



DEPUTY HEADTEACHER

Application Pack

2026

Our Mission Statement

Our Lady of Grace RC Primary School recognises that each member of our community is unique and made in the image and likeness of God. Our School will encourage each member:

Through **WORK**, to develop his or her potential

Through **WORSHIP**, to learn to know and love God and His world

Through **WITNESS**, to proclaim to all the peace, joy and glory of God

As Catholics we live our faith through all aspects of our lives. Our Mission Statement underpins our thinking when implementing this procedure

Commitment to Equality:

We are committed to providing a positive working environment which is free from prejudice and unlawful discrimination and any form of harassment, bullying or victimisation. We have developed a number of key policies to ensure that the principles of Catholic Social Teaching in relation to human dignity and dignity in work become embedded into every aspect of school life and these policies are reviewed regularly in this regard.



Our Lady of Grace RC Primary School

Highfield Road
Prestwich
Manchester M25 3AS

Tel: 0161 796 7254

Email: olog@bury.gov.uk

Website: <https://www.ourladyofgracercprimaryschool.co.uk/>

DEPUTY HEADTEACHER VACANCY

Start Date: As soon as possible

Salary: L8-12

NOR: 283

Closing Date: 12 noon – Friday, 12th June 2026

Shortlisting: Friday, 12th June 2026

Interviews: Tuesday, 23rd June 2026

Applications to be sent via email to:
tcollins@ourladyofgracercprimaryschool.co.uk



The Governors of this highly successful school are seeking to appoint an enthusiastic, inspirational and dedicated person to lead and to continue to develop our wonderful school.

We require:

- A practising Catholic with a strong, lived faith and deep commitment to Catholic Education and the Catholic ethos of our school.
- A person who values all children as individuals and ensures that all children are confident and able to reach their full potential.
- A Deputy Headteacher who lives out their faith, places Christ at the centre of their leadership and is committed to providing an inclusive and nurturing environment, ensuring that all children are able to flourish and reach their full potential.
- An experienced and effective leader who demonstrates a deep commitment to the spiritual, emotional and academic development of every child.
- A role model who can inspire, motivate and lead a dedicated team, fostering a culture of collaboration, inclusion and excellence.
- An inspirational leader who has excellent communication and interpersonal skills, and can engage positively with staff, pupils, families, governors, the parish and the wider community

We can offer you:

- A friendly welcoming school community with a strong Catholic ethos.
- A key role in the management of the school office.
- A committed, hardworking team of staff and governors.
- Happy, enthusiastic children, keen to learn and proud of their school.
- An opportunity for further professional development.

All applications must be completed using the CES Senior Leadership Application Form available from Mrs Barmby, School Office.

Our Lady of Grace RC Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Shortlisted candidates will be expected to complete a disqualification declaration. The successful applicant will be required to undertake appropriate pre-employment checks which include references from previous employers, confirmation of the right to work in the UK and appropriate DBS and prohibition checks.



Candidate Advice and Guidance from the Diocese

Our Lady of Grace RC Primary School welcomes applications from candidates at all stages of their career journey – both from experienced leaders and from those who are looking for progression to headship.

On application please submit the following completed documents:

- CES Senior Leader Application Form - Supporting statement (maximum of 1,300 words)
- Consent to obtain references form
- Recruitment monitoring form (optional)

Applicants invited for interview should bring The Rehabilitation of Offenders Act 1974 - Disclosure Form with them to interview in a separate sealed envelope clearly marked “Confidential - Rehabilitation of Offenders Act 1974 - Disclosure Form”. Interviewees will be asked to hand the form to the interviewer at the end of the interview.

The Definition of Practising Catholic

“Christ at the Centre” is the adopted Salford Diocesan guidance which sets out our understanding of what it means to be a “practising Catholic” in relation to Catholic schools. The document can be accessed at <https://www.catholiceducation.org.uk/resources/christ-at-the-centre>.

Enhanced Disclosure

Our Lady of Grace RC Primary School is committed to safeguarding and promoting the welfare and safety of children and young people and expects all members of staff to share this commitment. Enhanced DBS check is required for this post. The post you are applying for involves working with young people. It is therefore exempt from the Rehabilitation of Offenders Act and any offer of employment will be subject to an Enhanced Disclosure. As this post is exempt from the Rehabilitation of Offenders Act, you must declare any convictions, including pending convictions, cautions, reprimands and warnings which would otherwise be regarded as ‘spent’ under this Act. Further details will be sought prior to appointment. An Enhanced Disclosure is carried out by the Criminal Records Bureau and will check criminal records for information on any convictions, cautions, reprimands and warnings held on the Police National Computer and on local Police records. All information on criminal records provided both by you and within the Enhanced Disclosure will be used and stored.



