

CHRIST THE KING CATHOLIC HIGH SCHOOL



# HEADTEACHER Application Pack

L22 to L27  
(£83,464-£93,400)



**Mater Ecclesiae**  
Catholic Multi Academy Trust



## Welcome

I would like to welcome you warmly and thank you for expressing an interest in the post of Headteacher. At Christ the King, we believe we provide a rich educational environment for each student. We also believe that the traditional values of courtesy and consideration are essential and hence our community is ordered, structured and well-disciplined but within a framework of caring for each individual.



Christ is at the heart of our school. Our school motto "Love one another as I have loved you" (John,15) resonates with our distinctiveness as a Catholic school and our students are at the very heart of everything we do. We do this through our approach, modelling "THE CTK WAY" and coupling this together with high academic expectations allows students to grow academically, socially and in their faith. The young people in our care reflect what we stand for, as one Year 10 student eloquently described 'We are a family. We are the Body of Christ'.

Inspectors noted from a recent RE and Catholic Life Section 48 report that: *'The quality of provision for Catholic Life is outstanding. The school has a distinctive and undeniable Catholic identity which is lived out by staff and students'.*

**(Section 48 March 2022)**

The dedicated staff are well supported by the experienced Governing Body and our multi academy trust team. Our aim to achieve the best possible education for all our children, can only be realised in partnership with parents/carers and the community. We are always willing to meet, talk and discuss the progress of students in school to ensure the best possible education can be delivered.

We would strongly recommend that you visit our school. Please make an appointment with me by contacting our Mater Ecclesiae Trust team by contacting [recruitment@mecmat.org](mailto:recruitment@mecmat.org).

**Mr SN Corless**  
Headteacher



## CEO Welcome

Thank you for your interest in the role of Headteacher, here at Christ the King Catholic High School, which is part of Mater Ecclesiae Catholic Multi Academy Trust.

It gives me great pleasure and excitement to welcome you to our growing, dynamic family of Catholic schools. Mater Ecclesiae is one of three Catholic multi academy trusts created by the Diocese of Lancaster to play an important part in shaping Catholic education across the Diocese.

The Trust currently consists of twelve primary schools and one secondary school. In line with the Bishop's vision for schools across the Diocese of Lancaster and following a hugely successful first year, we are due to grow to 17 schools on 1<sup>st</sup> September 2025, when we will be delighted to welcome four more primary schools into the Trust. When fully-formed, the Trust will consist of 20 primary schools and 3 secondary schools covering the Preston and rural Preston area.

This is a fabulous opportunity for a talented and experienced senior leader to join us and work with a fantastic group of committed staff and governors who believe passionately in education and working to improve the life chances of our children and young people.

The Trust currently serves over 3400 pupils and employs over 520 staff across our schools. The context of our schools means almost half of our secondary pupils and a third of our primary pupils experience challenges based on socio-economic and deprivation-associated factors. Our aim is to expertly deliver an ambitious Catholic curriculum that opens hearts, broadens horizons and accelerates social mobility.

The core principles of the Trust are to educate the whole person, striving for excellence and working together as 'One Family in Christ', serving others. Through collective responsibility, united in our Catholic faith, the Trust strives to enable each school to thrive spiritually, academically and financially so that all of the children and young people develop a sense of 'compassion, confidence and community' and reach their full potential by realising their God-given talents.

Our Trust works in partnership as one family of schools, whilst maintaining and celebrating the uniqueness of each individual school and the community it serves. Our core values of Compassion, Confidence and Community underpin all of our relationships; between staff, pupils, families, parishes and local communities.

For more information on our Trust, please visit <https://mater-ecclesiae-trust.co.uk/>. We look forward to hearing from you.



Yours faithfully,

**Peter Duffy**

Chief Executive Officer



## Chair of Governors' Letter to Applicant and How to Apply

Dear Applicant,

Thank you for your interest in our recent advertisement for the post of Headteacher at Christ the King Catholic High School. We wish to appoint a practising Catholic who is an innovative and inspirational leader, self-motivated and ambitious. The successful candidate will drive the vision of the school, developing a rich and challenging curriculum combined with a culture of high expectations and opportunity. They will provide Catholic professional leadership for the school within the Mater Ecclesiae Catholic Multi Academy Trust as well as contributing to the mission of the Trust and its values.

