



YOUR PLACE TO..

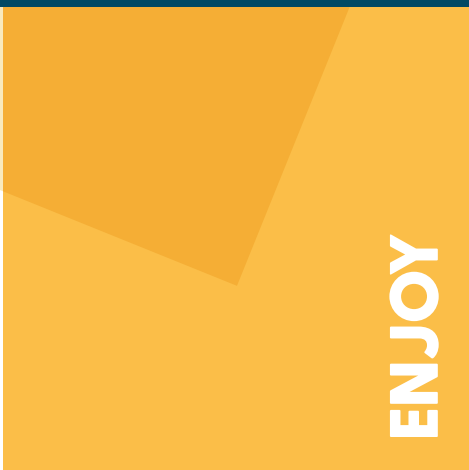


INSPIRE



PRINCIPAL CANDIDATE PACK

February 2025



ENJOY



IMAGINE

JOIN US IN BUILDING THE FUTURE OF OUR YOUNG PEOPLE...



Dear Candidate,

Thank you for your interest in the position of Principal at Carmel College.

Carmel College is a highly successful and esteemed Catholic institution located in St Helens. Our continued success is driven by the recruitment and retention of exceptional staff who are dedicated to our Vision, Mission and shared values, which form the foundation of all that we do.

At the heart of this Vision, Mission and values is our commitment to providing an outstanding sixth-form education in a caring, Christian environment. This environment is designed to positively impact the lives of our students, enhancing their opportunities and life chances. In December 2024, Carmel College was inspected by Ofsted and rated 'Outstanding' for the quality of its sixth-form education. Additionally, we were rated 'Outstanding' in the denominational inspection conducted by the Archdiocese of Liverpool in February 2020. We take great pride in our Outstanding status, which reflects the exceptional achievements of our students, both academically and in their progression to exciting destinations.

As a proactive governing body and dedicated staff, we remain committed to continuous improvement, ensuring that we continue to provide the highest standard of education to the young people in our local community.

We are now seeking a Principal who shares our Mission and Ethos, and who will lead the College forward with integrity, passion and a commitment to excellence. Our ideal candidate will be a practising and committed Catholic, with a strong understanding of the values of a Catholic College for the Community. They will be dedicated to fostering a vibrant, inclusive and caring environment, placing both staff and students at the heart of the College's work. We seek a leader who will continue to build on our legacy of academic excellence while ensuring the delivery of an outstanding sixth-form experience that prepares our students for successful futures.

If you share our Vision, Mission and values and are excited about the opportunity to lead Carmel College into the future, we would be delighted to receive your application. We look forward to meeting you.

If you would like to discuss the role informally or visit the college, please contact clerk@carmel.ac.uk to arrange an appointment.

We look forward to hearing from you.

Helen Stevenson
Chair of Governors



OUR VISION

A Catholic College for the Community.

Carmel College is a Catholic sixth form college that welcomes students of all faiths and backgrounds. We are committed to developing a community of mutual respect, where personal qualities are highly valued, and each student has the opportunity to reach their absolute potential. The college strives to develop mutually beneficial and positive partnerships across the region.



OUR MISSION

is to be a centre of:

**EDUCATIONAL
EXCELLENCE
OPPORTUNITY
CHALLENGE
AND SUPPORT**

within a Caring, Christian Environment

ONE OF THE
TOP 3
SIXTH FORM
COLLEGES

In the Country for A*-B

according to The Times League tables

(August 2024)



COLLEGE INFORMATION

Carmel College is a leading Catholic sixth form institution located in St Helens, Merseyside, specialising in Level 3 education.

With a diverse student body of over 2,000, the college offers a comprehensive range of academic and vocational qualifications, catering for A Level and BTEC students, GCSE Maths and English Language resits, and a Level 4 Art Foundation course in partnership with the University of the Arts, London. The college also offers a wide variety of Foundation Degree courses at Level 5 in collaboration with The University of Liverpool. Furthermore, Carmel College maintains a well-established Foundation Learning provision, offering Entry Level and Level 1 qualifications.

The college attracts students from over 100 schools across the region, with approximately 50% of students hailing from the St Helens and Knowsley boroughs, and

the remainder coming from the wider Merseyside area. Carmel College is committed to providing a nurturing and academically rigorous environment, guiding students toward success in higher education and beyond.

