



1979 · 2020

Saint GREGORY'S
Bath



*An outstanding
Catholic education for all*

Application pack for the post of:

Deputy Headteacher: Pastoral

Closing date: Midnight, Sunday 18 October
Interviews: Wednesday 21 and Thursday 22 October

“In Christ we flourish”

Saint Gregory's, Bath
Combe Hay Lane, Bath, BA2 8PA
T 01225 832873
www.st-gregorys.org.uk

Mission Statement

“ As a Catholic school, our inspiration is Jesus Christ. We therefore promote the dignity and well-being of every child and ensure that they flourish with us in a safe, happy and enriching environment.

We believe that everyone is gifted and called by God to fulfil some definite service for the greater good of society. We will help our students to discover their vocation in life, to achieve their full potential and to use their gifts for the greater glory of God.”

Mission Statement, approved by the Governing Body

Welcome

Dear Prospective Applicant

Thank you for your enquiry regarding the post of Deputy Headteacher: Pastoral at Saint Gregory's, Bath starting **January 2021**.

Saint Gregory's is an over-subscribed high achieving school with a national reputation for excellence. Our most recent Ofsted and Diocesan inspections judged us to be outstanding and we are committed to maintaining and developing that high standard.

This vacancy has arisen as our existing post holder is taking up Headship in another school after 24 years of service to the community of Saint Gregory's. They will leave behind a well-established and outstanding pastoral system with an incredibly talented and dedicated pastoral care team. The Pastoral Team work closely with colleagues across the school to serve our school community and provide the very best care and support for our families. The successful candidate will be a dynamic and inspirational leader, capable of building on this success to further enhance and develop this important area of school life.

The post of Deputy Headteacher Pastoral is a key senior leadership role at Saint Gregory's reflecting the importance we place on creating a nurturing, supportive and inclusive community that ensures our students grow into well-rounded, reflective, caring and thoughtful young people. We are seeking a strategic leader with the vision and enthusiasm to engage fully across all areas of school life, supporting the Senior Leadership Team to make a real difference to the school's future development.

As a Catholic school we provide our students with a moral compass based on Catholic Social Teaching that supports their growth and development. It is an essential requirement that you are a practising Catholic, someone who will act as a role model and be prepared to maintain the Christian values which underpin the very special and highly regarded family and community of Saint Gregory's.

If you possess the necessary skills and experience and would like to apply for this post, please submit your application by midnight on **Sunday 18 October 2020**. Interviews will be held on **Wednesday 21 and Thursday 22 October**.

If you have any questions or would like to arrange a visit prior to application please do not hesitate to contact me via email to gormleys@st-gregorys.org.uk.

Yours faithfully

Ms A Cusack
Headteacher



“Saint Gregory’s is simply the best school in every possible way. My children have gone from strength to strength due to excellent teaching and pastoral care. They are confident, capable, well-rounded and above all, happy.”

Parent

Chair of Governors

Dear Prospective Applicant

Thank you for taking an interest in becoming our next Deputy Headteacher: Pastoral at Saint Gregory's.

Saint Gregory's is a medium sized 11-18 voluntary aided Catholic school in the beautiful World Heritage City of Bath. Whilst our students come from a broad range of backgrounds and have diverse academic needs, they all share the Catholic social values that underpin and permeate everything in the school, giving Saint Gregory's the 'family' atmosphere that is commented on by anyone who has contact with the school.

Our school's immediate needs can be found in our school development plan, and we are looking for a candidate who will help support and lead the school not only to fulfil this plan but also to shape and fulfil plans in years to come. Our new Deputy Headteacher will be expected to strategically lead and further develop the pastoral provision at Saint Gregory's and we therefore seek a senior leader who can rise to the challenge and ensure that Saint Gregory's continues to be a centre for excellence.

We welcome applications from outstanding and self-starting senior leaders who can demonstrate that they have the capability and experience to provide outstanding leadership and take the next step in their career.

We demand high standards of our students, staff, and ourselves as governors, and expect our Deputy Headteacher to do the same. It goes without saying that our new Deputy Headteacher will need to demonstrate their Catholic faith and to provide the Catholic and pastoral leadership the school requires.

We believe we offer a positive and pleasant school environment and local area to work in. If you are appointed you will be supported by excellent staff and senior leaders, outstanding students, and a governing body which will provide you support in your leadership of the school and in the development of your professional career.

Yours sincerely

Mr John Eddison
Chair of Governors

Deputy Headteacher: Pastoral

Post: Deputy Headteacher: Pastoral
Contract type: Full Time, permanent
Salary: Leadership Scale L15-L19 £58,271-£64,288
Closing date: Midnight 18 October 2020
Interview date: Wednesday 21 and Thursday 22 October 2020

This is an excellent opportunity for a talented and enthusiastic colleague to join the Senior Leadership Team (SLT) at Saint Gregory's, Bath and to be instrumental in continuing to develop and enhance our pastoral provision as a centre for excellence to ensure the best possible outcomes for all our children and young people.