### Application

If you wish to apply, please email your application form along with all supporting documents to [recruitment@mecmat.org](mailto:recruitment@mecmat.org). ***The relevant CES Leadership Application Form must be fully completed. The supporting statement should not exceed 1300 words in length, be clear, concise and related to the post and setting applied for.***

### Closing Date

Please ensure that your completed application arrives no later than **12 noon** on **Thursday 15 May, 2025**. We will not be able to accept applications received after the closing date.

### Shortlisting

Shortlisting for the post will take place shortly after this date. Shortlisted candidates will be informed by email and details of the selection process will then be sent out by a further email. If you have not been shortlisted, we will inform you of this via email shortly after an appointment has been made.

### Selection Process

Details of the selection process will be made available to shortlisted candidates once shortlisting has been completed. Interviews will take place on **Thursday 22<sup>nd</sup> May 2025**.

If you require any further information about this post, please contact our Mater Ecclesiae trust team at [recruitment@mecmat.org](mailto:recruitment@mecmat.org).

Yours sincerely,

*A. Cowell*

Mrs A Cowell  
Chair of Governors



## General Information

Above everything else, Christ the King Catholic High School and our faith lies at the heart of all that we do. We have worked hard to develop a strong Catholic ethos and we take pride in the impact that we have on the life chances of our students, particularly those who are the most disadvantaged by their circumstances.

We serve an area of significant social disadvantage. Around 40% of our student population is eligible for pupil premium. The overwhelming majority of students who attend our school travel by bus from inner-city social housing estates. At Christ the King, we are very proud to be such an inclusive and welcoming school.

Attainment on entry is significantly below average and many of our students come from families with significant and complex needs. As a Catholic school we are extremely proud of our success in securing valuable progression routes for almost all students. A number of students access highly successful alternative provision; the large majority of them secure jobs or apprenticeships as a result.





## General Information

Since September 2022, strong governance has proved pivotal in supporting rapid improvement. Governors provide an appropriate balance of challenge and support and know our school extremely well.

When we were inspected by Ofsted in September 2022 and Inspectors highlighted several areas that needed to be developed. As senior leaders and governors, we had to take strong and decisive action to secure further improvements in safeguarding, student behaviour, their engagement with learning and the quality of teaching. As a result of our absolute determination to provide the best possible opportunities for all our students to thrive and achieve their full potential, Christ the King is a school where expectations are high, where students behave well and where the focus on learning is very strong. In January 2024 we became the first high school to join Mater Ecclesiae Catholic Multi Academy Trust.



Colleagues are uncompromising in their high expectations of behaviour, which has improved markedly in recent years. There has been a notable reduction in referrals from class. Lesson observations and learning walks show that behaviour is good. Over time the number of students excluded from school and the number of incidents leading to a period of internal exclusion have fallen, including for disadvantaged students.

Punctuality has also improved dramatically over the last two years and in September 2023 we launched a new approach to supporting students with poor attendance that has had a positive impact on overall attendance improving year on year. A targeted approach to address our Year 11 attendance paid dividends and was higher than the national average.



Diocese of Lancaster  
**Education Service**  
Euntes in mundum

## Job Description: Headteacher

*Catholic Schools in Multi Academy Trusts*

### **Headteacher Job Description Christ the King Catholic High School, Preston in the Mater Ecclesiae Catholic Multi Academy Trust**

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 Catholic Church and the diocesan trust deed. At all times, the school is to serve as a witness to the Catholic faith in Our Lord Jesus Christ. The post is therefore reserved for 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 its aspects.

This appointment is made by the Trust and is subject to the terms of the Catholic Education Service contract signed with the governors as employers; the current conditions of service for Headteacher contained in the School Teachers' Pay and Conditions document as well as all other current education and employment legislation and statutory guidance.

This job description is based on the key areas identified in the National Standards for Headteacher (2020). These standards are in turn built upon the Teaching Standards (2012) which apply to all teachers, including Headteacher.

