ST TERESA *of* CALCUTTA
Catholic Academy Trust

Diocese of Salford

HEADTEACHER

Applicant Information Pack

MAKE CHRIST *known;*
MAKING LIVES *better*

Welcome from the CSEL

On behalf of St Teresa of Calcutta Catholic Academy Trust, I would like to thank you for your interest in the post of Headteacher at St Mary's Roman Catholic Primary School (Littleborough).

Our Trust Mission is simple, it is to make Christ known, and ensure we are making lives better for our communities, our children and young people and all of our stakeholders. We model our work on the example of service set by St Teresa.

We are part of the Diocese of Salford and our schools span the local areas of Bolton, Bury, Rochdale, Salford and Wigan. Our Trust began in 2017, and we currently comprise of 27 schools: 23 primary and 4 secondaries. It is an increasingly exciting time for our Trust. We are fortunate to have committed and talented leaders across all aspects of our work. Together, using our resources and talents we can make a difference to all our children and young people, regardless of their location.

We are now seeking an outstanding and inspirational Headteacher to lead St Mary's Roman Catholic Primary School (Littleborough). Its roots remain rooted in its community.

The position offers great scope and potential, and the successful candidate will play a pivotal role in delivering our shared mission: to provide an outstanding Catholic education that inspires, nurtures, and develops every child within our community. If you are a driven, resilient and resolute leader ready to make a lasting impact and change the lives of young people for the better, we would love to hear from you.

Please review our website and get a sense of the organization we are going to build together. Also, take the time to review the job description and person specification. Visits to both our Trust office and the school, or informal conversations regarding this role can be arranged by contacting admin@stoccat.org.uik

Thank you for your interest in this position and we look forward to receiving your application.

Yours faithfully

Chris Foley
Catholic Senior Executive Leader (CEO)

About the Trust

Our Trust began in 2017, and we currently comprise of 27 schools: 23 primary and 4 secondaries. Over the coming months and years, we anticipate more Catholic schools to join us on our journey.

We are part of the Diocese of Salford and our schools span the local areas of Bolton, Bury, Rochdale, Salford and Wigan. Our Trust will continue to grow over the coming years in line with the Salford Diocesan Academy Strategy.

Our Mission

Our Trust Mission is simple, it is to make Christ known, making lives better for our communities, our children and young people.

Our Values:

Hope
Inspired by St Teresa of Calcutta, we are people of hope. We have a complete belief in the future we will build together. By offering our children, staff and schools' opportunities to grow and flourish, we make aspiration and ambition a reality. Our people, just like St Teresa are relentless and fiercely ambitious. We will always reach for that which seems to be just out of our grasp.

Courage
As modelled for us by St Teresa of Calcutta, we will have the courage to do what is right. As a community, we will not shy away from making decisions that ensure our communities thrive. We will be brave in our actions. As a truly Catholic organisation this courage will be most apparent in how we collectively support the most vulnerable.

Innovation
St Teresa of Calcutta changed the world. Together, we will always be pursuing new ideas and best practice in all areas of our work. We will prepare our children and young people for the world that awaits them. A world which they will shape and change.

The role of Headteacher

In a STOCCAT primary school, the Headteacher is a Catholic mission leader responsible for driving school improvement, curriculum excellence, and staff development, while embodying the Trust's Gospel mission:
"Make Christ Known; Make Lives Better."

You will be supported by a highly experienced Regional Performance Officer, who provides strategic oversight, expert challenge, and leadership development across the Trust. Working closely with the dedicated Regional Performance Officer, you will lead improvement planning, engage in performance dialogue, and ensure the school is fully prepared for both Ofsted and Catholic Schools Inspectorate visits.

This educational support is underpinned by a strong central infrastructure – covering finance, HR, estates, and IT – which enables you to focus on leading teaching, learning, and culture.

You will also benefit from access to Trust-wide professional learning networks, including the Primary Headteacher PLN, which foster collaboration, leadership growth, and the sharing of effective practice. As a Catholic Academy Trust, STOCCAT also provides strong diocesan links and faith-led formation to support your personal and professional journey as a values-driven leader.

You will have the following skills and attributes:

- Be a confident communicator, with excellent written and oral skills to engage effectively with all stakeholders.
- Demonstrate leadership experience in managing teams and resources.
- Have proven experience in leading and managing staff, including the ability to support and motivate staff and work within complex staffing structures.
- Possess strong analytical and problem-solving skills, ensuring effective decision-making to drive school improvement.
- Work well under pressure, maintaining accuracy, attention to detail, and the ability to meet tight deadlines.

This is a unique opportunity for a dedicated and visionary leader to inspire excellence, drive improvement, and make a lasting impact on the lives of our pupils.

