



Headteacher Recruitment Pack

St Catherines Catholic Primary School

Moss Lane, Leyland, PR25 4SJ

Tel: 01772 423767





Letter from Chair of Governors

Dear Prospective Applicant,

The Governors thank you for showing interest in St Catherine's Catholic Primary School. We believe that this is an exciting opportunity for the successful applicant who will be joining a happy and welcoming school. We are extremely proud of the school and the achievements of our pupils and are delighted that you are considering joining us as our new Headteacher.

St Catherine's Mission Statement is, "Love God, Work Hard, Be Kind" and this commitment underpins everything we do in school. We seek to fulfil the true potential of each child by fostering strong links between our school, home, parish and the wider community. The gospel values of love, respect and dignity permeate every aspect of school life with God at the centre of all our interactions. Together, we work hard to develop the spiritual, educational and personal well-being of our children and staff.

Due to the promotion of our current headteacher after outstanding leadership care and support for our pupils and staff, the governors of St. Catherine's are looking to attract someone with the compassion, ambition, imagination, vision and drive to build on the existing strengths of our school. A headteacher who, whilst keeping our Catholic ethos at the heart of everything we do, will continue to develop further all that our current headteacher has achieved.

We look forward to welcoming someone who will inspire staff to maintain the tremendous energy and commitment they currently show towards the well-being and development of our pupils. The new headteacher will be supported by highly skilled, committed, enthusiastic and hard-working staff and governors.

We are a school with a strong sense of community and belonging; pupils, staff, families and governors work together to make the school the best it can be. St. Catherine's has established the reputation of a school which achieves high standards whilst developing confident and happy citizens for the future. When our children leave to go to high school we want them to take a love of learning, a curiosity about the world, the ability to care for others and the confidence that they can succeed. The successful candidate will need to support this and continue to develop systems to ensure these partnerships remain strong and effective and that all our children achieve the very best outcomes.

There is a lot of information about our school within this application pack and on our school website. However, the best way to find out more about us is to visit us. You are therefore most welcome to visit us at school by appointment. We are confident that our school community, our staff, governors and most importantly the children, will speak for themselves.

To arrange a convenient time to visit, please contact Mrs Jenny Hollinshead, our school business manager email - bursar@st-catherines.lancs.sch.uk, 01772 423767.

We look forward to receiving your application.

Yours sincerely

Eileen McNamara.

Eileen McNamara
Chair of Governors



MISSION STATEMENT

LOVE GOD, WORK HARD, BE KIND.



Our Children's Voices

Our children have been thinking about some of the qualities they would like to see in a new Headteacher. Here are a few things that are important to them.

Run and look after the school, ensuring everything is working well

Keep everyone safe and make sure no one is being unkind.

Ensure teachers are doing their jobs and are teaching the right things.

Be a role model and help pupils live out the school mission statement.

Be treated Fairly, kindly, calmly and with respect

Someone who shows they care about the children.

Firm when necessary, but never unfair or unkind.

Kind, calm, patient and understanding.

Funny and happy, but able to be strict at the right moments.

Someone visible, friendly, and approachable—especially on the playground or around school.

Follow the behaviour policy and warning system.

Visiting classrooms, chatting, playing games, and joining activities.

Having assemblies to introduce themselves.

More practical, creative and interactive learning.

Visitors and school trips.

Experiments, games, singing, and hands-on activities.

Job Description

Headteacher

St Catherines Catholic Primary School

Introduction

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 Roman Catholic Church and the trust deed of the Archdiocese of Liverpool. 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.

This appointment is with the board of the school under the terms of the Catholic Education Service contract signed with the board as employers. It 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 board, the Diocese, the local authority, the staff of the school, the parents of its pupils, the parish(es) served by the school and other local Catholic schools, particularly where collaboration or federation is being developed.

This job description is based on the key areas identified in the *Headteachers' Standards* published by the Department for Education (2020).

(N.B. Other specific tasks e.g. designated safeguarding officer should be added here as required).

The 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 board and the Diocese are committed to safeguarding and promoting the welfare of children and young people and vulnerable adults and the headteacher must ensure that the highest priority is given to following the guidance and regulations to safeguard them. The successful candidate will be required to undergo an enhanced check for regulated activity from the Disclosure and Barring Service.



The core purpose of the headteacher is to set and implement the strategic direction of the school and to provide professional leadership and management to drive achievement of high standards in all areas of the school's¹ work, particularly in ensuring the provision of sustainable outstanding education through the preservation and development of its Catholic character.

The school's objectives relate to the provision of Catholic education and the school is part of the Catholic Church and, as such, is to be conducted as a Catholic school in accordance with Canon Law, the teachings of the Catholic Church and the trust deed of the Archdiocese of Liverpool. **Therefore, the post of headteacher must be filled by a practising Catholic² who can show, by example and from experience, that he or she will ensure that the school is distinctively Catholic in all aspects.**

Section 1: Ethics and Professional Conduct

Catholic headteachers are expected to demonstrate consistently high standards of principled and professional conduct inspired by Christ and His beatitudes³ and exemplified by the self-cultivation of virtues, those qualities of character fundamental to the Catholic tradition: faith, hope, love, justice, solidarity, temperance, fortitude and practical wisdom. Catholic headteachers are expected to meet the teachers' standards and be responsible for providing the conditions in which teachers can fulfil them.