Saint Gregory's is a high performing, oversubscribed, 11-18 co-educational school which has maintained its Outstanding judgement in its most recent Ofsted and Diocesan inspections. Saint Gregory's is founded on Catholic Christian values and with a strong family and community ethos. These values are the foundation of learning for our students, providing them with an academic start to life that is supportive, nurturing and inspiring.

This is a key senior leadership post within the school with critical importance in developing and implementing the strategic vision for pastoral care at Saint Gregory's, ensuring that the welfare, safety, health and happiness of every student is at the core of our purpose. We require the successful candidate to hold the relevant and up to date Level 3 DSL training or be willing to complete it as soon as possible on commencement of appointment.

The successful candidate will bring considerable passion and commitment to the role, working across the school to create a common vision of excellence, helping to make Saint Gregory's a truly exceptional place to learn and work in.

This position is very much about the skills and qualities of the individual and we therefore welcome applications from exceptional senior leaders with experience in pastoral support who would like to develop their professional career and can demonstrate the passion and commitment to make a real, lasting and positive impact upon our school community.

The successful candidate will bring professionalism and academic credibility, balanced with warmth and sensitivity. Applicants must be able to demonstrate a deep understanding of pastoral and safeguarding issues, with the skill to lead by example and inspire others.

In return, the successful candidate can expect to join a committed and experienced senior leadership team who, together with our Governing Body, will provide you with outstanding professional support at every stage of your career. You will also discover a supportive team of teachers and support staff who take great pride in their work and celebrate one another's success but are always seeking new opportunities to develop their expertise and enhance our educational provision. Finally, you will have the chance to work alongside our amazing, positive and inspirational student body who love learning and deserve the very best in teaching and learning opportunities.

For an open conversation about the role prior to application or to arrange a visit prior to submitting your application, please contact the Headteacher's PA, Mrs Gormley, by email to gormleys@st-gregorys.org.uk to arrange a suitable time. We are committed to safeguarding and promoting the welfare of children. We follow safer recruitment practices and appointments are subject to an enhanced DBS check.

About Saint Gregory's

Saint Gregory's is a Catholic voluntary aided secondary school which was established by the Diocese of Clifton. It primarily serves designated Catholic parishes in Bath and North East Somerset, North West Wiltshire and the north of the County of Somerset and admits students of 11-18 years. We are a popular co-educational school, founded on Catholic Christian values and with a strong family and community ethos. These values envelop the learning of our students, providing them with an academic start to life that is supportive, nurturing and inspiring. Saint Gregory's has a well-deserved reputation for academic excellence, outstanding pastoral care and an excellent enrichment programme.

In 2019 we were recognised once again as an 'Outstanding' secondary school in our Section 48 Diocesan Inspection, highlighting our school as a flourishing educational community where every child is valued and encouraged to grow as individuals.

Our GCSE and A Level results are excellent and not just in raw terms but also in the context of value-added. Such measures seek to identify the progress that every child makes during his or her time with us and show that our students make outstanding progress.

