to keep the precepts of the Church. This is the 'practice' of the Catholic faith in its widest and all encompassing sense. At the heart of these general obligations though, there are essential components for "*full communion*" with the Catholic Church. These are sacramental initiation (Baptism, Confirmation and the Eucharist) and the bonds of profession of faith, the sacraments and ecclesiastical governance. The preservation of this full communion is not limited to purely religious activity but is to be an integral part of the whole pattern of behaviour of a member of the Church. It is what essentially constitutes being a committed and 'practising Catholic'.

For further information including examples where there may be a reason why somebody is not in a position to take up a key responsibility in a Catholic school, please see 'Christ at the Centre' by Mgr Marcus Stock, CTS Publications ISBN 978-1-86082-843-0

CONFIDENTIAL REFERENCES AND REPORTS	Essential or Desirable	Evidence
A positive and supportive written faith reference from a priest where the applicant regularly worships.	E	R
A positive recommendation from current employer or Headteacher	E	R
A second <b>professional</b> reference	E	R

## JOB SPECIFICATION

*Please note source of evidence of fulfilled criteria:*

**Application Form - A   Letter – L   References – R   Interview - I**

<b>QUALITIES AND KNOWLEDGE</b>	<b>Essential or Desirable</b>	<b>Evidence</b>
Practicing Catholic	E	I/R
Qualified Teaching Status	E	A
Degree	E	A
NPQH or similar	D	A
CCRS (Catholic Certificate in Religious Studies)	D	A
Teaching and leadership experience in more than one Catholic primary school	D	A/I/R
Lead by example and be a positive role model with excellent communication skills	E	I/R
Ability to articulate a clear vision and purpose for Catholic education	E	A/I/R
Personal impact and presence	E	I/R
Participation in a Parish Community	E	A/I/R
Ability to lead the spiritual development of staff and pupils	E	I/R
Understanding of current educational provision and the wider school systems	D	A/I
Political and financial astuteness	E	A/I/R

<b>PUPILS AND STAFF</b>	<b>Essential or Desirable</b>	<b>Evidence</b>
Have ambitious standards and high expectations for all pupil's	E	A/I/R
Excellent understanding of high quality teaching and learning	E	A/I/R
Promote the development of the whole child	E	A/I/R
Use data analysis to effectively drive whole school improvement	E	A/I/R
Encourage all staff to develop their unique potential	E	A/I/R
Identify emerging talent, develop excellence and clear succession planning	E	A/I/R

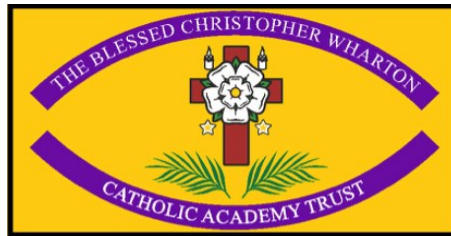
<b>SELF IMPROVING SCHOOL</b>	<b>Essential or Desirable</b>	<b>Evidence</b>
Knowledge and experience of working with other schools and organisations	<b>E</b>	<b>A/I/R</b>
Effective partnerships with a range of professionals	<b>E</b>	<b>A/I/R</b>
Use well evidenced research to achieve excellence	<b>D</b>	<b>A/I/R</b>
Provide high quality opportunities for staff development	<b>E</b>	<b>A/I/R</b>
Confident, entrepreneurial, and innovative approach to school improvement	<b>E</b>	<b>A/I/R</b>
Source of inspiration and encouragement for all in the school community.	<b>E</b>	<b>A/I/R</b>

<b>CHILD PROTECTION</b>	<b>Essential or Desirable</b>	<b>Evidence</b>
Ensure that the child protection policies and procedures adopted by the Academy Council and Trust Board are fully implemented and followed by all staff	<b>E</b>	<b>A/I/R</b>
Ensure that sufficient resources and time are allocated to enable staff to discharge their child protection related responsibilities effectively	<b>E</b>	<b>A/I/R</b>