In addition, Catholic 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:

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

¹ The term school refers to both voluntary aided schools and academies

² See *Diocesan Briefing Note On Practising Catholic*

³ The Gospel of Matthew 5:3-12





Catholic headteachers are custodians of Diocesan schools and as such embody the abundant hope the Church has placed in education. Catholic headteachers are entrusted with the task of human formation in conformity with Christ and Church teaching, and so uphold ecclesial and public trust in school leadership and maintain high standards of ethics and behaviour. Both within and outside school, Catholic headteachers:

- build relationships of mutual respect rooted in the belief that all are made in the image and likeness of God⁴ 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 enabling each person to play their full part in building and sustaining the Common Good.
- uphold fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs understanding that such values are rooted in the Catholic understanding of dialogue⁵ and the Church's Social Teaching⁶.
- ensure that personal beliefs are not expressed in ways which exploit their position, pupils' vulnerability or might lead pupils to break the law, but are always orientated to the service of others in light of the Gospel.

As leaders of their Catholic 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 church and society by behaving ethically, fulfilling their professional responsibilities and modelling the virtues of a good citizen of the Kingdom of God.
- 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 to further the Church's mission in education
- make a positive contribution to the wider education system within and without the Catholic sector

⁴ The Book of Genesis 1:26-27

⁵ *Dialogue and Proclamation*, (1991) Pontifical Council for Inter-Religious Dialogue, Vatican.

⁶ *Compendium of the Social Doctrine of the Church*, 2004, Vatican.





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Section 2: Headteacher's Standards

1. School Culture

Headteachers:

- establish and sustain a Christ centred vision embodied in the school's Catholic mission, ethos and strategic direction in partnership with the parish and Trust, those responsible for governance and through consultation with the school community and Diocese
- create a Christ inspired culture where pupils experience a positive and enriching school life enabling them to flourish
- uphold ambitious educational standards which reflect the distinctive characteristics of Catholic education⁷ and which prepare pupils from all backgrounds for their next phase of education and life
- promote positive and respectful relationships across the school community and a safe, orderly and inclusive environment which recognises an individual's dignity as made in the image and likeness of God
- ensure a culture of high staff professionalism rooted in mutual respect, subsidiarity and the pursuit of excellence

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 and demonstrate how each discipline and domain contributes to the Christian vision of human flourishing to live life to the full.⁸
- ensure effective use is made of formative assessment

⁷ The distinctive characteristics of Catholic education are 1. The search for excellence, 2. The uniqueness of the individual, 3. The education of the whole person, 4. The education of all and 5. Moral principles

⁸ The Gospel of John 10:10





3. Curriculum and Assessment

Headteachers:

- ensure a broad, structured and coherent curriculum entitlement rooted in the distinctive characteristics of Catholic education which sets out the knowledge, skills, values and virtues that will be taught
- establish effective curricular leadership, developing subject leaders with high levels of relevant expertise with access to professional and Diocesan 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. Behaviours

Headteachers:

- establish and sustain high expectations of behaviour for all pupils, rooted in love, justice and reconciliation and built upon relationships, rules and routines, which are understood clearly by all staff and pupils
- ensure high standards of pupil behaviour through the promotion of the virtues and courteous conduct in accordance with the school's behaviour policy
- implement consistent, fair and respectful approaches to managing behaviour
- ensure that adults within the school lead by example and model and teach the virtues characteristic of a good citizen

5. Additional and Special Educational Needs and Disabilities

Headteachers:





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- ensure the school holds ambitious expectations for all pupils with additional and special educational needs and disabilities in light of the principles of Catholic social teaching⁹
- establish and sustain ethos, culture and practices rooted in the distinctive characteristics of Catholic education that enable pupils to access the curriculum and learn effectively
- ensure the school works effectively in partnership with parents, carers, parish 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 in all key and distinctive aspects, 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 Diocesan and nationally recognised career and professional frameworks and programmes to build capacity and support succession planning

7. Organisation Management

Headteachers:

- ensure the protection and safety of pupils and staff through effective approaches to safeguarding, as part of the duty of care

⁹ The relevant principles being: the Dignity of the Human Person, the Call to Community and Participation, Rights and Responsibilities, the Preferential Option for the Poor and Solidarity.