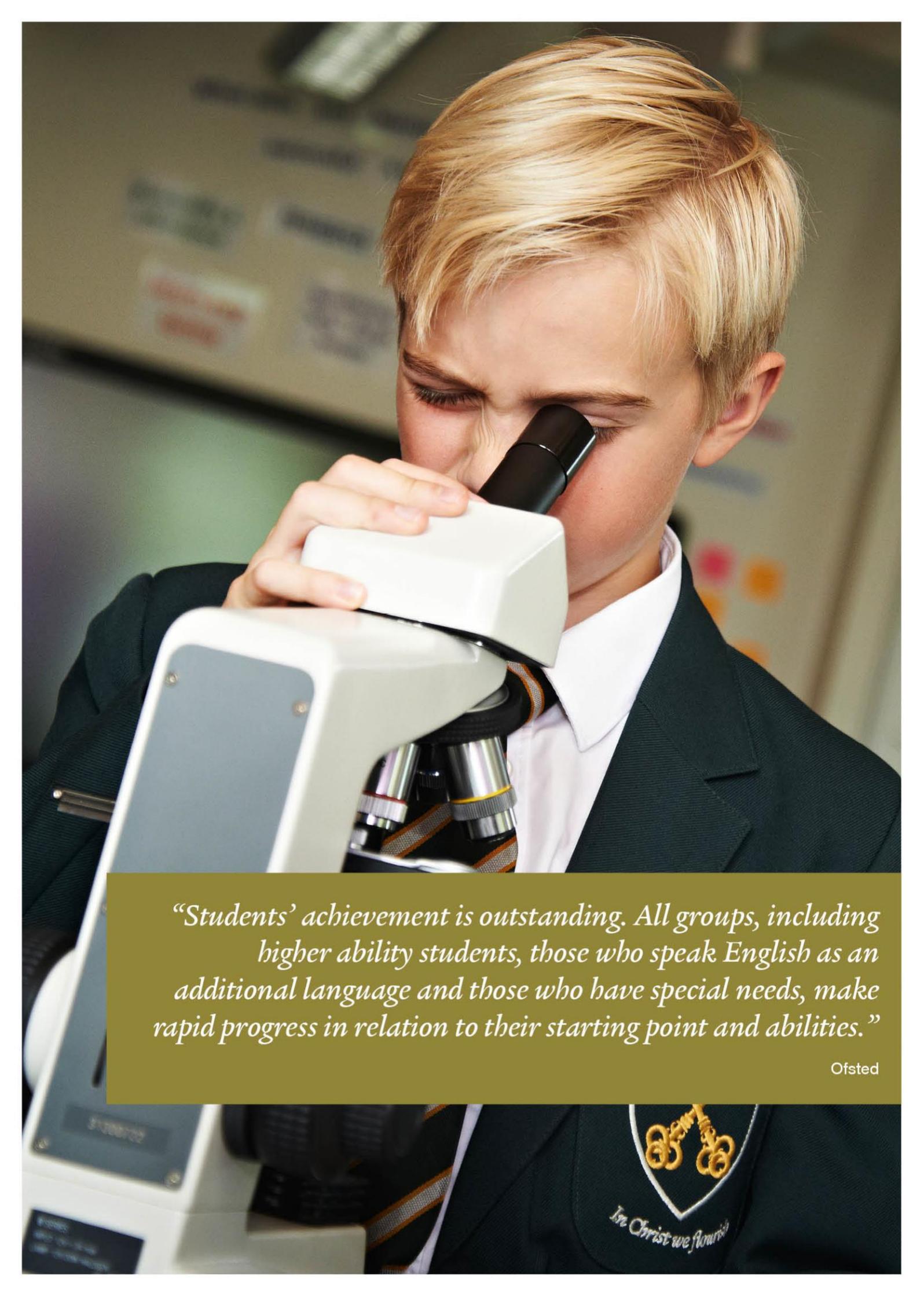
The achievement of our students consistently places our school as one of the top achieving state schools in the country. Students leaving Saint Gregory's progress to some of the very best academic institutions including Oxford, Cambridge and the Russell Group but, more than this, they leave having acquired the academic success, confidence and skills they need to continue their educational or career journey of choice.

We are located at the southern gateway to the World Heritage City of Bath with beautiful views towards the Severn Estuary and over Bath. Access to the school is easy as it is on main bus routes and next to the Odd Down Bath Park and Ride terminus.

The World Heritage City of Bath itself needs little introduction. Over four million tourists a year come to visit its many attractions, such as its Georgian architecture, its festivals, theatres, museums, restaurants and shops. It boasts excellent schools, rugby and football teams and Olympic standard training facilities at the University of Bath.

In 2017 Bath was named as the safest place to live in the UK. It is also a regular feature of the Sunday Times and Telegraph lists for best places to live in the UK, offering a very high quality of life. In 2018, it was named as the best UK city to raise a family by Money Supermarket.

Bath is served by many attractive towns and villages, and our staff and students come from diverse locations.