<b>SECURING ACCOUNTABILITY</b>	<b>Essential or Desirable</b>	<b>Evidence</b>
Fulfil commitments arising from contractual accountability to the Academy Council and Trust Board	<b>E</b>	<b>A/I/R</b>
Develop a Catholic school ethos	<b>E</b>	<b>A/I/R</b>
Ensure individual staff accountabilities are clear, understood, agreed, reviewed and evaluated	<b>E</b>	<b>A/I/R</b>
Work with the Academy Council and Trust Board to enable it to meet its responsibilities	<b>E</b>	<b>A/I/R</b>
Develop an accurate and understandable account of the school's performance for a range of audiences	<b>E</b>	<b>A/I/R</b>
Personally contribute to school achievements taking account of feedback from others	<b>E</b>	<b>A/I/R</b>

<b>STRENGTHENING THE COMMUNITY</b>	<b>Essential or Desirable</b>	<b>Evidence</b>
Build a school culture and curriculum which takes account of the richness and diversity of the community's Catholic Christian faith	<b>E</b>	<b>A/I/R</b>
Create and promote strategies for challenging racial and other prejudices	<b>E</b>	<b>A/I/R</b>
Ensure learning experiences for pupils are linked into and integrated with the wider community	<b>E</b>	<b>A/I/R</b>
Ensure a range of community based learning experiences	<b>E</b>	<b>A/I./R</b>
Collaborate with agencies in providing for the academic, spiritual, moral, social emotional and cultural well-being of pupils and their families	<b>E</b>	<b>A/I/R</b>
Create and maintain an effective partnership with parents and carers	<b>E</b>	<b>A/I/R</b>
Invite local community into school to enhance and enrich the school	<b>E</b>	<b>A/I/R</b>
Share effective practice working in partnership with other schools	<b>E</b>	<b>A/I/R</b>

<b>APPLICATION FORM AND LETTER</b>	<b>Essential or Desirable</b>	<b>Evidence</b>
Application form to be completed in full and legible	<b>E</b>	<b>A</b>
Supporting statement to be clear, concise and related to the specific post and appointment criteria no more than 2 sides of A4 in font size 11	<b>E</b>	<b>L</b>



Thank you for taking the time to find out more about the role of Headteacher, at St Joseph's Catholic Primary School within the Blessed Christopher Wharton Catholic Academy Trust in the Diocese of Leeds.

This is an exciting time to be joining BCWCAT. We were established in June 2014, and now comprise of fourteen Primary Schools. The remaining four primary schools, as well as the two secondary schools, are all scheduled to join by early 2021. This CAT will serve over 7200 pupils and employ more than 750 staff. As a family of schools, the Trust is able to provide significant support, intervention and the professional development of career pathways.

We are passionate about putting children first in everything that we do. We care deeply about the futures of every young person who attends an BCWCAT academy and believe that every child, no matter what their starting point in life, should have the opportunity to go to a school where they can expect the best possible experience of a catholic education. Our aim to draw out of all people their God-given potential to enable them to fulfil their unique role in society. All involved in the Trust will promote this for the benefit of the young people in our care. We work in partnership to achieve this in the principle of "our schools, not my school".

Our aim as a Trust is to be recognised nationally as we develop our innovative approach to inclusive, enriching and balanced cross curricular teaching, preparing young people for lifelong learning based firmly on our Catholic principles.

### Our Background

In February 2018, Bishop Marcus presented schools with his vision for education in the Diocese of Leeds. Recognising that the ever-changing landscape in education brings its own challenges in ensuring that all schools are viable and raise standards, Bishop Marcus asked that all schools strengthen their solidarity and collaborate effectively with each other. The Blessed Christopher Wharton Catholic Academy Trust is one of the five multi-academy trusts established across the diocese in response to the Bishop's vision for Education.

