



Vice Principal (Student Support)

Xaverian College, Manchester

Rooted in the Xaverian values of Humility, Compassion, Trust, Zeal, and Simplicity.

Hours of work: Full time (1.00 FTE) Permanent

Salary Scale: £85,000 to £95,000 dependent on experience

Start Date: 1st September 2026

Closing Date: Applications to be received by 12 Noon, 6th February 2026

Interviews are expected to take place w/c 23rd February 2026

A senior leadership role at the heart of our Catholic mission

Xaverian College is seeking to appoint a Vice Principal (Student Support) to work in close partnership with the Principal as one of three senior deputies, collectively leading the College's Catholic mission, strategic priorities, and daily life. This role is reserved for a practising Catholic, in accordance with the College's Instrument of Government and its commitment to Catholic education. This is a pivotal senior post, central to ensuring that every student is known, valued, and supported to flourish academically, spiritually, and personally, in accordance with the College's values.

The role in relation to the Principal and Senior Leadership Team

The Vice Principal (Student Support) is the Principal's senior deputy for student care, wellbeing, and inclusion, working alongside the Vice Principal (Curriculum) - who holds responsibility for academic achievement and progress - and the Finance & Operations Director. The Vice Principal will:

- Collaborate with the Principal and Senior Leadership Team to shape and deliver the College's vision, values, and strategic priorities through high-quality student support.
- Hold shared accountability for key areas of College leadership, contributing to strategic decision-making, representation, and operational effectiveness.
- Provide professional insight, challenge, and support within a cohesive Senior Leadership Team, contributing to whole-college strategy and improvement.

Core areas of responsibility

On behalf of the Principal, the Vice Principal (Student Support) will provide strategic, visible, and authoritative oversight of key areas of College life that are central to the College's Catholic mission and student wellbeing, including:

- Pastoral Care and Student Welfare - leading an inclusive, compassionate, and aspirational pastoral system.
- Additional Learning Support (ALS) - championing equity, access, and personalised support for all learners.
- Human Resources - overseeing people policies, staff development processes and professional standards.
- Staff Welfare and Wellbeing - fostering a culture of care, trust, and professional respect.
- Religious Education - holding senior strategic oversight of RE across the College, ensuring high quality teaching, curriculum coherence and assessment, and that Religious Education actively shapes and deepens the Catholic life, mission, and identity of the College.

Our ambition

This role offers the opportunity to shape the lived experience of students and staff, ensuring that Xaverian College's Catholic ethos is not only articulated but experienced daily. The successful candidate will be a values driven leader who combines strategic clarity with warmth, integrity and a deep commitment to young people and staff.

Xaverian College is a Catholic Sixth Form College rooted in the Xaverian tradition of service, community, and excellence. We welcome applications from leaders who are inspired to work in close partnership with the Principal to lead with faith, purpose, and ambition.

Further details, including the full job description and person specification, are available in the application pack on the Xaverian College website www.xaverian.ac.uk/careers-with-us/

Please return your application form to Karen Stanhope, Clerk to the Governors, Xaverian College, Lower Park Road, Manchester, M14 5RB or k.stanhope@xaverian.ac.uk