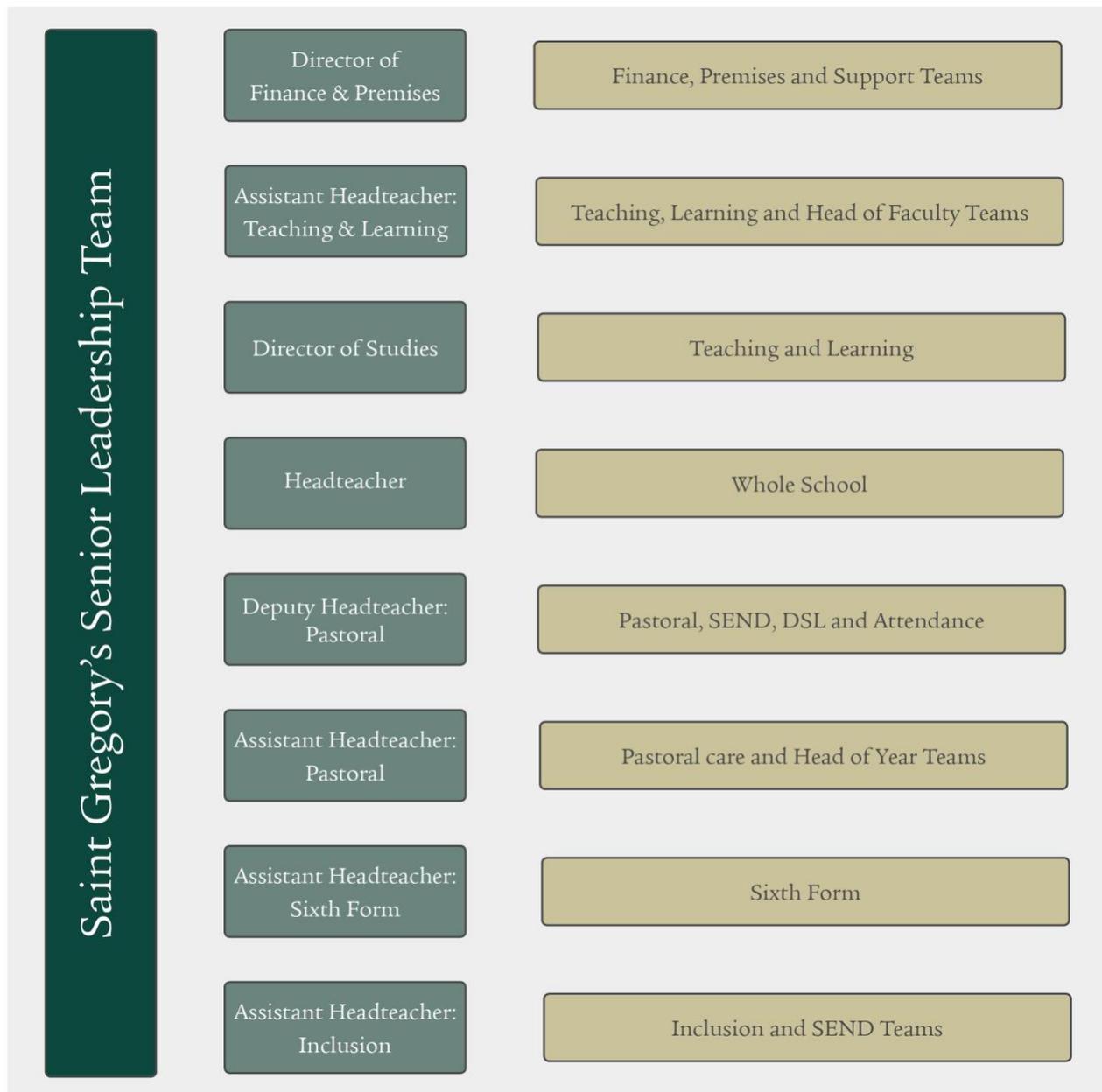
A young boy with blonde hair, wearing a dark blue school blazer, white shirt, and striped tie, is looking through a white and black microscope. The background is a blurred classroom setting with a whiteboard and colorful posters. A dark green banner with white text is overlaid on the bottom half of the image.

“Students’ achievement is outstanding. All groups, including higher ability students, those who speak English as an additional language and those who have special needs, make rapid progress in relation to their starting point and abilities.”

Ofsted

In Christ we flourish

Organisation



“Students make an outstanding contribution to the Catholic life of the school and benefit enormously from it. The school ethos is demonstrated by the exemplary behaviour of its pupils, their respect and care for one another, as well as their outreach to others outside the school.”

Clifton Diocese Inspection Report



Job Description

This job description should be read in conjunction with the professional duties set out in the School Teachers' Pay and Conditions Document, the governors' Pay Policy and Performance Management Policy including the Teaching Standards.

This is a key leadership post within the school with critical importance in developing and implementing the strategic vision for pastoral care at Saint Gregory's, ensuring that the welfare, safety, health and happiness of every student is at the core of our purpose.

The role of Deputy Headteacher requires a practising Catholic who can show by example and from experience that he or she will work with the Headteacher to ensure that the school is distinctively Catholic in all its aspects.

The Deputy Headteacher will support the Headteacher and Governing Body in:

- Providing strategic vision, leadership and direction.
- Taking a strategic lead on safeguarding and welfare.
- Recognising the uniqueness of each individual and promoting their personal and academic development leading to excellence, quality and high expectations for all.
- Delivering educational excellence for all.
- Providing operational leadership and management.
- Evaluating school performance and identify priorities for continuous improvement.
- Creating a safe and productive learning environment that is engaging and fulfilling for all students.
- Ensuring that the Catholic identity is reflected in every aspect of the life of the school.

The Deputy Headteacher will be required to:

- Act as the Designated Safeguarding Lead.
- Play an inspirational and strategic role in the Senior Leadership Team, upholding the Catholic values and ethos of our school and undertaking specific lead responsibilities as outlined.
- Be responsible for the implementation and development of the strategic vision for pastoral care at Saint Gregory's, ensuring that the welfare, safety, health and happiness of every student is at the core of our purpose.
- As a key member of the Senior Leadership Team, provide effective, collaborative leadership and management of the school, securing success and driving continuous improvement.
- Undertake a teaching commitment consistent with the needs of the school.
- Lead by example, providing inspiration and motivation for students, staff, governors and parents, demonstrating the vision and values in everyday work and practice in order to create a shared culture and positive climate.
- Chair and attend relevant meetings as required.
- Help to establish an inclusive culture that promotes excellence, equality and high expectations of all students and an understanding and respect of other cultures.
- Develop yourself as an outstanding leader in Catholic education through Continued Professional Development.

