



The Role:	Deputy Head of School (Ethos, Behaviour and Culture)
Location:	St Augustine's School, Scarborough (St Cuthbert's Roman Catholic Academy Trust).
Contract:	Permanent
Hours/ Working Pattern:	1 FTE
Salary/ Hourly Rate:	Leadership 12-18 (£61,882 to £71,729)
Closing Date:	12 th January 2024 at 9am
Shortlisting date:	12 th January 2024 p.m
Interview date:	W/C 22 nd January 2024 (TBC)
Start Date:	1 st May 2024 (or earlier if mutually agreeable)

St Cuthbert's Roman Catholic Academy Trust is committed to safeguarding children and young people. All post holders are subject to appropriate vetting procedures and a satisfactory enhanced Disclosure and barring disclosure.

Looking for a Leadership role that allows you to make a positive impact?

Applications are invited from practising Catholics to apply for the post of Deputy Head of School (Ethos, Behaviour and Culture) at St Augustine's School. The suitable applicant will be an experienced and committed teacher, who is able to demonstrate they are a practising Catholic and are ready to develop their career into leadership. The role of Deputy Head of School which can only be filled with a practising Catholic, who can show by example and from experience they will work with the Executive Head of School to ensure that the school is distinctively Catholic in all its aspects.

The suitable person will be able to demonstrate they can be committed to the continual pursuit of excellence, and work collaboratively with the Head of School and Senior Managers in communicating high expectations, vision, drive, enthusiasm and determination.

This person will be an ambassador, champion and representative of the school in the wider community and with partner agencies.

They will lead, manage, develop and evaluate subject(s) / aspect(s) throughout the school and uphold and promote the school's approach to developing positive behaviour.

As a Trust, at the heart of our Christian service is to welcome and value each individual as equal, regardless of nationality, gender, race, colour, sexuality or

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creed. We pride ourselves on our exceptional standards of personal pastoral care, rooted in our Christian tradition and values of kindness, support, peace, justice, forgiveness and joy. Our outlook and ambition is international and inclusive.

The school last year joined the St Cuthbert's' Roman Catholic Academy Trust and is now part of a thriving organisation (secondary and primary schools) from Scarborough to Hull which presents amazing opportunities for career development and personal growth.

In addition to carrying out the professional duties of a teacher, the Deputy Head of School will play a major role under the direction of the Head of School in:

- Maintaining a high profile as an example of best and leading practice within the classroom and foster the high expectations to which the school aspires.
- Contributing to the development, implementation and evaluation of the school's policies, practices and procedures in such a way as to support the school's values and vision.
- Work alongside the Head of School to secure improvement through Performance Management; take responsibility for the performance management of identified staff.
- Contribute to the creation of a positive school ethos, in which every individual is treated with dignity and respect and promote safeguarding to ensure the welfare of children and young people is paramount.
- Lead the "Ethos, Behavior and Culture" elements of the school.

We can offer you:

- Tailored support from our Head of School and trust colleagues as we further develop you and give you the skills, encouragement, and experience within the profession to continue to 'love and serve'.
- Working with the Diocese of Middlesbrough, the Deputy Head of School will be actively developed with long term support, encouragement, affirmation and realistic challenge.
- A welcoming and highly supportive school and wider community
- Friendly children who are eager to learn.
- Personal and professional development opportunities.
- An experienced and committed staff with a supportive Governing Body and wider school/church community.

The Trust is an equal opportunities employer.

Application Process

Completed applications must be returned to erharrison@smchull.org

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If you think you're the person for the job?

If you think you are the right person for the job and meet our essential criteria, we would welcome an application from you; please complete the application form and return it to the email above by the closing date. Application documents can be found at:

<https://scrcat.org/vacancies/job-application-packs>

An email will be sent to shortlisted candidates with details of the interview process. If you have not heard from us within a week of the closing date please assume your application has been unsuccessful.

Queries

Informal chats with our Head of School are welcomed. To organise please contact Eryn Harrison erharrison@smchull.org

Before making your application please note: In line with the "Keeping Children Safe in Education 2023" as part of the safer recruiting requirements, an online and social media search will be conducted as part of our safer recruitment processes. This will be conducted by Human Resources and will only be undertaken if the (your) application is to be shortlisted. The aim of the search is to specifically check the candidate's (your) suitability for the job, and that there is nothing evident that would undermine that. By proceeding with your application, the applicant (you) is agreeing for the search to be undertaken.

We are committed to meeting the needs of our diverse community and aim to have a workforce reflecting this diversity. We are also committed to safeguarding and promoting the welfare of children, young people and adults. We have a robust child protection policy, and all staff will receive training relevant to their role at induction and throughout employment at the school. We expect all staff and volunteers to share this commitment.

The panel is committed to ensuring that matters concerning appointments, including promotions, are dealt with in a fair and just manner. The panel believe that the principle of equal opportunity in selection is consistent with social justice and good personnel practice. This is in keeping with our Catholic aim to recognise the dignity and worth of all who work or apply to work in our organisations.

Our selection processes aim to select the best applicant assessed against the criteria for the post. We are subject to the law of the land and acknowledge our commitment to conducting our affairs in accordance with the law. The panel do not discriminate on grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, or sexual orientation.

The Roman Catholic community maintains schools which have, as part of their character, a duty to provide Religious Education and a requirement that those

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schools be conducted in accordance with the rites, practices and traditions of the Roman Catholic faith. It would therefore be clear that where applicants are equal in qualifications and experience in the context of selection criteria for a post that a Roman Catholic applicant would have an advantage over an applicant not of the Roman Catholic faith in being able to contribute to the mission of the Church in Catholic education. The posts of executive headteacher, headteacher, deputy headteacher, head of religious education and chaplain are reserved for practising Catholics.

In fulfilling the objectives of Catholic schools, the panel have regard to matters which are particularly significant in the light of the sacramental teachings of the Church. Catholic teachers by their example and practice are witnesses to the Gospels and to the Church's teachings. The panel would therefore, in line with its responsibilities, reserve the right to take account of circumstances which were genuinely within a person's control, and which might include marital status, avowed personal conviction, belief or conduct.

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