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- prioritise and allocate financial resources appropriately, ensuring efficiency, effectiveness and probity in the use of public funds reflecting the school's Catholic mission
- 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 and that are rooted in a clear understanding of the Church's mission in education
- 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 Catholic context
- ensure careful and effective implementation of improvement strategies, which lead to sustained school improvement over time

9. Working in Partnership

Headteachers:

- forge constructive relationships beyond the school, working in partnership with parents, carers, the parish, Trust, diocese and the local community
- commit their school to work successfully with other Catholic schools and 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 strategic stewardship of the Catholic mission in education, upholding their obligation to give account and accept responsibility





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- establish and sustain a professional working relationship with those responsible for governance which is inspired by a Christ centred vision of human formation
- 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

Based on the 2020 DfE Headteachers' Standards published to articulate the additional responsibilities of headship in addition to the requirements of the teachers' standards but reflecting the ethos of the Catholic school and the vocational role of a Catholic headteacher in upholding the mission of the Church



Person Specification

Headteacher

Essential Criteria	Criterion No.	Attribute	Stage Identified
Faith Commitment	E1	A practising Catholic (fulfilling the requirements of the Diocesan Briefing Note)	A/I/R
	E2	Secure understanding of the distinctive nature of the Catholic school and Catholic education	A/I/R
	E3	Understanding of the leadership role in spiritual development of pupils and staff	A/I/R
	E4	Experience of leading school worship	A/I
Qualifications	E5	Qualified teacher status	A/CC
	E6	Degree	A/CC
	E7	CCRS/CTC (or equivalent) or commitment to obtaining the certificate	A/CC/I
Professional Development	E8	Evidence of appropriate professional development for the role of headteacher	A
	E9	Evidence of professional development relating to Catholic ethos, mission and religious education	A/I/CC
	E10	Evidence of recent leadership and management professional development	A
	E11	Evidence of working with other schools/organisations/ agencies	A/I/CC
	E12	Evidence of appropriate safeguarding training at senior leadership level	A/I/CC
School Leadership and Management Experience	E13	Ability to articulate and share a vision for education within the context and mission of a Catholic school	A/I/R





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	E14	Ability to inspire and motivate staff, pupils, parents and the board to achieve the aims of Catholic education	A/I/R
	E15	To have successful experience as an effective deputy headteacher, assistant headteacher or head of school	A/I/R
	E16	To have taken a key role in school self-evaluation and development planning	A/I/R
	E17	An understanding of the relationship between the headteacher and the board in a Catholic school	A/I/R
	E18	Experience of working constructively with parents	A/I/R
	E19	Experience of monitoring staff performance	A/I/R
	E20	Thorough knowledge and understanding of current educational issues	A/I/R
Experience and Knowledge of Teaching	E21	Secure understanding of the requirements of the Religious Education Curriculum Directory and the National Curriculum	A/I
	E22	Secure knowledge of statutory requirements relating to the curriculum and assessment	A/I
Professional Attributes	E23	To have excellent written and oral communication skills (which will be assessed at all stages of the process)	A/I
Application Form and Supporting Statement	E24	The form must be fully completed and legible	A
	E25	The supporting statement should be clear, concise (within the required word count) and related to the specific post	A

Desirable Criteria	Criterion No.	Attribute	Stage Identified
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Faith Commitment	D1	Involvement in parish community	A/I
Qualifications	D2	Recent experience in a Catholic school	A/I
	D3	Postgraduate level qualification	A/CC
	D4	National Professional Qualification for Headship (NPQH)	A/CC
	D5	Successful completion of Diocesan leadership programme	A/CC
	D6	Experience of budget planning, staff deployment and effective use of resources	A/I
	E26	Understanding of budget planning, staff deployment and effective use of resources	A/I

Key - Stage Identified	
A	Application Form
I	Interview
R	References
CC	Checking Certificates



CONFIDENTIAL**MODEL RECRUITMENT MONITORING INFORMATION FORM**

THE INFORMATION PROVIDED BY YOU WILL BE USED FOR MONITORING AND STATISTICAL PURPOSES ONLY AND WILL NOT SUPPLEMENT OR FORM PART OF YOUR APPLICATION, THE SELECTION CRITERIA USED OR THE SELECTION PROCESS GENERALLY.

You are not obliged to complete this form but, if you do so, the information you provide will help us to consider if we are succeeding in attracting candidates from diverse backgrounds and also help us to fulfil our duties under the Equality Act 2010 to eliminate unlawful discrimination, harassment and victimisation, to promote and advance equality of opportunity and to foster good relations between people who share a relevant “protected characteristic” and those who do not.

Role applied for:

AGE16 – 25 26 – 35 36 – 45 46 – 55 56 – 65 65 + Prefer not to say **GENDER**

My gender is:

or: I Prefer not to say

ETHNIC ORIGIN

I would describe my ethnic origin as:

1. White

British English Scottish Welsh

Irish European Non-European

Any other White background (please specify):

2. Black or Black British

African Caribbean

Any other Black background (please specify):

3. Mixed Background

White and Asian White and Black Asian White and Black Caribbean

Any other mixed background (please specify):

4. Asian and Asian British

Bangladeshi Indian Pakistani

Any other Asian background (please specify):

5. Chinese and Chinese British

Chinese

Any other Chinese background (please specify):

6. Other ethnic group

Please specify:

7. Prefer not to say

RELIGION

I would describe my religion as:

None Catholic Other Christian Buddhist

Hindu Jewish Muslim Sikh

Any other (please specify):

DISABILITY

The legal definition of disability is 'a physical or mental impairment which has a substantial and long-term adverse effect on a person's ability to carry out normal day to day activities. Some specific conditions deemed to be disabilities include HIV, cancer, multiple sclerosis and severe disfigurements.