Key Areas of Responsibility

1.0 Strategic and Operational Leadership

- 1.1 Deputise for the Headteacher as required.
- 1.2 Assume line management responsibility for the line management of a group of subjects and key specialist areas.
- 1.3 Promote the vision, ethos and culture of Saint Gregory's, ensuring Gospel values are promoted in policy, practice and relationships to enable our students to flourish as rounded individuals.
- 1.4 Provide high quality, professional and visible leadership to staff and students across the school.
- 1.5 Articulate and uphold clear values, moral purpose and vision in helping to set the strategic direction of the school and in developing policy to deliver the school's aims.
- 1.6 Lead strategic discussion with staff, governors and other stakeholders to develop policy and practice to meet the school's vision and values.
- 1.7 Work with the Headteacher in preparing the SEF, prioritising key action points for the School Development Plan and implementing the school SEF review cycle and the SDP progress measures.
- 1.8 Demonstrate high standards of professional personal behaviour, positive relationships and attitudes towards students, staff, parents, governors and members of the local community, and as a senior leader model these expectations to other staff.
- 1.9 Use leadership responsibilities and relevant whole school policies effectively, to ensure leaders, teachers and staff are effectively supported and challenged to achieve their full potential and held to account for their practice.
- 1.10 Effectively work with governors, as required, to enable them to fulfil their responsibilities. This will include providing verbal and written reports to governors' meetings as required and supporting governors in formulating policy and making strategic decisions.
- 1.11 Actively promote the welfare, guidance and academic progress of all students.
- 1.12 Access relevant professional development opportunities in order to maintain up-to-date educational leadership knowledge and understanding.
- 1.13 Support the school's focus on research-based practice by remaining abreast of current relevant educational research, evaluating its usefulness in school and disseminating relevant information to staff and governors.
- 1.14 Actively work to develop the school's network of external partner organisations. Work with these organisations positively for mutual benefit and to develop expertise within the school.
- 1.14 Collaborate and engage with multi-agencies to ensure effective leadership and partnerships are in place to support the pastoral system and student welfare.
- 1.15 Assume a number of whole school responsibilities as assigned by the Headteacher and to undertake any professional duties that the Headteacher reasonably delegates.

2.0 Safeguarding

- 2.1 Take a strategic lead and assume responsibility for safeguarding and child protection at the school.
- 2.2 Assume the role of Designated Safeguarding Lead (DSL) and provide expert guidance and support to deputy DSLs, staff and students where appropriate.
- 2.3 Create the strategic vision and plan for safeguarding and work collaboratively with the Headteacher and Governors to ensure that it is firmly embedded in all areas of school life.
- 2.4 Provide strategic leadership, monitoring and support of the Safeguarding Team, including the Deputy DSL, Safer Recruitment Leads and HR Manager.
- 2.5 Coordinate and manage the SLT Core Student Wellbeing Team.
- 2.6 Ensure the safety and wellbeing of all learners by upholding the school's safeguarding and child protection policies and through the leadership, monitoring and influence of staff in accordance with legislation and national and local policies and best practice.

- 2.7 Support and guide the school on monitoring, reviewing and improving safeguarding practice, implementing policy changes as necessary and in a timely manner.
- 2.8 Provide clear, comprehensive leadership and safeguarding expertise to all staff.
- 2.9 Ensure that all staff and volunteers are effectively inducted and receive a regular programme of training with the aim of updating them on policies, guidance and regulations as well as strengthen their safeguarding and child protection skills, experience and responsibilities.
- 2.10 Oversee and contribute to the assessment of children in regard to child protection, welfare and safeguarding, working in partnership with external agencies, acting as the Lead Professional as appropriate and being the first point of contact for staff, families and agencies as necessary.
- 2.11 Understand the assessment process for providing early help or intervention and take the lead when early help is appropriate.
- 2.12 At all times, ensure that detailed, accurate and secure records of incidents, referrals and actions are up to date and stored using school agreed systems and procedures.
- 2.13 Work collaboratively with the Safeguarding Team, Safer Recruitment Leads and HR Manager to ensure compliance for all safeguarding matters, particularly in regard to the SCR and safer recruitment procedures.
- 2.14 Be alert to, and understand, the specific needs of vulnerable students.
- 2.15 Develop a culture of listening to students and taking into account their wishes and feelings.
- 2.16 Implement measures to ensure students understand their rights regarding safeguarding and are able, and aware of how, to communicate any concerns.
- 2.17 Ensure staff are able to identify vulnerable students, understand their academic progress and attainment, and maintain a culture of high aspirations for this cohort.
- 2.18 Receive regular safeguarding and child protection updates and training to develop your expertise and ensure that the school complies with all relevant legislation.