The Trust, the local governing body and the Diocese acknowledge the importance of the role of the Catholic Headteacher and will actively offer continuing support, encouragement, affirmation and realistic challenge to the successful candidate.

**The Trust and local governing body 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 relating to safeguarding and child protection. Appointment is conditional upon receipt of satisfactory Disclosure and Barring Service (DBS) checks in relation to criminal and child protection matters.**

JOB TITLE: **Headteacher**

ACCOUNTABLE TO: **Chair of Governors, Chief Executive Officer and the Trust Board of Directors**

#### **A. The Core Purpose of the Headteacher**

The core purpose of the Headteacher is to provide professional leadership and management of the school. This will promote a secure foundation from which to achieve high standards in all areas of the school's work. To gain this success, a Headteacher must establish high quality education by effectively managing teaching and learning and using personalised learning to realise the potential of all pupils. The Headteacher must establish a culture that promotes excellence, equality and high expectations of all pupils. This will include ensuring that religious



education is in accordance with the teachings, doctrines, discipline and general and particular norms of the Catholic Church.

The 'preferred future', expressed in the strategic vision and development of a Catholic school, stems from the educational mission of the Church, which is reflected in the school's mission statement and school improvement plan.

The Headteacher, working with the governing board and others, is expected to draw on the person, life and teachings of Jesus Christ to create a shared vision and strategic plan, which inspires and motivates pupils, staff and all other members of the community. The vision should explore Gospel values, core educational values and moral purpose and be inclusive of stakeholders' values and beliefs.

The Headteacher is the leading professional in the school. Accountable to the governing board, the Headteacher provides vision, leadership and direction for the school and ensures that it is managed and organised to meet its aims and targets. The Headteacher, working with others, is responsible for evaluating the school's performance to identify the priorities for continuous improvement and raising standards; ensuring equality of opportunity for all; developing policies and practices; ensuring that resources are efficiently and effectively used to achieve the school's aims and objectives and for the day-to-day management, organisation and administration of the school.

The Headteacher, working with and through others, secures the commitment of the wider community to the school by developing and maintaining effective partnerships with, for example, schools, other services and agencies for children, parishes, the diocese, the local authority, higher education institutions and employers. Through such partnerships and other activities, the Headteacher play a key role in contributing to the development of the education system as a whole and collaborating with others to raise standards locally.

Drawing on the support provided by members of the school community, the Headteacher is responsible for creating a productive learning environment which is engaging and fulfilling for all pupils.



## B. The Headteacher Standards 2020

### 1. Culture and Ethos

The strategic direction and development of the school stem from the educational mission of the Church. The Headteacher will ensure that his/her leadership demonstrates commitment to promoting and developing the school's distinctive Catholic identity through the search for excellence in all areas of this work.

Critical to the role of headship is working with the governing board and others to create a shared vision and strategic plan which inspires and motivates pupils, staff and all other members of the school community. This vision should express core educational values and moral purpose and be inclusive of stakeholders' values and beliefs.

*The Headteacher will:*

1. Recognise the authority of the bishop in relation to the provision of education in the diocese and work within the school and parish community to create and promote an educational vision and values for the school which take account of the school's Catholic mission and of the diversity, values and experiences of the school and the community it serves.
2. Hold and articulate clear Catholic values and moral purpose focused on providing a world-class education for the pupils they serve and reflecting the Catholic foundation of the school.
3. Demonstrate optimistic personal behaviour, positive relationships and attitudes towards their pupils and staff, and towards parents, governors and members of the local church and wider community.
4. Lead by example, with integrity, creativity, resilience, and clarity, drawing on their scholarship, expertise and skills and that of those around them.
5. Sustain wide, current knowledge and understanding of education and school systems locally, nationally and globally, and pursue continuous professional development that reflects the needs of a Catholic school.
6. Work with political and financial astuteness, within a clear set of principles centred on the school's Catholic vision, ably translating local, national and diocesan policy into the school's context.
7. Communicate compellingly the school's vision and drive the strategic leadership, empowering all pupils and staff to excel thus ensuring a culture of high staff professionalism.



