



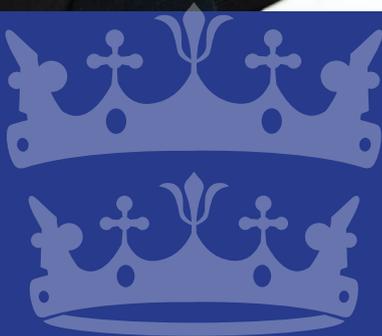
**Saint Pius X**  
Catholic High School

# Recruitment Pack

## Headteacher



*'Love one  
another  
as I have  
loved you.'*  
John 13



### Contact us:

☎ 01709 767900

🌐 [www.saintpiusx.school](http://www.saintpiusx.school)

✉ [info@saintpiusx.school](mailto:info@saintpiusx.school)

📍 Wath Wood Road, Wath upon Dearne,  
Rotherham, South Yorkshire S63 7PQ

### About us:

Saint Pius X Catholic High School is a Catholic school in which the Gospel message of the Kingdom of God is revealed through our work and through the relationships we establish with our brothers and sisters in Christ.





Dear Applicant,

We are delighted that you are considering an application for Headteacher at St Pius X Catholic High School. St Pius caters for children who travel far and wide to attend the school to experience an education rooted in the Catholic Church. Whilst accommodating children and staff of all faiths and none, it champions and celebrates education founded on Christ's Teachings.

Our new Headteacher will bring an absolute passion and joy for teaching and learning and will champion a relentless strive for absolute excellence in the classroom. You will be focused on providing world class education for our children through the development of staff, a clear and ambitious curriculum as well as a keen ear for student voice. You will be an outstanding communicator and will ensure that parents and carers are deeply involved in school life.

In short, you will be an outstanding leader.

The Governing Body, along with our staff and children will support you from your first day in role through a robust, deep and warm induction to both the school and the community. We believe that Headship should not be a lonely and isolated role but one which is part of a wider team, where you receive an abundance of support, critical friendship and development in order to be empowered to succeed.

We are passionate about nurturing talent and developing people to achieve their professional goals. With this in mind, the role would be suitable for those wishing to take their first step into Headship and equally for existing Headteachers with a wealth of experience to offer.

Our recruitment process is as much about you finding out whether St Pius X Catholic School is your next home as it is about us getting to know you. We therefore encourage you to visit us, to meet the wonderful staff and students and to understand our ambitions for the future.

I look forward to meeting you and exploring a possible partnership for the future. I thank you for your time and energy in enquiring about the role and I wish you luck in your potential application.

Best wishes,

**Mrs. Pat Hunter**

*Chair of the Governing Body*



**Post:** Headteacher  
**Contract:** Full time, permanent  
**Start Date:** September 2025  
**Salary:** L29 – L33  
**Reporting to:** Chair of the Governing Body  
**Closing Date:** 10th March 2025 @ 3pm  
**Interviews:** WC 17th March 2025

Saint Pius X Catholic High School, located in Rotherham, South Yorkshire, is a small yet oversubscribed 11-16 Catholic school serving the Dearne Valley community which embraces families from Barnsley, Doncaster and Rotherham. We strive to ensure all members of our community are known and loved for who they are, that the needs of every child are met and that they are inspired to meet their true potential achieving both academic excellence and personal accomplishment.

The Catholic identity of the school is at the very heart of our mission. The spiritual and moral development of our students is a clear priority, as is the character and quality of our relationships with the surrounding community. We also place great emphasis on the importance of outreach work and to helping those who are less fortunate than ourselves.

Our dedicated leaders, inspirational teachers and highly skilled support staff work together each day to ensure that our children have the absolute best that education can offer. We support our children expertly with pastoral care whilst maintaining high expectations to ensure that they reach their absolute potential, moving on to seek ambitious pathways.

We are seeking to appoint an outstanding leader who has the ambition, enthusiasm and dedication to take our school onto the next stage of its development. We welcome applications from experienced head teachers or ambitious and highly skilled senior leaders who are taking their first step into headship.

We are seeking a Headteacher who will:

- Ensure that the needs of every child are met and that they are inspired to meet their true potential.
- Be passionate about teaching, learning and curriculum design in order to continue to develop our school and equip our students to have successful lives.
- Be able to demonstrate a strong Catholic faith and be committed to the ethos and vision of the school.
- Provide clear and precise leadership, nurturing and inspiring others to achieve to the highest of standards.
- Be a strong and inspiring communicator, able to engage all stakeholders in the next phase of the school's journey.
- Recognise that every role in the school contributes towards forming an inspirational centre of learning.
- Be committed to continuing and growing effective partnerships with our families, parishes, feeder schools, the Diocese of Hallam, partner organisations and agencies, and the local community.