Do you have a disability, long-term illness (mental or physical), and/or on-going medical condition that we should be aware of:

Yes: No:



St Catherine's Catholic Primary School

Salary L15-21

Full time, permanent post

Start date 01/09/2026

Location

St Catherine's's Catholic Primary School,

Moss Lane, Farington, Leyland, Preston, Lancashire. PR25 4SJ

Telephone 01772 423767

School website: www.st-catherines.lancs.sch.uk

NOR. 211

Information

St Catherine's is a one form entry school (age 4-11) under the trusteeship of the Archdiocese of Liverpool. St Catherines's is a thriving school situated in a leafy road minutes away from the M6. It embodies the Catholic faith and way of life in everything it does and is a happy, friendly school. We pride ourselves on our successes in all aspects of school life both in our work and in our play.

Following the promotion of our current Headteacher, the governing body wish to appoint a highly motivated, inspirational and reflective leader.

This is an exciting opportunity for a practising Catholic who can show commitment to maintaining our Catholic ethos. We are seeking a leader who is dynamic, forward thinking and can further drive and improve the existing high standards of the school.

'Leaders have been resolute in designing a well-organised and ambitious curriculum for all pupils, including those with SEND.' OFSTED - 23rd May 2023 - GOOD

Our reputation is strong, and the school community supports the vision and Catholic ethos of the school. This is a great opportunity for a committed and effective leader to make a significant impact at a school which places children at the centre of all that it does.

The Governors are looking for:

- A committed and practising Catholic who demonstrates a strong faith and deep commitment to Catholic Education and the Catholic ethos of the school
- A leader who puts children at the centre of their own learning and who encourages them to be confident and strive for excellence in all they do
- A person who values all children as unique individuals, ensuring that they develop resilience and are able to achieve their full potential
- A leader who values, nurtures, encourages staff wellbeing and relationships
- An individual who is enthusiastic, resilient, innovative, creative and forward-thinking
- A Headteacher who will continue to maintain and develop the partnerships between our school, parents and carers, parish, Archdiocese and the wider community
- An inclusive leader and innovator who encourages, enthuses and motivates the school community through excellent communication and interpersonal skills
- A leader who is open to new ideas and a willingness to build on the existing excellence in our school
- An exemplary role model who can communicate their faith through their care and love of our children
- A leader who is committed to safeguarding and promoting the welfare of all children, staff and the wider school community.
- An inspirational leader who promotes aspiration and ambition for every member of our staff school team.

We can offer the successful candidate:

A happy, nurturing and secure environment underpinned by a Catholic ethos built on the teachings of Christ

- Happy, enthusiastic children who are eager to learn and an absolute pleasure to teach.
- Dedicated, creative, enthusiastic and hardworking staff, embedded with a strong culture of support and teamwork
- An experienced, committed and supportive Governing Body
- Parents who are supportive and committed to their child's education.
- A commitment to your wellbeing and full support for your continuous professional development
- The opportunity to take a school which is at the heart of its community even further and develop the staff, curriculum and pupils to their highest potential

Please download documents from the vacancies section on our school website, LCC Job Applications Website and Liverpool Diocese Vacancies Website.

Completed applications should be marked for the attention of Mrs E McNamara and emailed directly to email bursar@st-catherines.lancs.sch.uk

Our school is committed to safeguarding and promoting the welfare of the children, staff and the wider school community. All staff and volunteers to adhere to this commitment. This post is subject to satisfactory Disclosure and Barring Section Service (DBS) Enhanced Disclosure Certificate. The school's safeguarding policies can be accessed on the school website.

Following shortlisting, we will carry out an online search as part of due diligence on the shortlisted candidates.

Visits to the school are warmly welcomed and can be arranged by contacting the school office directly - 01772 423767 email - bursar@st-catherines.lancs.sch.uk

Advert Live: 2nd March

Closing date: 23rd March. noon

Shortlisting: 30th March

Interviews: 23rd and 24th April



MODEL DISQUALIFICATION POLICY FOR STAFF

TO WHOM DOES THIS POLICY APPLY?

- ❖ Staff who provide early years childcare (this covers the age range from birth until 1 September following a child's fifth birthday i.e. up to and including reception age). This includes education in nursery and reception classes and / or supervised activity (such as breakfast clubs, lunchtime supervision and after school care provided by the school) both during and outside of school hours for children in the early years age range;
- ❖ Staff who provide later years childcare (this covers children above reception age but who have not attained the age of 8) in nursery, primary or secondary school). This does not include education or supervised activity for children above reception age during school hours but it does include before school settings such as breakfast clubs and after school provision; and
- ❖ Staff who are directly concerned in the management of such childcare.

We are required to advise all relevant staff to read and adhere to the rules of this Policy. Please refer to your Designated Safeguarding Lead if you have any questions regarding the applicability of this Policy to you.

The term School(s) used throughout this Policy means Catholic Schools and Academies.