## 2. Curriculum and Teaching

In a Catholic school, the Headteacher leads a learning community rooted in Catholic belief and principles. The search for excellence is given expression in learning and teaching which recognise pupils' individual worth as made in the image and likeness of God. The Headteacher will lead the school community in promoting positive attitudes to learning amongst pupils and staff which stem from Christ's vision for humanity.

The Headteacher has a central responsibility for raising the quality of teaching and learning and for pupils' achievement. This implies setting high expectations and monitoring and evaluating the effectiveness of learning outcomes. A successful learning culture will enable pupils to become effective, enthusiastic, independent learners, committed to life-long learning.

*In accordance with the school's Catholic ethos, the Headteacher will:*

1. Demand ambitious standards of achievement and attendance for all pupils, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on pupils' outcomes. Ensure high quality personal, social, health education and citizenship in accordance with the teachings and doctrines of the Catholic Church. Ensure quality provision for pupils' spiritual, moral, social and cultural education in line with the distinctive Catholic nature, purpose and aims of the school.
2. Secure excellent teaching through an analytical understanding of how pupils learn and of the core features of successful classroom practice and curriculum design, leading to rich curriculum opportunities and pupils' well-being, taking full account of the school's Catholic foundation.
3. Establish an educational culture of "open classrooms" as a basis for sharing best practice within and between schools, drawing on and conducting relevant research and robust data analysis.
4. Create an ethos based on Catholic values within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other.
5. Identify emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning. Hold all staff to account for their professional conduct and practice.



### 3. Organisational effectiveness

In the Catholic school all deployment of staff, finance, material resources, time and energy should promote the common good of the community in accordance with the school's Mission Statement.

The Headteacher needs to provide effective organisation and management of the school and seek ways of improving organisational structures and functions based on rigorous self-evaluation. The Headteacher should ensure that the school and the people and resources within it are organised and managed to provide an efficient, effective and safe learning environment. These management responsibilities imply the re-examination of the roles and responsibilities of those adults working in the school to build capacity across the workforce and ensure resources are deployed to achieve value for money.

The Headteacher should manage themselves and their relationships well. Headship is about building a professional learning community which enables others to achieve. Through performance management and effective continuing professional development practice, the Headteacher supports all staff to achieve high standards. To equip themselves with the capacity to deal with the complexity of the role and the range of leadership skills and actions required of them. The Headteacher should be committed to their own continuing professional development.

The Headteacher should work in partnership with others. In a Catholic school the Headteacher is responsible for the mission of the school to the local and wider Catholic community and beyond. He/she will collaborate with the parish and other Catholic organisations as well as with the wider educational community for the benefit of the school's community and others. He/she will demonstrate a belief that community and school are interdependent and that engagement with the community promotes school development.

The Headteacher should commit to engaging with the internal and external school community to secure equity and entitlement. The Headteacher should collaborate with other schools in order to share expertise and bring positive benefits to their own and other schools. The Headteacher should work collaboratively at both strategic and operational levels with parents and carers and across multiple agencies for the wellbeing of all children. The Headteacher shares responsibility for leadership of the wider educational system and should be aware that school improvement and community development are interdependent.

*In accordance with the school's Catholic ethos, the Headteacher will:*

1. Ensure that the school's systems, organisation and processes are well-considered, efficient and fit for purpose, upholding the principles of transparency, integrity and probity within the Catholic context. Ensure arrangements for the daily Act of Collective Worship and the spiritual life of the school. Ensure the diocesan policy for Religious Education is fulfilled.



2. Provide a safe, calm and well-ordered environment for all pupils and staff, focused on safeguarding pupils and developing their exemplary behaviour in school and in the wider society.
3. Establish rigorous, fair and transparent systems and measures for managing the performance of all staff, addressing any under-performance, supporting staff to improve and valuing excellent practice.
4. Welcome strong governance and actively support the governing body to understand its role and deliver its functions effectively – in particular its functions to set school strategy and hold the Headteacher to account for pupil, staff and financial performance.
5. Exercise strategic, curriculum-led financial planning to ensure the equitable deployment of budgets and resources, in the best interests of pupils' achievements, the school's sustainability and its Catholic character.
6. Distribute leadership throughout the organisation, forging teams of colleagues who have distinct roles and responsibilities and hold each other to account for their decision making.