We can offer:

- Be a member of a forward-thinking and innovative leadership team, driving excellence across our Trust.
- Lead a thriving Catholic academy as part of a growing family of schools across Bury, Bolton, Rochdale, Salford, and Wigan.
- Work with a caring and engaged group of stakeholders who share a commitment to delivering the highest standards for our children.
- Benefit from a dedicated and highly supportive Central Team and Trust Board, with a clear vision and ambitious aspirations for the Trust.
- Receive tailored support for your professional and spiritual development from both the Academy Trust and the Diocese.
- Collaborate with excellent local and borough-wide networks, enhancing opportunities for innovation and best practice.
- Enjoy a generous 28.68% Teachers' Pension employer contribution.

How Does the Wider Trust Support?

Services Within Each Function

One of the most important roles of our Trust is to provide schools and leaders with strong, reliable support in the areas that take time and energy away from teaching and learning. Finance, estates, HR, compliance, and IT are delivered centrally by specialist partners. These services including everything from safer recruitment and employee wellbeing to capital projects, budgeting, audits, and digital systems such as Arbor MIS. We have invested heavily in our technical infrastructure, including teacher device refreshes and stronger cybersecurity, ensuring that schools have the tools and systems they need to focus on pupils.

Specific Performance-Related Support

Alongside these operational functions, we continue to build a clear model for school improvement. A Regional Improvement Officer (RPO) works closely with our primary schools, helping to shape priorities, track progress, and offer challenge and support. They are part of a wider Performance Team, led by the Chief Performance Officer, which oversees leadership development, standards, and review.

Schools are also supported by a curriculum-wide team of subject specialists who work directly with leaders and teachers to strengthen curriculum design, improve pedagogy, and bring greater consistency to classroom practice. To compliment this, colleagues at all levels can access Professional Learning Networks (PLNs). These include dedicated Headteacher PLNs as well as extensive subject and phase networks. They provide space for collaboration, peer support, and sharing of practice – helping leaders and teachers learn together and from one another.

Key Trust Outcomes

As a Trust, we remain rooted in mission and committed to impact. We know there is more to do, but we are beginning to see signs of progress: stronger outcomes in some areas, improved attendance, better behaviour, and growing leadership capacity. Each of these improvements is the result of steady, determined effort across our schools. More importantly, each reflects the difference being made to the lives of children and young people – especially the most vulnerable.

Our mission, "*Make Christ Known, Make Lives Better*", continues to guide our work. By joining STOCCAT, Headteachers and their schools become part of a family of Catholic communities, united by faith, professional learning, and a shared ambition: to ensure every child achieves their God-given potential

DIOCESE OF SALFORD

Headteacher Job Description
St Mary's Roman Catholic Primary School (Littleborough)
Salary: LPR15 – LPR21A, £73,105 - £83,860

Introduction

The Academy is a designated Catholic school. The Directors are accountable to the Ordinary of the diocese, or a Vicar or delegate where that is determined, to ensure that the Academy is conducted as a Catholic school in accordance with Canon law and the teachings of the Catholic Church so that, at all times, the Academy may serve as a witness to the Catholic faith in Our Lord Jesus Christ.

Therefore, this post requires a practising Catholic who can show by example and from experience, that they will ensure that the school is distinctively Catholic in all its aspects.

This appointment is made by the board of directors of the **St Teresa of Calcutta Catholic Academy Trust** under the terms of the Catholic Education Service (CES) contract. It is subject to the conditions of service for Headteachers contained in the current School Teachers' Pay and Conditions document as well as 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 St Teresa of Calcutta Catholic Academy Trust 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 Academy Trust is 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.

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 St Teresa of Calcutta Catholic Academy Trust 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 St Teresa of Calcutta Catholic Academy Trust, 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, 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 area of this work.

Critical to the role of headship is working with the St Teresa of Calcutta Catholic Academy Trust 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 Local Governing Board 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

DIOCESE OF SALFORD

Headteacher Person Specification

St Mary's Roman Catholic Primary School (Littleborough)

The Academy is a designated Catholic school. The Directors are accountable to the Ordinary of the diocese, or a Vicar or delegate where that is determined, to ensure that the Academy is conducted as a Catholic school in accordance with Canon law and the teachings of the Catholic Church so that, at all times, the Academy may serve as a witness to the Catholic faith in Our Lord Jesus Christ.