KEY LEGISLATION AND GUIDANCE:

Key legislation and guidance on whether you are a 'Disqualified Person' can be requested from your Designated Safeguarding Lead and includes the following:

1. Childcare Act 2006: sections 75 and 76 ("The 2006 Act")
2. The Childcare (Disqualification) and Childcare (Early Years Provision Free of Charge) (Extended Entitlement) (Amendment) Regulations 2018 ("The 2018 Regulations").
3. Disqualification under the Childcare Act 2006: Statutory Guidance published in August 2018 ("The August 2018 Statutory Guidance"): specifically Tables A and B which set out the relevant offences and orders.

ARE YOU A DISQUALIFIED PERSON AND THEREFORE DISQUALIFIED FROM WORKING HERE?

A person may be disqualified pursuant to the 2006 Act and the 2018 Regulations because:

- they are on the Children’s Barred List (for which the school will carry out a Disclosure and Barring Service check);
- they have been cautioned for or convicted of certain violent and sexual criminal offences against children and adults;
- there are grounds relating to the care of children (including where an order is made in respect of a child under a person’s care, including their own children);
- they have had registration refused or cancelled in relation to childcare or children’s homes or been disqualified from private fostering;
- They have committed an offence overseas, which would constitute a disqualifying offence under the 2018 Regulations had the offence been committed in the United Kingdom.

WHAT WE CAN’T ASK FOR FROM YOU:

The August 2018 Statutory Guidance states that:

- We must not knowingly employ a person who is a Disqualified Person;
- We should not ask for medical records, details about convictions of household members, DBS certificates from third parties, or copies of a person’s criminal record;
- We should not ask staff or third parties to make requests for any person’s criminal records, as this will amount to an enforced subject access request and is an offence under section 184 of the Data Protection Act 2018;
- Substantive details of criminal record checks should not be retained without the consent of the individual and information that is not relevant should be destroyed. Where you do not consent to such data being held, we will only record the date the declaration was made, details of any safeguarding restrictions and whether or not an Ofsted waiver has been granted.

WHAT TO DO IF YOU ARE A DISQUALIFIED PERSON?

Declare how and why you are disqualified to your Designated Safeguarding Lead immediately.

It is a criminal offence for a Disqualified Person to be involved in childcare in any of the categories set out above.

CAN I APPLY FOR A WAIVER FROM DISQUALIFICATION?

Only the Disqualified Person can apply to Ofsted for a waiver, we cannot do it on your behalf.

YOUR ONGOING OBLIGATION

You must notify the Designated Safeguarding Lead immediately of anything that affects your qualification to work in the school, including any future cautions, warnings, convictions, orders or other determinations made that would disqualify you pursuant to the 2018 Regulations.

You have an **ongoing obligation** to report to the Designated Safeguarding Lead if you become a Disqualified Person (or have reason to believe that you may be a Disqualified Person) at any stage during your employment.

ACKNOWLEDGEMENT

I have read and understood this Disqualification Policy. I understand the obligations on me set out in it and will comply with it

Name.....

Date.....

PLEASE NOTE THAT IF YOU ARE A DISQUALIFIED PERSON AND FAIL TO CONTACT YOUR DESIGNATED SAFEGUARDING LEAD YOU MAY BE SUBJECT TO DISCIPLINARY ACTION AND MAY NOT BE PERMITTED TO CONTINUE WORKING IN THIS SCHOOL.

CONFIDENTIAL



SENIOR LEADERSHIP APPLICATION FORM

(Before completing this form please read the Notes to Applicants)

Safeguarding Statement:

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment.

Name of Candidate:

TO BE USED FOR THE FOLLOWING SENIOR LEADERSHIP POSITIONS ONLY:

Headteacher (including Principal or equivalent)

Acting Headteacher

Joint Headteacher

Deputy Headteacher / Vice-Principal

Assistant Headteacher / Associate Principal

Head of School

PLEASE MAKE SURE THAT YOU ARE USING THE LATEST VERSION OF THIS APPLICATION FORM WHICH CAN BE DOWNLOADED FROM THE CATHOLIC EDUCATION SERVICE WEBSITE:

www.catholiceducation.org.uk

BEFORE YOU BEGIN PLEASE CHECK THAT YOU HAVE THE FOLLOWING:

1. Correct application form for the position being applied for
2. Notes to applicants
3. Recruitment monitoring form
4. Consent to obtain references form

PLEASE DO NOT RETURN ANY COMPLETED APPLICATION FORMS AND/OR SUPPLEMENTARY DOCUMENTS TO THE CATHOLIC EDUCATION SERVICE. PLEASE RETURN ALL COMPLETED APPLICATION FORMS AND/OR SUPPLEMENTARY DOCUMENTS TO THE SCHOOL/COLLEGE/ACADEMY/MULTI ACADEMY TRUST COMPANY WHERE THE POSITION APPLIED FOR IS BASED, OR AS INSTRUCTED IN THE DETAILS OF THE POST.