*Working in a spirit of collaboration to secure Catholic principles of equity and entitlement, the Headteacher will:*

7. Create an outward-facing school which works with other schools, organisations and the local community, in a climate of mutual challenge, to champion best practice and secure excellent achievements for all pupils. Build a school culture and curriculum based on Gospel values, the teaching of Jesus Christ and the Catholic Church, which take account of the richness and diversity of the school's communities.
8. Develop effective relationships with fellow professionals, colleagues in other public services, parents/carers and the parish community to improve academic and social outcomes for all pupils.
9. Challenge educational orthodoxies in the best interests of achieving excellence, harnessing the findings of well-evidenced research to frame self-regulating and self-improving schools.
10. Shape the current and future quality of the teaching profession through high quality training and sustained professional development of all staff.
11. In the context of the school's Catholic ethos, model entrepreneurial and innovative approaches to school improvement, leadership and governance, confident of the vital contribution of internal and external accountability.
12. Inspire and influence others, within and beyond schools, to believe in the fundamental importance of education in young people's lives and to promote the value of education especially within a Catholic context.



*This job description forms part of the contract of employment of the person appointed to the post. It reflects the position at the present time only and may be reviewed in negotiation with the employee in the future. The appointment is subject to the current conditions of employment in the School Teachers' Pay and Conditions Document as they relate to Headteacher.*



## Person Specification/Selection Criteria for Headteacher



at Christ the King Catholic High School, Preston, in Mater Ecclesiae Catholic Multi Academy Trust

***The school's 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 Lancaster. At all times the school is to serve as a witness to the Catholic Faith in Our Lord Jesus Christ. The post therefore requires 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 its aspects.***

***The Mater Ecclesiae Catholic Multi Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.***

***The applicant will be required to safeguard and promote the welfare of children and young people.***

Source Key: A = Application Form I = Interview R = References CC = Checking Certificates

Note: **Candidates failing to meet any of the essential criteria will automatically be excluded**

### [A] Faith Commitment

|                                 | Essential | Desirable | Source |
|---------------------------------|-----------|-----------|--------|
| Practising Catholic             | <b>E</b>  |           | A/I/R  |
| Involvement in parish community |           | <b>D</b>  | A/I/R  |

**To be able to demonstrate their knowledge and understanding of the following in the context of a Catholic school.**

|                                                                                                                                                                  | Essential | Desirable | Source |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----------|--------|
| Leading school worship                                                                                                                                           | <b>E</b>  |           | A/I    |
| Ways of developing religious education and worship                                                                                                               | <b>E</b>  |           | A/I    |
| A commitment to strategic thinking and planning that builds, communicates and carries forward a coherent and shared vision for the Catholic ethos of the school. | <b>E</b>  |           | A/I    |



|                                                                                                                                                    |          |  |        |
|----------------------------------------------------------------------------------------------------------------------------------------------------|----------|--|--------|
| How relationships should be fostered and developed between the school, parishes and its community                                                  | <b>E</b> |  | A/I    |
| How relationships should be fostered and developed within the Mater Ecclesiae Catholic Multi Academy Trust                                         | <b>E</b> |  | A/I    |
| How relationships should be fostered and developed between the Diocese of Lancaster as well as within Mater Ecclesiae Catholic Multi Academy Trust | <b>E</b> |  | A/I    |
| Has completed a Catholic Headship Programme or equivalent or has a commitment to do so                                                             | <b>E</b> |  | A/I/CC |

### [B] Qualifications

|                                                     | <b>Essential</b> | <b>Desirable</b> | <b>Source</b> |
|-----------------------------------------------------|------------------|------------------|---------------|
| Qualified teacher status                            | <b>E</b>         |                  | A/CC          |
| Degree                                              | <b>E</b>         |                  | A/CC          |
| CCRS/CTC or commitment to obtaining the certificate | <b>E</b>         |                  | A/CC          |