Our Lady of Grace RC Primary School

Job Description

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 Catholic Church and the diocesan trust deed. At all times the school is to serve as a witness to the Catholic faith in Our Lord Jesus Christ. The post is therefore reserved for 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 made by the governing body of the school and is subject to the terms of the Catholic Education Service contract signed with the governors as employers; the current conditions of service for Headteacher contained in the School Teachers' Pay and Conditions document as well as all other current education and employment legislation and statutory guidance.

This job description is based on the key areas identified in the National Standards for Headteacher (2020). These standards are in turn built upon the Teaching Standards (2012) which apply to all teachers, including Deputy Headteacher.

The governing body and the diocese acknowledge the importance of the role of the Catholic Deputy Headteacher and will actively offer continuing support, encouragement, affirmation and realistic challenge to the successful candidate.

The governing body is committed to safeguarding and promoting the welfare of children and young people. The Deputy Headteacher must ensure that the highest priority is given to following the guidance and regulations relating to safeguarding and child protection. Appointment is conditional upon receipt of satisfactory Disclosure and Barring Service (DBS) checks in relation to criminal and child protection matters.

The Deputy Headteacher will:

- Undertake the normal responsibilities of the class teacher;
- Be a member of the senior management team;
- Assist the Headteacher in managing the school;
- Support and represent the Headteacher at meetings as and when required;
- Undertake such duties as are delegated by the Headteacher;
- Play a major role, under the overall direction of the Headteacher in formulating and reviewing the Mission Statement, Development Plan, overall aims and objectives of the school by helping establish the policies through which they shall be achieved, managing staff and resources to that end and monitoring progress towards their achievement;

If the Headteacher is absent from the school, the deputy Headteacher must undertake such duties of the Headteacher as the Headteacher or the Governing Board shall require.

MAIN TASKS:

The specific nature and balance of these responsibilities may vary from time to time and, particularly in a large school, be distributed amongst other holders of the post of deputy or assistant Headteacher.

1. CLASS TEACHER RESPONSIBILITIES

- 1.1 To carry out the duties of a school teacher as set out in the current School Teachers' Pay and Conditions Document.
- 1.2 To carry out the duties of a general class teacher as detailed in the school's class teacher job description, including the provision of cover for absent teachers.
- 1.3 If required, to be responsible for a specific class or age group of children to be decided on appointment.

2. THE INTERNAL ORGANISATION, MANAGEMENT AND CONTROL OF THE SCHOOL

- 2.1 To have specific responsibilities to be agreed upon appointment.
- 2.2 To contribute to:
 - Fulfilling the school's Mission Statement
 - Maintaining and developing the Catholic ethos, values and overall purposes of the school
 - Formulating the aims and objectives of the school and policies for their implementation
 - A development plan which will translate school aims and policies into actions
 - Monitoring and evaluating the performance of the school and its achievements as a Catholic school
 - Implementing the Governing Board's policies on equal opportunity issues for all staff and pupils in relation to sex, gender, race, disability and special needs
 - The efficient organisation, management and supervision of school routines

3. CURRICULUM DEVELOPMENT

- 3.1 To contribute to:
 - The development, organisation and implementation of the school's curriculum
 - School policies on curriculum, teaching and learning styles, assessment, recording and reporting
 - Ensuring that the learning and teaching provided by different departments and teaching teams form a co-ordinated, coherent curriculum entitlement for individuals, including these with special educational needs
 - Ensuring that the Diocesan policy on Religious Education is fulfilled
 - Ensuring arrangements for the daily act of collective worship and the spiritual life of the school
 - Providing a curriculum for the spiritual, moral, social and cultural development of all pupils in line with the distinctive Catholic nature, purpose and aims of the school
 - Providing high quality personal, social, health education and citizenship in accordance with the teachings and doctrines of the Catholic Church
 - Ensuring that information on pupil progress is used to improve teaching and learning to inform and motivate pupils, to inform parents, to provide necessary references for other educational institutions and employers, and to aid governors in their future management of the school

- Ensuring that the individual pupil's continuity of learning and effective progression of achievement are provided
- The promotion of extra-curricular activities in accordance with the educational aims and Catholic ethos of the school

4. PUPIL CARE

4.1 To contribute to:

- The development, organisation and implementation of the school's policy for the personal and social development of pupils including pastoral care and guidance in accordance with the teachings and doctrines of the Catholic Church
- The effective induction of pupils
- The determination of appropriate pupil groupings
- The promotion among pupils of standards of conduct/discipline and a proper regard for authority, the encouragement of good behaviour and commitment to the common good
- The development among pupils of self-discipline
- The handling of individual disciplinary cases

4.2 Develop effective relationships with fellow professionals, colleagues in other public services, parents/carers to improve academic and social outcomes for all pupils.