As a respected member of the Sixth Form Colleges Association, the Maple Group (comprising 13 high-performing sixth form colleges), and the Association of Catholic Sixth Form Colleges, Carmel College works collaboratively within its sector to deliver outstanding educational experiences. The college also partners with key organisations such as the Archdiocese of Liverpool School Improvement Trust to foster academic growth and community engagement.

Carmel College is proud to maintain formal partnerships with The University of Liverpool and University of the Arts, London, enhancing the educational pathways available to its students.



The college boasts outstanding teaching and learning facilities such as:

RESTAURANT AND COFFEE BAR

serving Costa Coffee



SPORTS HALL AND ONSITE FITNESS STUDIO

CHAPLAINCY

FLOODLIT 3G PITCHES



FIRST CLASS CLASSROOMS

including state of the art science laboratories

WI-FI ENABLED CAMPUS



FULLY EQUIPPED FOUNDATION LEARNING FLAT



INSPIRING VISUAL ARTS BUILDING

PROFESSIONAL STANDARD THEATRE AND DANCE STUDIO

hosting fabulous performances from our students



EXCELLENT LIBRARY AND INDEPENDENT STUDY ZONE



STATE-OF-THE-ART DIGITAL LANGUAGE LABORATORY



A University of Liverpool sponsored

STUDY HUB



JOB DESCRIPTION

The Principal is accountable to the Governing Body and is responsible for the overall leadership and management of the college and for proposing its strategic direction to the Board. They are expected to serve as the college's Accounting Officer and as a member of the Governing Body.

The Principal is also responsible for ensuring that the Catholic Ethos of the college is reflected in all aspects of college life.

1. To develop and sustain the Catholic Ethos.

- Ensure that the Catholic Ethos of the College is reflected in all aspects of college life
- Work in partnership with the Archdiocese to support the Archbishop's vision for Catholic education and ensure that any statutory Canonical requirements are fulfilled
- Develop and sustain the Catholic Ethos of the college and develop and maintain good links with local Catholic schools and other Catholic sixth form colleges.

2. To assist the Governing Body to develop its strategic plan and ensure its successful implementation.

- Collaborate with the Governing Body to develop a clear vision and strategic plan for the future of the college
- Implement the vision and strategic plan agreed with the Governing Body
- Ensure that the college adheres to the vision in this plan

- Review and evaluate the provisions of the plan, continuously feeding back to the Chair and the Governing Body on any provisions which require qualification, change or update
- Ensure that the relationship between the Governing Body and senior leaders is professional and effective.

3. To develop and sustain a culture of excellence and high aspirations for all students so that they reach their absolute potential.

- Develop and sustain a culture where mutual respect, dignity, integrity, care and compassion are prevalent
- Develop and sustain a culture where equality of opportunity and fairness are prevalent
- Develop and sustain a culture of high aspirations and excellence
- Ensure the curriculum is broad, flexible, inspiring and motivating, and provides the knowledge, skills and attributes young people need to succeed and to progress successfully through and from college
- Ensure the college has in place rigorous and robust quality assurance processes which meet the requirements of external agencies such as Ofsted and JCQ
- Empower the young people in the college to be proactive in their learning and personal development, and use their feedback to support the continuous improvement of their learning experience and personal development at the college



THE PACKAGE

- **Competitive salary** (dependent on experience)
- **Attractive contributory pension** via the Teachers' Pension Scheme
- **35 days annual leave per annum** (excluding bank and public holidays)
- **Relocation financial support package**, if required
- **Continuous professional development** is strongly encouraged and financially supported where appropriate.

4. To motivate and inspire staff at all levels to deliver their highest quality performance and create a culture and ethos in which they can develop and flourish.

- Ensure that staff are properly qualified, trained and encouraged to secure the best possible outcomes for students
- Ensure that ambitious targets are set throughout the college, and that performance against these targets is rigorously monitored, to ensure these ambitious targets are achieved
- Empower staff to be proactive in their learning and professional development and use their feedback to support the continuous improvement of the learning experience and professional development at the college
- Champion staff health and well-being
- Ensure that the physical and social environment for all staff makes Carmel College an attractive place to work

5. To ensure the continued solvency and good financial health of the college.

- Oversee the college's general financial management through the implementation of rigorous financial processes
- Keep abreast of the external financial landscape and potential impact of any changes to this landscape on the college
- Maximise income streams, as appropriate

6. To build strong and sustainable partnerships with all external stakeholders.

- Ensure that the college is effectively represented at local, regional and national level, and within the Archdiocese of Liverpool
- Develop and maintain positive and effective working relationships with all external stakeholders, including the Archdiocese, local headteachers, local employers, and other external organisations
- Promote positive and effective working partnerships with the local community, other educational establishments, professional bodies and government departments