### [C] Professional Development

|                                                                                                  | <b>Essential</b> | <b>Desirable</b> | <b>Source</b> |
|--------------------------------------------------------------------------------------------------|------------------|------------------|---------------|
| Evidence of appropriate professional development for the role of headteacher                     | <b>E</b>         |                  | A             |
| Evidence of recent leadership and management professional development                            | <b>E</b>         |                  | A             |
| Up to date safeguarding training and knowledge of legislation for the protection of young people | <b>E</b>         |                  | A/I/CC        |
| Has successfully undertaken Designated Safeguarding Lead training or has the commitment to do so | <b>E</b>         |                  | A/I/CC        |

### [D] School leadership and management experience

|                                                                                                             | <b>Essential</b> | <b>Desirable</b> | <b>Source</b> |
|-------------------------------------------------------------------------------------------------------------|------------------|------------------|---------------|
| Recent successful senior leadership e.g., a deputy headteacher, assistant headteacher or acting headteacher | <b>E</b>         |                  | A/I/R         |
| Evidence of successfully leading school improvement                                                         | <b>E</b>         |                  | A/I/R         |



|                                                                                                                                                                                      | Essential | Desirable | Source |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----------|--------|
| Evidence of the application of strategies to review, implement, evaluate and improve learning and teaching                                                                           |           | <b>D</b>  | A/I/R  |
| Experience of curriculum leadership and development                                                                                                                                  | <b>E</b>  |           | A/I/R  |
| Experience of working constructively with parents                                                                                                                                    | <b>E</b>  |           | A/I/R  |
| Experience of monitoring staff performance                                                                                                                                           | <b>E</b>  |           | A/I/R  |
| Experience of effective budget management and financial analysis                                                                                                                     |           | <b>D</b>  | A/I/R  |
| The ability to provide advice and support to the Local Governing Body to enable it to meet its responsibilities                                                                      | <b>E</b>  |           | A/I/R  |
| Understanding of accountability to the CEO and CFO within the Mater Ecclesiae Multi Academy Trust in the Diocese of Lancaster                                                        |           | <b>D</b>  | A/I/R  |
| An understanding of strategic financial planning in relation to its contribution to school improvement, curriculum development and pupil achievement                                 | <b>E</b>  |           | A/I/R  |
| To have experience of and ability to contribute to staff development across the secondary range. (E.g. coaching, guiding, mentoring or training individuals or teams, leading INSET) | <b>E</b>  |           | A/I/R  |
| Ability to demonstrate a good awareness of current national education policy and strategy                                                                                            | <b>E</b>  |           | A/I/R  |

### **[E] Experience and knowledge of teaching**

|                                                                                                                                                                            | Essential | Desirable | Source |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----------|--------|
| Successful teaching of pupils in the secondary phase                                                                                                                       | <b>E</b>  |           | A/I/R  |
| Experience of teaching in more than one school                                                                                                                             |           | <b>D</b>  | A/I/R  |
| To have a working and current knowledge and understanding of both Key Stages in the secondary phase                                                                        | <b>E</b>  |           | A/I/R  |
| Displays commitment to the protection and safeguarding of children and young people, showing an awareness of legislation and working with other agencies where appropriate | <b>E</b>  |           | A/I/R  |



|                                                                                                    |          |          |       |
|----------------------------------------------------------------------------------------------------|----------|----------|-------|
| Experience of providing professional challenge and support to others through the appraisal process | <b>E</b> |          | A/I/R |
| To be able to effectively use data and assessment to raise standards/address weaknesses            |          | <b>D</b> | A/I/R |
| To be able to exemplify how the needs of all pupils have been met through high quality teaching    | <b>E</b> |          | A/I/R |