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St Mary's 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
1.	Practising Catholic	**Essential**		A/I/R
2.	Involvement in parish community		**Desirable**	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
3.	Leading school worship	**Essential**		A/I
4.	Ways of developing religious education and worship	**Essential**		A/I
5.	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.	**Essential**		A/I
6.	How relationships should be fostered and developed between the school, parish and its community and Diocese of Salford	**Essential**		A/I
7.	Has completed a Catholic leadership programme or equivalent or has a commitment to do so		**Desirable**	A/I/CC

[B] Qualifications

		Essential	Desirable	Source
8.	Qualified teacher status	**Essential**		A/CC
9.	Degree	**Essential**		A/CC
10.	CCRS/CTC or commitment to obtaining the certificate		**Desirable**	A/CC

[C] Professional Development

		Essential	Desirable	Source
11.	Evidence of appropriate professional development for the role of headteacher	**Essential**		A
12.	Evidence of recent leadership and management professional development	**Essential**		A
13.	Up to date safeguarding training and knowledge of legislation for the protection of young people	**Essential**		A/I/CC
14.	Has successfully undertaken Designated Safeguarding Lead training		**Desirable**	A/I/CC

[D] School leadership and management experience

		Essential	Desirable	Source
15.	Recent successful leadership as a headteacher		**Desirable**	A/I/R
16.	Recent successful leadership as a deputy headteacher or assistant headteacher		**Desirable**	A/I/R
17.	Evidence of successfully leading school improvement	**Essential**		A/I/
18.	Evidence of the application of strategies to review, implement, evaluate and improve learning and teaching	**Essential**		A/I/R
19.	Experience of curriculum leadership and development	**Essential**		A/I/R
20.	Experience of working constructively with parents	**Essential**		
21.	Experience of monitoring staff performance	**Essential**		A/I/R
22.	Experience of effective budget management and financial analysis		**Desirable**	A/I/R
23.	The ability to provide advice and support to the Local Governing Body to enable it to meet its responsibilities		**Desirable**	A/I/R
24.	An understanding of strategic financial planning in relation to its contribution to school improvement, curriculum development and pupil achievement		**Desirable**	A/I/R
25.	To have experience of guiding, coaching, mentoring or training individuals or teams	**Essential**		A/I/R
26.	Is able to demonstrate a good awareness of current national education policy and strategy	**Essential**		A/I/R

[E] Experience and knowledge of teaching

		Essential	Desirable	Source
27.	Successful teaching of pupils/students in the primary phase	**Essential**		A/I/R
28.	Experience of teaching in more than one school		**Desirable**	A/I/R
29.	To have a working and current knowledge and understanding of the Key Stages in the primary phase	**Essential**		A/I/R
30.	Displays commitment to the protection and safeguarding of children and young people, showing	**Essential**		A/I/R

	an awareness of legislation and working with other agencies where appropriate			
31.	Experience of providing professional challenge and support to others through the performance management process	**Essential**		A/I/R
32.	To be able to effectively use data and assessment to raise standards/address weaknesses	**Essential**		A/I/R
33.	To be able to exemplify how the needs of all pupils (SEND, AEN, AGT, EAL, GRT) have been met through high quality teaching	**Essential**		A/I/R

[F] Professional Attributes

		Essential	**Desirable**	**Source**
34.	Be able to demonstrate an understanding, awareness and empathy for the needs of the pupils at the school and how these could be met	**Essential**		A/I/R
35.	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	**Essential**		A/I/R
36.	To have excellent written and oral communication skills (which will be assessed at all stages of the process)	**Essential**		A/I
37.	To be a leader of learning demonstrating, promoting and encouraging outstanding classroom practice	**Essential**		A/I/R
38.	Show a good commitment to sustained attendance at work	**Essential**		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 domains 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 <u>through interview and reference</u>;

- 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.	**Essential**
Positive recommendation from all referees, including current employer.	**Essential**
A supportive reference from the Local Authority or Trust, if possible, or a further supportive professional reference	**Essential**

The directors/governors reserve the right in exceptional cases to seek additional references from other former employees 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 supporting statement should not exceed 1300 words in length, be clear, concise and related to the post and setting applied for.

HOW TO APPLY

Please complete the online application form accessible via St Teresa of Calcutta Catholic Academy Trust website. Click here to access the advert: Job Vacancies

The closing date for this position is:

12 October 2026 (9.00 am)

Shortlisting will take place:

15 October 2026

Interviews will take place:

Interviews will take place on 21 & 22 October 2026.

Applicants are encouraged to arrange a conversation with the Senior Regional Performance Officer and visit the Central Office to discuss this role. Initial contact should be made with our Trust Administration Team by email admin@stoccat.org.uk.

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

The post you are applying for is covered by the Rehabilitation of Offenders Act 1074 (Exceptions) Order 1975 (as amended in 2013). All appointments will be subject to an enhanced DBS check including Children's barred list check and satisfactory references, including your suitability to work with children. Information provided by you or the Disclosure and Barring Service will be dealt with in a confidential manner in accordance with the DBS's Code of Practice. You may view the Code of Practice on the DBS website at www.gov.uk/dbs or alternatively a copy is available on request.

Applications will only be considered from individual applicants on our standard application form, and not via CV alone or agencies. An online search will be performed on all shortlisted applicants in accordance with the Trust's safeguarding procedures and Keeping Children Safe in Education statutory guidance. All shortlisted applicants will be required to complete a form for self-disclosure of cautions and convictions.

St Teresa of Calcutta Catholic Academy Trust
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