We welcome interested applicants to come and visit the school, to meet the staff and the students and to understand the aspirations that the school has for the future. In order to arrange a visit to the school, please contact Mrs Pat Hunter on [phunter@saintpiusx.school](mailto:phunter@saintpiusx.school)

### How to Apply

Please visit <https://www.saintpiusx.school/curriculum/vacancies> to obtain the Headteacher Recruitment Pack. Please complete all of the relevant documentation by the closing date of 10TH March 2025 at 3pm and send to [recruitment@stfranciscmat.com](mailto:recruitment@stfranciscmat.com).



# Job Description

## Main Purpose

*The Headteacher will:*

- Establish and sustain the school's ethos and strategic direction through consultation with the school community
- Lead on the Catholic Life of the school taking Christ as the inspiration. Demonstrate an awareness of the school community and the unique contribution that individuals give, valued and loved by God
- Establish and oversee systems, processes and policies so the school can operate effectively
- Identify problems and barriers to school effectiveness, and develop strategies for school improvement that are realistic, timely and suited to the school's context
- Make sure these school improvement strategies are effectively implemented
- Monitor progress towards achieving the school's aims and objectives
- Allocate financial resources appropriately, efficiently and effectively

## Qualities

*The Headteacher will:*

- Uphold public trust in school leadership and maintain high standards of ethics, behaviour and professional conduct
- Build positive and respectful relationships across the school community
- Serve in the best interests of the school's pupils

## Duties & Responsibilities, School Culture & Behaviour

*The Headteacher will:*

- Create a culture where pupils experience a positive and enriching school life
- Uphold ambitious educational standards in order to prepare pupils from all backgrounds for their next phase of education and life
- Ensure a culture of staff professionalism
- Encourage high standards of behaviour from pupils, built on rules and routines that are understood

## Teaching, Curriculum & Assessment

*The Headteacher will:*

- Establish and sustain high-quality teaching across all subjects and stages, based on evidence
- Ensure teaching is underpinned by subject expertise
- Effectively use formative assessment to inform strategy and decisions
- Ensure the teaching of a broad, structured, coherent and ambitious curriculum
- Establish curriculum leadership, including subject leaders with relevant expertise and access to professional networks and communities
- Use valid, reliable and proportionate approaches to assessing pupils' knowledge and understanding of the curriculum
- Ensure the use of evidence-informed approaches to reading so that all pupils are taught to read and read well



## **Additional & Special Educational Needs (SEN) & Disabilities**

*The Headteacher will:*

- Promote a culture and practices that enables all pupils to access the curriculum
- Have ambitious expectations for all pupils with SEN and disabilities
- Make sure the school works effectively with parents, carers and professionals to identify additional needs and provide support and adaptation where appropriate
- Make sure the school fulfils statutory duties regarding the SEND Code of Practice

## **Managing the School**

*The Headteacher will:*

- Ensure staff and pupils' safety and welfare through effective approaches to safeguarding, as part of a duty of care
- Manage staff well with due attention to workload
- Ensure rigorous approaches to identifying, managing and mitigating risk

## **Professional Development**

*The Headteacher will:*

- Ensure staff have access to appropriate, high standard professional development opportunities
- Keep up to date with developments in education
- Ensure training and continuing professional development is effectively planned, delivered and evaluated
- Make sure professional development opportunities draw on experts both within, and beyond the school
- Seek training and continuing professional development to meet the needs of all staff members

## **Governance, Accountability & Working in Partnership**

*The Headteacher will:*

- Understand, welcome and support the Governing Body, reporting to the Governors as and when required
- Ensure that staff 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
- Work successfully with other schools, communities and organisations
- Maintain working relationships with fellow professionals and colleagues to improve educational outcomes for all pupils

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the headteacher will carry out. The postholder may be required to do other duties appropriate to the level of the role.