### [F] Professional Attributes

|                                                                                                                                                                            | <b>Essential</b> | <b>Desirable</b> | <b>Source</b> |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|------------------|---------------|
| Be able to demonstrate an understanding, awareness and empathy for the needs of the students at this school and how these could be met.                                    | <b>E</b>         |                  | A/I/R         |
| Be able to demonstrate a clear rationale for behaviour management and a proven track record of the effective implementation of a range of behaviour management strategies. | <b>E</b>         |                  | A/I/R         |
| To have excellent written and oral communication skills (which will be assessed at all stages of the process)                                                              | <b>E</b>         |                  | A/I           |
| To be a leader of learning demonstrating, promoting and encouraging outstanding classroom practice                                                                         | <b>E</b>         |                  | A/I/R         |
| Show a good commitment to sustained attendance at work                                                                                                                     | <b>E</b>         |                  | A/I/R         |

### [G] Professional Skills

(Based on the National Standards for Headteachers 2020)

The headteacher is expected to have a good knowledge of the National Standards for Headteachers (2020) upon which the job description is based and be willing to work towards the achievement of these standards. In addition, the Headteacher will be expected to work with the governors to set annual personal objectives within the framework of these standards:

- Culture and Ethos
- Curriculum and Teaching
- Organisational effectiveness including Governance and Accountability

***Candidates are therefore asked to structure their supporting statement under the above headings***



## [H] Personal Qualities

**All of the following are considered essential for the post and will be assessed through interview and reference:**

- Continue to promote the school's strong educational philosophy and values
- Inspire, challenge, motivate and empower teams and individuals to achieve high goals
- Demonstrate personal enthusiasm and commitment to leadership aimed at making a positive difference to children and young people
- Build and maintain quality relationships through interpersonal skills and effective communication
- Demonstrate personal and professional integrity, including modelling values and vision
- Manage and resolve conflict
- Prioritise, plan and organise themselves and others
- Think analytically and creatively and demonstrate initiative in solving problems
- Be aware of their own strengths and areas for development and listen to, and reflect constructively and act upon as appropriate, feedback from others
- Demonstrate a capacity for sustained hard work with energy and vigour
- Uphold the 7 Nolan principles of public life

## [I] Confidential References and Reports

|                                                                                                 |          |
|-------------------------------------------------------------------------------------------------|----------|
| A positive and supportive faith reference from a priest where the applicant regularly worships. | <b>E</b> |
| Positive recommendation from all referees, including current employer.                          | <b>E</b> |
| A further supportive professional reference                                                     | <b>E</b> |

The governors reserve the right in exceptional cases to seek additional references from other former employers where this seems appropriate.

## [J] Application Form and Supporting Statement

The form must be fully completed. The supporting statement should be clear, concise and related to the specific post, ***following the guidance outlined in section G above.***

***The CESEW Leadership Application Form must be fully completed. The supporting statement should not exceed 1300 words in length, be clear, concise and related to the post and setting applied for.***



Diocese of  
Lancaster



## Our Vision

We are **'One Family in Christ'** delivering the Catholic mission of the Diocese of Lancaster and serving the family of Catholic schools in the Preston area, under the patronage of Mary the Mother of the Church - Mater Ecclesiae.

Our vision is to work together to meet the needs of all and strive for excellence. Within our family, members of our community are loved and valued as unique individuals, made in the image of God. They are respected and cherished and given every opportunity to grow together.

As **'One Family in Christ'** we embrace, celebrate and inspire our diverse communities to achieve their full potential.

## Our Values

One family in **Compassion**  
One family in **Confidence**  
One family in **Community**



# One Family in Christ



## Mission Statement

*"Love one another as I have loved you" (John, 15)*

We believe that Jesus Christ and his Gospel Call – to love God and all people – are at the heart of what we do.

He inspires us, as children of God, to uphold the dignity of each individual.

We strive to develop a community in Christ which fully supports all in achieving their potential – spiritually, academically and personally.



### CHRIST THE KING CATHOLIC HIGH SCHOOL

Lawrence Avenue, Frenchwood, Preston, PR1 4PR

☎ 01772 252072  
✉ [reception@ckt.lancs.sch.uk](mailto:reception@ckt.lancs.sch.uk)  
🌐 [www.ckt.lancs.sch.uk](http://www.ckt.lancs.sch.uk)



**Mater Ecclesiae**  
Catholic Multi Academy Trust