**PLEASE COMPLETE ALL SECTIONS OF THIS APPLICATION FORM FULLY BEFORE
RETURNING IT IF ALL SECTIONS ARE NOT COMPLETED YOUR APPLICATION
MAY NOT BE PROCESSED**

DETAILS OF ROLE APPLIED FOR:

Application for the position of:

Full Time Part Time Job Share

At: School / Academy

At which the:

Governing Body

Academy Trust Company

Multi-Academy Trust Company

is the employer of staff.

In the Local Authority of:

In the Archdiocese / Diocese of:

Please state where you first learned of this vacancy:

Personal Details:

Title:

Surname:

First Name(s):

Known as (if applicable):

Religious Denomination / Faith:

Address:

Telephone Numbers:

Home:

Mobile:

Email Address:

How do you prefer to be contacted? Phone Email

DfE Teacher Reference Number:

Do you have Qualified Teacher Status? Yes No

QTS Certificate Number: Date of qualification as a teacher:

Education Workforce Council (Wales only) or other Membership Number:

Details of Present Employment:

Are you presently employed: Yes No

If no, please proceed to the next section.

Details of present post:

Role:

Name of employer:

Name of school / Academy
(if different):

Address:

Telephone Number:

Local Authority:

Archdiocese / Diocese:

Permanent Temporary

Full time Part time Job share

Date of appointment:

Notice required:

If notice already given, date
it is due to expire:

Reason for leaving:

Salary scale
(e.g. main / upper / leadership)

Group of school /
Number on role:

Spine Point:

Additional Allowances
(including inner / outer / fringe London):

Gross annual salary:

Employment History:

Please complete in chronological order, starting with the **most recent**:

Full name and address of school / college / academy (state whether nursery / primary / secondary / comprehensive / selective etc.) include details of local authority if relevant	Approx. number on roll	Age range taught & single sex / mixed	Post held and responsibilities including subjects taught and key stages taught	Dates employed month / year (from – to)	Reason for leaving

Other Employment / Work Experience:

Please complete in chronological order, starting with the **most recent**:

Employment / Experience	Employer / Location	Responsibilities	Dates employed month / year (from – to)	Reason for leaving

If there are any periods of time that have not been accounted for in your application, for instance, periods spent raising a family or of extended travel, please give details of them here with dates. The information provided in this form must provide a complete chronology from the age of 18. Please ensure that there are no gaps in the history of your education, employment and other experience. Failure to provide a full account may lead to your application being rejected.

Dates (from – to)	Activity

If you have ever been ordained and/or been a member of a religious community please provide details here:

Post-11 education and training:

Please complete in chronological order, starting with the most recent:

Full name and address of establishment	Full or part time	Dates attended month / year From - to	Date of award	Awarding body and registration number (if known)	Award and classification
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Desirable Qualifications (please note that NPQH is mandatory in Wales) please insert N/A if you do not have the qualifications listed in this section

					NPQH
					Catholic Certificate of Religious Studies (or, if equivalent, please state)

Other Post-Graduate Qualifications

Higher Education Qualifications

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School / College Qualifications

Continuing Professional Development

Please list any courses you have completed and/or any professional development in which you have been involved in the past 3 years which you consider relevant to this post.

Course Title	Course Provider	Length of Course	Dates From – To	Award / Classification (if applicable)

Please provide details of your most recent safeguarding training:

Professional Memberships:

Chartered College of Teaching:

Associate Member (MCCT) Fellow (FCCT) Chartered Teacher (CTeach)

Please list any other professional bodies of which you are a member:

Interests and Hobbies:

Please list your interests and hobbies outside of work:

Supporting Statement:

Please provide a written statement of **no more than 1,300 words** detailing why you believe your experience, skills, personal qualities, training and/or education are relevant to your suitability for the post advertised and how you meet the person specification applicable to the post. You should pay particular attention to the national standards for the position for which you are applying.

References:

A referee who is a current or former employer should have full access to the applicant's personal records, to the extent that this is achievable in compliance with the General Data Protection Regulation. Most Senior Leadership posts require you to be a practising catholic and, therefore, one referee must be your Parish Priest / the Priest of the Parish where you regularly worship. In requesting a Priest's reference it is not our intention to deter applications. Please see the Notes to Applicants for further guidance. It is the responsibility of the Applicant to ensure that all named referees, including Parish Priests, where applicable, have consented to providing a reference. Please also ensure that you complete and return the consent to obtain references form with your application.

In accordance with Keeping Children Safe in Education we will obtain and scrutinise references prior to interview and referees will be contacted to provide further clarification as appropriate. All information provided by referees will also be compared for consistency with the information you provide on this form and you will be asked about any discrepancies. Please advise if you do not want us to take up references at this stage and provide reasons.

Referees will also be asked for information about:

- all disciplinary offences (including those where the penalty is "time expired" if related to children); and
- all child protection allegations including the outcome of any child protection investigations.

You are advised to read the relevant section of the Notes to Applicants before completing this section.

If any of your referees knew you by another name please specify that name alongside the details of the relevant referee.