3.0 Student Development and Personal Welfare

- 3.1 Lead, manage and develop the pastoral system within the school to ensure a positive, inclusive student experience (welfare, health, well-being, support, progress, development and inclusion).
- 3.2 Work collaboratively to develop a programme that promotes preparation for life through a character education as a means of improving students' long-term wellbeing, success and sense of personal and social responsibility.
- 3.3 Provide strategic direction on identifying, monitoring and supporting key student groups to ensure that the development gaps are diminished between these groups and their peers.
- 3.4 Work collaboratively to develop and implement strategies and specific programmes to offer targeted support to groups of learners and support them to excel and reach their full potential.
- 3.5 Work with the SLT and other leaders to ensure effective Personal Development and PSHE programmes are in place.
- 3.6 Work closely with the SLT and Heads of Year to identify student intervention needs and implement these interventions as appropriate.
- 3.7 To oversee the arrangement of off-site educational provision for students, with associated responsibilities for safeguarding and quality assurance, as required.

4.0 Attendance and Punctuality

- 4.1 Lead, manage and develop school attendance strategies to remove barriers to learning.
- 4.2 Work collaboratively with the Assistant Headteacher: Pastoral and members of the Attendance and Behaviour Team to analyse attendance data and action plan accordingly.
- 4.3 Oversee the development, monitoring and implementation of effective policies, plans, targets, practices and procedures related to attendance.

5.0 Promoting Educational Excellence

- 5.1 Ensure individual teachers and other relevant staff are committed to and held to account for continual improvement in relation to the quality of teaching and learning, curriculum provision and pastoral support provided for all students, and for the impact of their work on students' outcomes, their progress, development and well-being.
- 5.2 Promote high standards of behaviour and models of behaviour management that are characterised by self-discipline that is nurtured and exercised out of respect for the dignity of every person and Gospel values.
- 5.3 Ensure performance management procedures effectively identify strengths and areas for development and are rigorously used to address areas of under-performance, support staff to improve and provide the opportunity for excellent practice to be recognised and valued.
- 5.4 Ensure appropriate continuing professional development is provided in line with the identified areas for development in relation to individual leaders, teachers and support staff and, where appropriate, in relation to specific teams and whole school priorities.
- 5.5 Maximise the opportunities for all staff to work together, to share development priorities and good practice, in order to maximise outcomes and impact.
- 5.6 Lead by example and be a positive role model for students and staff, treat people fairly, equitably and with dignity and respect to create and maintain positive school culture.
- 5.7 Contribute to good management practice by ensuring positive staff participation and effective communication and procedures.
- 5.8 Maintain and model high standards of professional behaviour and presentation to reflect the expectations made of our students and staff.

6.0 Operational Leadership and Management

- 6.1 Line manage designated members of staff to ensure they work effectively to raise student achievement and attainment across the school and provide effective support, guidance, challenge and information for all staff within designated areas of responsibility.
- 6.2 Assume responsibility as the designated SLT link with the relevant governors' committee and attend meetings as required.
- 6.3 Support the Headteacher with interviewing applications for vacancies and advise on the appointment of staff, as appropriate.