4.3 Provide a safe, calm and well-ordered environment for all pupils and staff, focused on safeguarding pupils and developing their exemplary behaviour in school and in the wider society.

5. THE MANAGEMENT OF STAFF

5.1 To participate in the selection and deployment of teaching and non-teaching staff of the school

5.2 To contribute to good management practice by ensuring positive staff participation, effective communication and procedures

5.3 To participate in arrangements made in accordance with the regulations for the appraisal of the performance of teachers in school

5.4 To implement and develop staff development policies appropriate to the Catholic nature of the school in relation to:

- The induction of new and newly qualified teachers and other staff
- The provision of professional advice and support and the identification of training needs
- Students under training/work experience

5.5 To demonstrate effective leadership, representation and liaison both within the school and other interested or involved persons or Boards.

5.6 To maintain good relationships with individuals, groups and staff unions and associations.



6. THE MANAGEMENT OF RESOURCES

- 6.1 To contribute to the formulation of the school's policies and procedure concerning resource management in accordance with the school's Mission Statement.
- 6.2 To allocate, control and account for those financial and material resources of the school which are delegated by the Headteacher.
- 6.3 To promote an attractive environment which stimulates learning, enhances the appearance of the school and expresses its Catholic identity.
- 6.4 To contribute to arrangements for the security and effective supervision of the school buildings, their contents and grounds, including aspects of health and safety.
- 6.5 To maintain effective working relationships with external agencies and services contracted to the school and the Authority.

7. RELATIONSHIPS

- 7.1 To advise and assist the Governing Board as required in the exercising of its functions including attending meetings and making reports.
- 7.2 To assist liaison and co-operation with Diocesan and Authority officers and support services.
- 7.3 To help in maintaining and developing effective communications and with parents, as the prime educators, and to provide positive responses to concerns and problems regarding their children's education.
- 7.4 To assist liaison with other educational establishments, especially other Catholic institutions, in order to promote the continuity of learning, progression of achievement and curriculum development.
- 7.5 To assist liaison with other professional bodies, agencies and services.
- 7.6 To develop and maintain positive links and relationships with the parish community, local organisations and employers:
 - To promote a positive image of the school
 - To ensure that the school plays a constructive role in the life of the parish and community and that its curriculum draws on the nature and resources of that community.
- 7.7 Create outward -facing schools which work with other schools, organisations and the local community – in a climate of mutual challenge – to champion best practice and secure excellent achievements for all pupils.

This job description forms part of the contract of employment of the person appointed to the post. It reflects the position at the present time only and may be reviewed in negotiation with the employee in the future. The appointment is subject to the current conditions of employment in the School Teachers' Pay and Conditions Document as they relate to deputy Headteacher.

Our Lady of Grace RC Primary School

Person Specification

The school's 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 Diocese of Salford. 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.

Our Lady of Grace RC Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

The applicant will be required to safeguard and promote the welfare of children and young people.

Source Key: A = Application Form I = Interview R = References CC = Checking Certificates

Note: Candidates failing to meet any of the essential criteria will automatically be excluded

[A] Faith Commitment

		Essential	Desirable	Source
1.	Practising Catholic	E		A/I/R
2.	Involvement in parish community		D	A/I/R

To be able to demonstrate their knowledge and understanding of the following in the context of a Catholic school.

		Essential	Desirable	Source
3.	Leading school worship	E		A/I
4.	Ways of developing religious education and worship	E		A/I
5.	A commitment to strategic thinking and planning that builds, communicates and carries forward a coherent and shared vision for the Catholic ethos of the school	E		A/I
6.	How relationships should be fostered and developed between the school, parish and its community and Diocese of Salford	E		A/I

[B] Qualifications

		Essential	Desirable	Source
7.	Qualified teacher status	E		A/CC
8.	Degree	E		A/CC

[C] Professional Development

		Essential	Desirable	Source
9.	Evidence of appropriate professional development for the role of Deputy Headteacher	E		A
10.	Evidence of wider leadership and management professional development	E		A
11.	Has successfully undertaken appropriate safeguarding training and knowledge of legislation for the protection of young people	E		A
12.	Has successfully undertaken Designated Safeguarding Lead Training		D	A/I/CC
13.	Has completed a Catholic Leadership Programme or has a commitment to doing so in an agreed timeframe	E		A/I/CC