Present School / Employer:

Name:

Address:

Role:

Telephone:

Email:

Other Professional (where you are not currently employed with children, this must be your most recent school / college / employer prior to your current employer):

Name:

Address:

Role:

Telephone:

Email:

Parish Priest / Priest of the Parish where you regularly worship (if applicable):

Name:

Address:

Role:

Telephone:

Email:

If you or your spouse / civil partner / partner are related by marriage, blood or as a co-habitee to any member of the Governing Body / Academy Trust Company / Multi Academy Trust Company or any current employee(s) of the Governing Body / Academy Trust Company / Multi Academy Trust Company please provide the relevant details here:

Name(s) of Governing Body / Academy Trust Company / Multi Academy Trust Company / Employee(s):

Relationship(s) to you:

Disclosure of Criminal and Child Protection Matters and Disclosure and Barring Service Checks

The Governing Body / Academy Trust Company / Multi Academy Trust Company is obliged by law to operate a checking procedure for employees who have access to children and young people.

Please confirm whether you have ever been the subject of any child protection concern either in your work or personal life, or been the subject of, or involved in, any disciplinary action in relation thereto, including any which is time expired.

Yes No

If yes please provide full details:

It is an offence to knowingly apply for, offer to do, accept, or do any work in a regulated position if you have been disqualified from working with children. Any offer of employment will be subject to checks being carried out in order to ensure that you are not subject to a prohibition order or an interim prohibition order.

In the event of a successful application an offer of employment may be made to you which is conditional upon receipt of satisfactory Disclosure and Barring Service Checks ("DBS Checks") in relation to criminal and child protection matters. Please note that a conviction will not necessarily be a bar to obtaining employment.

By checking the box you consent to a DBS Check(s) being made:

Rehabilitation of Offenders Act 1974 (as amended)

If you have any convictions, cautions, reprimands or final warnings that are not “protected” as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended), then the details of these must be disclosed if you are invited for interview.

Guidance about whether a conviction or caution should be disclosed can be found on the [Ministry of Justice website](#).

If you are invited for interview, please bring The Rehabilitation of Offenders Act 1974 – Disclosure Form with you to the interview in a sealed envelope marked “Confidential – Rehabilitation of Offenders Act 1974 – Disclosure Form”. You will be asked to hand the form to the interviewer at the end of the interview. If you do not have disclosable convictions, please complete the relevant sections of the Disclosure Form.

Request for Your Consent to Process Your Data

In compliance with the General Data Protection Regulation (GDPR), we wish to ensure you are aware of the purpose for which we are requesting your consent to collect and process the data we have asked you to provide on this application form.

Important information regarding your consent

1. We are St Catherines Catholic Primary School, Moss Lane, Leyland, PR25 4SJ
2. Being a Catholic education provider we work closely with the school’s / academy’s Diocesan Authority, the school’s / academy’s Trustees, the Local Authority, the Department for Education, the Catholic Education Service with whom we may share the information you provide on this application form if we consider it is necessary in order to fulfil our functions.
3. The person responsible for data protection within our organisation is Mr Simon Lawman and you can contact them with any questions relating to our handling of your data. You can contact them by head@st-catherines.lancs.sch.u
4. We require the information we have requested on this form in order to process your application for employment.
5. To the extent that you have shared any special categories of personal data¹ this will not be shared with any third party except as detailed in paragraph 2 above, unless a legal obligation should arise.
6. If your application is successful, the information you have provided on this form will become part of your personnel file which shall be retained throughout the duration of your employment within our organisation and afterwards in accordance with our data retention policy.

¹ Article 9(1) GDPR sets out the special categories of personal data as follows: “personal data revealing racial or ethnic origin, political opinions, religious or philosophical beliefs, or trade union membership, and the processing of genetic data, biometric data for the purpose of uniquely identifying a natural person, data concerning health or data concerning a natural person’s sex life or sexual orientation....”

7. If you are unsuccessful, your application form and any documents you have submitted in support of your application will be destroyed after a period of 6 months.
8. We will keep a record of your consent as evidence that we have obtained your consent to collect and process the data you have provided on this application form.
9. You have the right to withdraw your consent at any time and can do so by informing our organisation's Data Protection Officer (see paragraph 3 above) that you wish to withdraw your consent.
10. To read about your individual rights you can refer to our fair processing notice and data protection policies.
11. If you wish to complain about how we have collected and processed the information you have provided on this form, you can make a complaint to our organisation by email to head@st-catherines.lancs.sch.uk. If you are unhappy with how your complaint has been handled you can contact the Information Commissioner's Office via their website at www.ico.org.uk.

Request for your consent

Please ensure that you read paragraphs 1-11 above and raise any relevant questions before providing your consent below:

- I confirm that I have read and understood paragraphs 1-11 above and that I have been offered the opportunity to raise any relevant questions: Yes No
- Please check this box if you agree to our collecting and processing your personal information as described in paragraphs 1-11 above:
- I agree to my personal data being shared as stated in paragraphs 2 and 5 above: Yes No

Right to work in the UK.