7. Additional Responsibilities

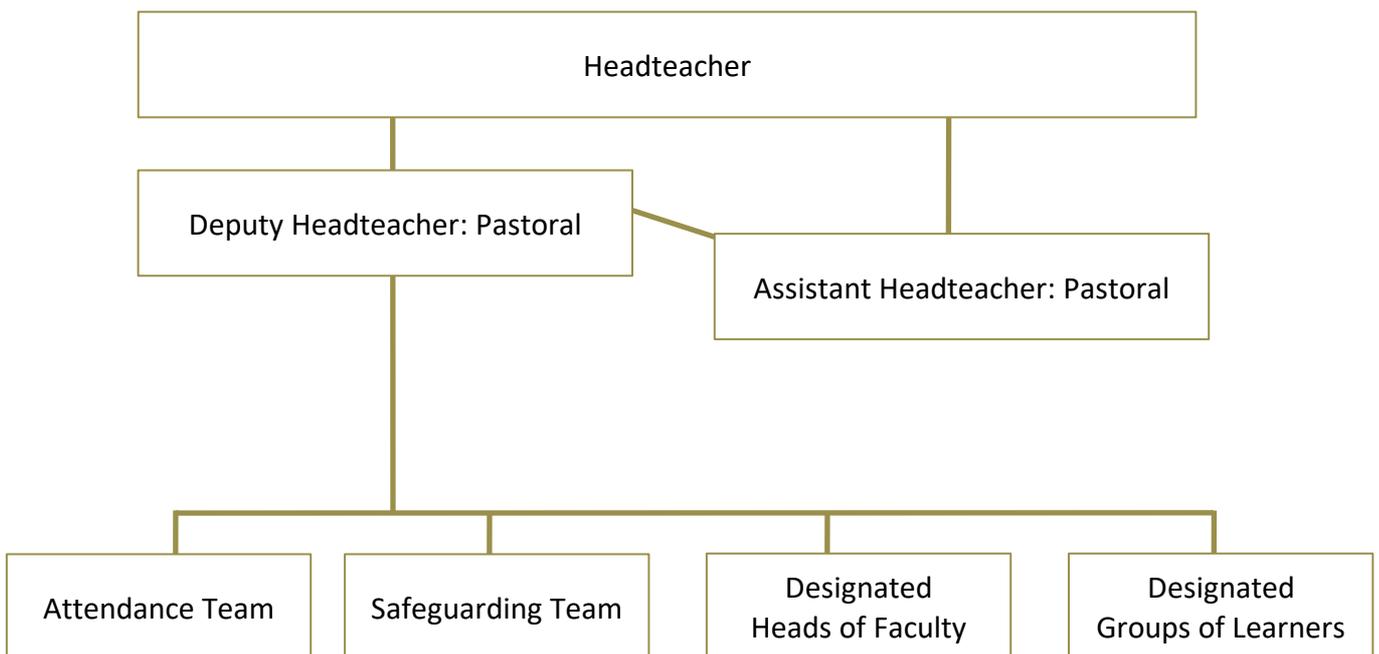
- 7.1 To actively participate in, and support the development of, the extra-curricular and/or enrichment activities across the whole school.
- 7.2 Ensure that all staff members have a clear understanding of their roles and responsibilities.
- 7.3 Liaise effectively with all stakeholders, including parents, students, partner primary schools, partner secondary schools, business and community partners and the wider community, as appropriate to designated strategic responsibilities.
- 7.4 To be present at school exam results days.
- 7.5 To hold an up to date Level 3 DSL training.
- 7.6 To perform, in accordance with any direction which may reasonably be given to you by the Headteacher from time to time, such particular duties as may reasonably be assigned to you (see: STPCD).

8. Safeguarding

- 8.1 The Governors of Saint Gregory's are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment and follow school policies and the staff code of conduct.
- 8.2 An enhanced certificate from the Disclosure and Barring Service is required for this post prior to commencement.

9. Organisational Management Chart

This job description will be reviewed annually or more frequently if necessary by the Headteacher in consultation with the post holder.



Person Specification

Deputy Headteacher: Pastoral		
Qualifications and professional development	Essential	Desirable
Qualified teacher status (QTS)	✓	
Good honours degree or equivalent	✓	
Evidence of relevant and recent CPD	✓	
Accredited Level 3 DSL safeguarding training or be willing to complete on commencement of appointment	✓	
Catholic Teaching Certificate		✓
Further study or post graduate work		✓
Accredited leadership training e.g. NPQH or NPQSL		✓
Safer recruitment training		✓
Experience	Essential	Desirable
Experience of Senior Leadership	✓	
Evidence of good/outstanding teaching and achieving strong outcomes (at least five years' classroom teaching experience)	✓	
Experience of conducting training/leading INSET	✓	
Experience of strategic policy and practice development and improvement with measurable success	✓	
Experience of leading, appraising and managing staff teams	✓	
Experience of the monitoring of teaching, learning and assessment in order to track student progress and raise standards	✓	
Experience of leading on school improvement with measurable outcomes	✓	
Experience of successful leadership of a curriculum or pastoral area	✓	
Experience of working effectively in child protection, safeguarding and the welfare of students and vulnerable children	✓	
Experience of developing and managing multi agency partnerships	✓	
Experience of developing and sustaining positive collaborative relationships with a wide range of internal and external stakeholders	✓	
Assessment for Learning	✓	
Range of teaching and learning styles	✓	
Specialist knowledge of the National Curriculum up to and including A Level	✓	
Evidence of working as DSL or Deputy DSL		✓
Evidence of strategic planning leading to measurable improvements of standards in at least one area of the school		✓
Leading or effectively contributing to child protection cases		✓
Experience of Pastoral Leadership		✓