## Person Specification

Qualifications and Experience	Essential / Desirable
Qualified teacher status	Essential
Evidence of significant and relevant continued professional learning	Essential
Has substantial experience across the range of leadership areas as a Senior Leader within the Secondary Phase	Essential
Has achieved NPQH	Desirable
<b>Catholic Life</b>	
Is a practicing Catholic	Essential
Supports the Catholic community	Essential
Models excellence in Catholic leadership through respect, subsidiarity and stewardship	Essential
<b>Shaping the Future</b>	
Is able to articulate a strong, clear vision for high quality secondary and cross phase education which maximises the potential of the school	Essential
Can articulate ways of building, communicating, and implementing a shared vision	Essential
Has experience of leading school self-evaluation and can describe effective strategies for undertaking this	Essential
Demonstrates understanding of the strategic planning process	Essential
Has experience at senior level of leading significant change which has impacted upon student outcomes	Essential
Has first-hand experience and involvement in school improvement planning	Essential
<b>Leading Teaching and Learning</b>	
Demonstrates personal enthusiasm for teaching and learning	Essential
Is an outstanding classroom practitioner who can model the principles of effective teaching and learning to a high standard	Essential
Has an excellent understanding of assessment and how it can be used to plan curricular interventions to accelerate pupil progress	Essential
Can articulate strategies for improving the quality of teaching of colleagues	Essential
Has an excellent understanding of secondary curriculum and how to structure learning to secure rapid progress	Essential
Has experience of working in partnership with senior staff to monitor, evaluate and improve teaching and learning	Essential
Has successful experience of teaching and leadership in more than one school	Desirable
Has experience of curriculum design and management	Essential



<b>Developing Self and Working with Others</b>	
Understands the importance of working in partnership with colleagues	Essential
Demonstrates commitment to shared leadership and effective teamwork	Essential
Has experience of working alongside colleagues to improve their classroom practice	Essential
Can demonstrate understanding of the relationship between managing performance, professional development and school improvement	Essential
Can articulate strategies to develop professional learning of individuals and teams	Essential
Has experience of giving effective feedback to improve the performance of others	Essential
Demonstrates high expectations for self and others	Essential
Has experience of dealing with conflict and managing challenging situations	Essential
Demonstrates understanding of the need to develop and sustain a safe, secure, healthy and fair school environment	Essential
Ability to prioritise, plan and organise own workload and that of others	Essential
Ability to identify, establish and sustain appropriate leadership structures and systems	Essential
Has experience of implementing the performance management process	Essential

<b>Managing the School</b>	<b>Essential / Desirable</b>
Demonstrates understanding of the need to develop and sustain a safe, secure learning environment	Essential
Ability to identify, establish and sustain appropriate leadership structures and systems	Essential
Displays the ability to think creatively to anticipate and solve problems	Essential
Has experience of project management for planning and implementing change	Essential
Has successfully developed, implemented, monitored and evaluated school policies	Essential
<b>Strengthening Community Links</b>	
Has successfully used a range of strategies to encourage parents to support their students' learning and realise the school's vision	Essential
Shows a commitment to a multi-agency approach for the well-being of pupils and their families	Essential
Can build partnerships in the community	Essential
Is able to listen to, reflect and act on feedback from stakeholders as appropriate	Essential
Shows a commitment to the wider curriculum beyond school and the opportunities it provides for pupils and the wider community	Essential
Has experience of working collaboratively with other schools or communities to improve outcomes	Essential



<b>Personal Skills and Attributes</b>	
Demonstrates a genuine empathy with children	Essential
Is able to communicate effectively and concisely	Essential
Is a good listener	Essential
Is flexible and consistent with strength of character and impeccable integrity	Essential
Is capable of making reasoned judgements	Essential
Is approachable	Essential
Has a presence that inspires confidence and trust	Essential
Is able to motivate and inspire	Essential
Is able and willing to delegate appropriate responsibilities	Essential
Has confidence in others to take a leadership role	Essential
Uses humour and character to deescalate, support and connect	Essential
<b>Securing Accountability</b>	
Has a good understanding of the role of governance	Essential
Has a good understanding of the need to be accountable to parents for the education of their child and can articulate strategies that would enable parents to be involved in the life of the school	Essential
Has previous experience of challenging and supporting others in order to achieve specific targets	Essential
Demonstrates understanding of individual, team and whole school accountability for pupil learning outcomes	Essential
Has a good understanding of available data sets and how they might be used to benchmark the school's performance and as a tool for target setting and improvement planning	Essential
Has experience of reporting attainment and progress to a range of audiences	Essential
Has led a school through a recent OFSTED inspection/been in a key senior leadership position through OFSTED	Desirable
Has an understanding of school financial management	Desirable