The Governing Body / Academy Trust Company / Multi Academy Trust Company will require you to provide evidence of your entitlement to undertake the position applied for and/or of your ongoing entitlement to live and work in the United Kingdom in accordance with the current immigration rules. More information can be found in the Notes to Applicants. By checking the box below, you confirm that you are legally entitled to work in the United Kingdom and that you will promptly provide documentary evidence of such entitlement when requested:

Language requirements for public sector workers.

The ability to communicate with members of the public in accurate spoken [English / Welsh] is an essential requirement for the post. This is because this is a public facing public sector post. Please note that this language requirement may be in addition to mandatory English language requirements associated with your immigration route.

Declaration

If you know that any of the information that you have given in this application form is false or if you have knowingly omitted or concealed any relevant fact about your eligibility for employment which comes to our attention then your application form may be withdrawn from the recruitment process. Please note that checks may be carried out in order to verify the information you have included.

Providing false information is an offence and may result in this application being rejected. If such a discovery is made after you have been appointed then you may be liable to be dismissed summarily. You may also be reported to the Teaching Regulation Agency (TRA) (England only) or the Education Workforce Council (Wales only) and/or the Police, if appropriate.

By signing below I hereby certify that all the information given by me both on this form and in any supplementary pages and/or the supporting evidence provided, is correct to the best of my knowledge and belief, that all the questions relating to me have been fully answered and that I possess all the qualifications that I claim to hold.

I acknowledge that it is my responsibility as the applicant, if invited for interview, to disclose information to the panel which may affect my suitability and/or eligibility to work with children and/or vulnerable adults.

Signature:

Date:

(The post will be subject to the terms and conditions of the appropriate Catholic Education Service model contract, a copy of which will be provided to you before interview if you are shortlisted).



MODEL CONSENT TO OBTAIN REFERENCES FORM

It is the responsibility of all Applicants to ensure that all named referees have consented to providing a reference. In accordance with Keeping Children Safe in Education (2018) we will obtain and scrutinise references prior to interview and referees will be contacted to provide clarification as appropriate. All information provided by referees will also be compared, for consistency, with the information Applicants have provided on their application form with the intention that questions will be asked during interview if there are discrepancies.

Referees will be asked to verify the contents of an Applicant's application form (where they are relevant) and will also be asked for information about:

- All disciplinary offences (including those where the penalty is "time expired" if related to children; and
- All child protection allegations including the outcome of any child protection investigations.

We will also ask about an Applicant's performance history including details of any capability concerns (including attendance issues).

Request for your consent

In compliance with the General Data Protection Regulation (GDPR), we wish to ensure you are aware of the purpose for which we are requesting your consent to collect and process the data we will be asking for when we contact your referees.

Important information regarding your consent

1. We are St Catherines Catholic Primary School. Moss Lane, Leyland, PR25V 4SJ, Independent School.
2. Being a Catholic education provider we work closely with the school's / academy's Diocesan Authority, the school's / academy's Trustees, the Local Authority, the Department of Education, the Catholic Education Service and ***[insert name of other relevant third party]*** with whom we may share information provided by your referees if we consider it is necessary in order to fulfil our functions.
3. The person responsible for data protection within our organisation is ***[insert name of data protection officer]*** and you can contact them with any questions relating to our handling of your data. You can contact them by ***[insert method of contact and contact details]***.

4. We require the information we will request from your referees in order to process your application for employment.
5. To the extent that you have shared any special categories of personal data¹ this will not be shared with any third party except as detailed in paragraph 2 above, unless a legal obligation should arise.
6. If your application is successful, the information provided by your referees will become part of your personnel file which shall be retained throughout the duration of your employment within our organisation and afterwards in accordance with our data retention policy.
7. If you are unsuccessful, your references and any documents you have submitted in support of your application will be destroyed after a period of 6 months.
8. We will keep a record of your consent as evidence that we have obtained your consent to requesting references from your referees.
9. You have the right to withdraw your consent at any time and can do so by informing our organisation's Data Protection Officer (see paragraph 3 above) that you wish to withdraw your consent.
10. To read about your individual rights you can refer to our fair processing notice and data protection policies.
11. If you wish to complain about how we have collected and processed any information relating to your application, you can make a complaint to our organisation by *[insert details of the school / academy trust company / multi academy trust company complaints procedure]*. If you are unhappy with how your complaint has been handled you can contact the Information Commissioner's Office via their website at www.ico.org.uk.

Request for your consent

Please ensure that you read paragraphs 1-11 above and raise any relevant questions before providing your consent below:

- I confirm that I have read and understood paragraphs 1-11 above and that I have been offered the opportunity to raise any relevant questions: Yes No
- Please check this box if you have any objection to our taking up your references and to the collection and processing of your data as described in paragraphs 1-11 above
- I agree to you contacting my referees in order to obtain references.

Signature:

Date:

¹ Article 9(1) GDPR sets out the special categories of personal data as follows: "*personal data revealing racial or ethnic origin, political opinions, religious or philosophical beliefs, or trade union membership, and the processing of genetic data, biometric data for the purpose of uniquely identifying a natural person, data concerning health or data concerning a natural person's sex life or sexual orientation....*"