Deputy Headteacher: Pastoral		
Professional knowledge and understanding	Essential	Desirable
Sound knowledge of the Levels of Intervention Framework	✓	
Understanding of what makes 'quality first' teaching and of effective intervention strategies	✓	
Understanding and demonstrable knowledge of the complexities and accuracy required for safeguarding and child protection reporting	✓	
Ability to plan and evaluate interventions	✓	
Data analysis skills and the ability to use data to inform provision planning	✓	
Knowledge of best practice and procedures for safeguarding children and young people	✓	
Knowledge and understanding of IT in order to improve education provision	✓	
Good understanding of Ofsted framework and implications for school leaders	✓	
Monitoring, assessment, recording and reporting of students' progress	✓	
Equalities, Health and Safety, SEN and safeguarding legislation	✓	
Formative and summative assessment and reporting to parents and other appropriate stakeholders	✓	
The ability to manage, analyse and use data to bring about school improvement and raise achievement	✓	
Up to date initiatives on assessment, Progress 8, EBACC and Life without Levels	✓	
The ability to identify improvement opportunities whilst recognising existing good practice	✓	
A thorough knowledge and understanding of current 11-18 educational issues / challenges facing schools, including national policies, priorities and legislation	✓	
Experience of managing sensitive pastoral and disciplinary situations with students and parents	✓	
Personal qualities	Essential	Desirable
A positive role model for students and staff	✓	
A commitment to comprehensive education	✓	
Integrity and honesty, underpinned by strong moral values	✓	
Reflective, self-critical and resilient	✓	
Emotional intelligence	✓	
Willingness to explore and embrace new ideas and be innovative in approach	✓	
Commitment to getting the best outcomes for students and promoting the ethos and values of the school	✓	
Commitment to equal opportunities and securing good outcomes for students	✓	
Ability to work under pressure and prioritise effectively	✓	

Deputy Headteacher: Pastoral		
Personal qualities	Essential	Desirable
Commitment to maintaining confidentiality at all times	✓	
A natural authority and strong presence in the school and in the wider community	✓	
Strong leadership, underpinned with the skills to motivate effective team working whilst being open to challenge	✓	
Willingness to listen to, reflect and act on feedback	✓	
A passion for vitality for teaching and learning and working with young people	✓	
A capacity to work in challenging, time limited situations with personal flexibility and good humour	✓	
Skills and attributes	Essential	Desirable
The ability to tackle difficult issues in a proactive and positive way	✓	
The ability to deal sensitively with people and to resolve conflicts	✓	
The ability to foster an open, fair and equitable culture	✓	
The ability to analyse data, identify patterns and devise meaningful targets	✓	
Outstanding communication and interpersonal skills	✓	
The ability to think creatively to anticipate and solve problems	✓	
The ability to promote the school's aims positively	✓	
The ability to establish and develop positive relationships with students, parents, colleagues, governors and the community	✓	
The ability to think strategically	✓	
The ability to inspire, challenge and motivate others to attain high goals	✓	
The ability to develop the leadership skills of others	✓	
The ability to plan collaboratively, prioritise and delegate effectively	✓	
The skills to model professionalism to all members of the school and wider community	✓	
Strong organisational skills	✓	
Strong record keeping skills	✓	
Strong people management skills	✓	
Faith Commitment	Essential	Desirable
A practising Catholic	✓	
Secure understanding of the distinctive nature of the Catholic school and Catholic education	✓	
Understanding of the leadership role in spiritual development of students and staff	✓	
Leading school worship	✓	
Involvement in parish community		✓
Safeguarding Children	Essential	Desirable
A clear understanding and commitment to safeguarding and promoting the welfare of children and young people	✓	
Ability to form and maintain appropriate relationships and personal boundaries with children and young people	✓	
Appropriate attitudes to the use of authority and maintaining discipline.	✓	



"This is an outstanding school."

Ofsted

Applications

Closing date: Midnight Sunday 18 October 2020
Interviews: Wednesday 21 and Thursday 22 October

Applicants are asked to submit their application to:

The HR Department by email to hr@st-gregorys.org.uk or online at www.TES.com

We are not currently able to accept postal applications at this time.

No other material (such as testimonials, résumés or CVs) will be considered during the selection process.

For an open conversation about the role, or to arrange a visit prior to application, please contact the Headteacher's PA, Mrs Gormley, by email to gormleys@st-gregorys.org.uk to arrange a suitable time.

We are an equal opportunities employer and are committed to safeguarding and promoting the welfare of children. We follow safer recruitment practices and appointments are subject to an enhanced DBS check. Details of our CP Policy can be found on our website at www.st-gregorys.org.uk/useful-information/key-documents.

Student Creed

“ At St. Greg’s, we are a family.
We walk together in the footsteps of Jesus.
We are all equal in the sight of God
So everybody deserves dignity and respect.
We believe that we are all blessed with gifts
And called by God
So let’s do something special,
Let’s work together for a better future.

In Christ we Flourish.”

Written by the students of Saint Gregory’s, Bath



Saint GREGORY'S
Bath

“In Christ we flourish”

Saint Gregory's, Bath
Combe Hay Lane, Bath, BA2 8PA
T 01225 832873
www.st-gregorys.org.uk