[D] School leadership and management experience

		Essential	Desirable	Source
14.	To have substantial and current experience as a leader in an appropriate school phase	E		A/I/R
15.	To have had active and effective leadership of a team / department/ key stage/ curriculum area as a middle leader	E		A/I/R
16.	To have taken an active involvement in school self-evaluation and development of a relevant and effective curriculum	E		A/I/R
17.	To have an understanding of financial management in a school and how targeted funding can lead to Improved pupil outcomes	E		A/I/R
18.	To have implemented and developed a whole school initiative	E		A/I/R
19.	To have had responsibility for policy development and implementation	E		A/I/R
20.	To have had experience of and ability to contribute to continuing professional development across the phase. (eg, coaching, mentoring, CPD for staff)	E		A/I/R
21.	Work positively with parents and carers	E		A/I/R

		Essential	Desirable	Source
22.	To demonstrate an awareness of current national educational policy	E		A/I/R

[E] Experience and knowledge of teaching

		Essential	Desirable	Source
23.	Experience of teaching in more than one school		D	A/I/R
24.	Experience of teaching in a school in similar circumstances/ serving a similar community		D	A/I
25.	Significant teaching experience and proven excellence in teaching pupils.	E		A/I/R
26.	To have a knowledge and understanding of all Key Stages in the phase	E		A/I/R
27.	Secure understanding of assessment strategies , data analysis and the use of assessment to maximise achievement	E		A/I/R
28.	To be able to exemplify how the needs of all pupils have been met through high quality teaching	E		A/I/R

[F] Professional Attributes

		Essential	Desirable	Source
29.	To be able to demonstrate an understanding, awareness and empathy for the needs of the pupils at this school and how these could be met.	E		I
30.	To be able to demonstrate a clear rationale for behaviour management and a proven track record of the effective implementation of a range of behaviour management strategies.	E		I
31.	To have excellent written and oral communication skills (which will be assessed at all stages of the process)	E		A/I
32.	To be a leader of learning demonstrating, promoting and encouraging outstanding classroom practice	E		A/I/R
33.	Show a good commitment to sustained attendance at work	E		A/I/R

[G] PROFESSIONAL SKILLS

Applicants must be able to demonstrate that they meet the Teachers' Standards (England) which are set out in detail in the current School Teachers' Pay and Conditions Document. The deputy Headteacher must be exemplary and be able to:

- Set high expectations which inspire, motivate and challenge pupils
- Promote good progress and outcomes by pupils

- Demonstrate good subject and curriculum knowledge
- Plan and teach well-structured lessons
- Adapt teaching to respond to the strengths and needs of all pupils
- Make accurate and productive use of assessment
- Manage behaviour effectively
- Fulfil wider professional responsibilities

[H] PERSONAL QUALITIES

All of the following are considered essential for the post and will be assessed through interview and reference:

- Continue to promote the school's strong educational philosophy and values
- Inspire, challenge, motivate and empower teams and individuals to achieve high goals
- Inspire trust in the school community
- Communicate clearly and effectively both orally and in written English
- Demonstrate personal enthusiasm and commitment to leadership aimed at making a positive difference to children and young people
- Build and maintain quality relationships through interpersonal skills and effective communication
- Demonstrate personal and professional integrity, including modelling values and vision
- Manage and resolve conflict
- Prioritise, plan and organise themselves and others
- Think analytically and creatively and demonstrate initiative in solving problems
- Be aware of their own strengths and areas for development and listen to, and reflect constructively and act upon as appropriate, feedback from others
- Demonstrate a capacity for sustained hard work with energy and vigour

[I] CONFIDENTIAL REFERENCES AND REPORTS

A positive and supportive faith reference from a priest where the applicant regularly worships	E
Positive recommendation from all referees, including current employer	E
A supportive reference from the Local Authority, if possible, or a further supportive professional reference	E

The governors reserve the right in exceptional cases to seek additional references from other former employees where this seems appropriate.



[J] APPLICATION FORM AND SUPPORTING STATEMENT

The supporting statement should be clear, concise and related to the specific post,

The CESEW leadership application form must be fully completed following the guidance outlined in Section G above	E
The supporting statement should not exceed <u>1300</u> words in length, be clear, concise and related to the post and setting applied for	E