Chair of the Trust: Joe McDonnell Interim CEO: Simon Sprague

a: Registered Office:

Beacon Villa, St Bede's and St Joseph's Catholic College, Ignis (Lower School Site), Cunliffe Road, Bradford, BD8 7AP

t: 01535 605880

e: [admin@bcwcat.co.uk](mailto:admin@bcwcat.co.uk)

[www.bcwcat.co.uk](http://www.bcwcat.co.uk)





Thank you for taking the time to find out more about the headship at St Joseph's Catholic Primary School, Bradford in the Diocese of Leeds.

St Joseph's is a school that works in partnership with the other Catholic schools in Bradford as well as with its high School, St Bede's & St Joseph Catholic College. The governors are now looking for some one who has the vision to lead the school through the opportunities and challenges of the next few years providing the best opportunities for its pupils and their families. In taking up the headship at St Joseph's, the successful candidate is assured of a warm welcome from colleagues in other local Catholic schools and across the diocese where there are close partnerships. You will have every assistance in getting to know the local community of schools as well as the immediate school and parish community.

Over the next few months, Bishop Marcus has asked all our diocesan schools to plan for academy conversion and St Joseph's will be joining Blessed Christopher Wharton Catholic Academy Trust along side other primary schools and the high school. The trust has been established for 6 years and is a successful and expanding multi-academy trust of 14 schools and includes a teaching school alliance (CSPTSA) making a significant impact on teacher development and school improvement. You can find out more here : [www.bcwcatholic.co.uk](http://www.bcwcatholic.co.uk) [www.csptsa.co.uk](http://www.csptsa.co.uk)

The Diocese of Leeds covers a wide geographic area encompassing eight local authorities mainly in West and North Yorkshire well served by a network of rail and motorway links. We have 79 primary schools, 12 high schools, a sixth form college in Leeds and a residential non-maintained school for the deaf. Our smallest school is 70 pupils whilst the largest is 2,300 pupils serving both rural and urban areas. There are good partnerships between schools across the Diocese that are rapidly developing into one of the five strategic MATS. In addition, there are local deaneries and further networks with local authority schools. Also within the Diocesan educational provision is our Catholic university of Leeds Trinity that is also the higher education partner to the teaching school alliance. The primary headteachers from across the Diocese meet regularly and there are opportunities for retreats both local and further afield as well as termly days for 'refreshing the Spirit' at the Bar Convent in York.

The Diocese offers a comprehensive programme of continuing professional development every academic year which is available on the website and open free of charge to all schools giving to the Diocesan school contribution scheme. In future years it is hoped that the teaching schools in the Diocese will also take a role in delivering the programme.

I hope that you will take this opportunity to apply to be the new headteacher of St Joseph's Catholic Primary School, Bradford.

Kind regards

*Angela Cox OBE*

Director of Education

Diocese of Leeds

## **Working in Leeds Diocese**

### **HEADTEACHER WELLBEING SERVICE**

#### **What is the Headteacher Wellbeing Service?**

The Service:

- Was requested by Headteachers for Headteachers
- Is designed to meet the specific needs of Headteachers in the Leeds Diocese
- Is a confidential service for all Headteachers in Diocesan primary, secondary and special schools
- Offers an opportunity to talk confidentially on a personal and professional basis
- Facilitates links with other professionals

#### **What does the Service Aim to Do?**

The Service:

- Promotes the well being of the Catholic Headteachers in the Leeds Diocese
- Provides personal support for individual Headteachers
- Assists Headteachers in resolving issues
- Facilitates support networks
- Enhances relationships between Headteachers, Governors, Diocesan and Local Authority personnel

#### **What is the Role of the Diocese?**

- The Diocese is committed to supporting Headteachers in their task and to working in partnership with schools
- The Diocesan *Office for Education & Schools* acts as the agent in the employment of the Co-ordinator for Headteacher Wellbeing

#### **How is the Service Funded?**

- The Headteacher Wellbeing Service is funded through the School Contribution Scheme, which is an annual donation whereby schools support the work of the Diocese in relation to education and school property.

A confidential mobile line is available Monday to Friday during term time. There is a voicemail facility and response will be made within 24 hours.

Headteachers and Acting Headteachers can use this service at any time, as required.