In addition, the Principal will:

- Ensure the college complies with its statutory and regulatory responsibilities (including health and safety, equality and diversity, safeguarding and child protection, data protection, examinations, and environmental and sustainability obligations)
- Lead the college with ambition, rigour, care and compassion, role modelling at all times the college's mission and ethos in their everyday work and practice
- Act as an ambassador for the college
- Undertake any other reasonable duties as requested by the Chair and Governing Body



PERSON SPECIFICATION

These are the essential things that you need to be able to demonstrate to be considered for the post of Principal at Carmel College.

Qualifications

- An honours degree or equivalent
- A recognised teaching qualification

Leadership and Management Experience

- Compassionate and inspirational leadership, with the ability to command the respect of, and to enthuse, motivate and inspire others
- Success in leading and motivating people to high quality outcomes
- Visionary leadership which is able to respond and adapt to change such as academisation
- Senior leadership experience in a Catholic educational organisation of similar scope and complexity
- Highly effective team building skills
- Financial management experience at a strategic level, with an ability to learn more
- A successful track record of developing and sustaining partnerships with external bodies
- A successful track record of representing an organisation at a local, regional or national level, and developing and sustaining relationships to enhance the reputation of the college
- Experience of delivering successful improvement strategies

- Success in managing and delivering innovative organisational change
- Excellent communication skills, written, verbal and IT
- Commitment to excellence, for self and others, and a passion for all to achieve to their absolute potential
- Commitment to equality of opportunity for all staff and students
- Commitment to continuous professional development, of self and others
- Commitment to the safeguarding of all staff and students

Faith Commitment

- Practising Catholic (letter from priest confirming regular worship)
- A commitment to the Catholic ethos of the college

Whilst not essential, it would be desirable if you could also offer any of the following:

- Experience of being an Ofsted inspector
- A recognised leadership qualification
- A higher degree or postgraduate qualification in education
- Recent safer recruitment training
- Involvement in your parish community

SELECTION PROCESS

1. Friday 21st March 2025

Completed applications must be submitted via the college's online application site by 9am. Please note that CVs cannot be accepted.

2. Monday 24th March 2025

Short-listing to take place.

3. Thursday 27th March 2025

Interviews will take place.

4. August 2025

Start Date

We are an equal opportunities employer and we are determined to ensure that no candidate receives less favourable treatment on the grounds of a protected characteristic or is disadvantaged by any conditions or any related individual requirements.

We welcome, therefore applications from all sections of the community and all diverse groups, providing the application meets the requirements of the post, as outlined in the person specification.

Your application should evidence the requirements of the post, as outlined in the person specification.

Two references will be required to support your application for the post: one must be from your present employer and one from the Catholic priest in the parish where you normally worship, confirming you are a practising Catholic*.

Please note, the Governing Body reserves the right in exceptional circumstances to seek an additional reference from another former employer where this seems appropriate.

The post will be subject to the successful completion of a twelve-month probation period. There will be first year in post reviews, to assess progress and to set targets.

Prior to application, all candidates are welcome to visit the college.

*The College is designated as having a religious character and as such this post is reserved for a baptised and practising Catholic.

**Thank you for your interest in Carmel College.
We look forward to receiving your application.**





INFORMATION ABOUT ST HELENS

St Helens offers a blend of culture, heritage, and exciting experiences for visitors of all interests. At the heart of the borough stands *The Dream*, a striking 20-metre high artwork by Jaume Plensa. This internationally significant sculpture, perched atop Sutton Manor, provides breathtaking views over the M62 and is a must-see landmark.

Sports lovers can indulge in thrilling year-round action at Haydock Park Racecourse, home to premier horseracing events, or cheer on the legendary Saints rugby team, the most successful side in Super League history.

Dive into the area's rich heritage at The World of Glass,

a multi-award-winning attraction showcasing St Helens' glassmaking legacy, or explore the North West Museum of Road Transport, where an impressive collection of vintage road vehicles awaits.

For those seeking cultural experiences, Shakespeare North Playhouse offers world-class performances, while the Citadel Arts Centre is a top destination for jazz and blues, as ranked by *The Independent*.

In the town centre, special events take place throughout the year, alongside a fantastic range of high street shops, independent boutiques, and vibrant restaurants, pubs and bars.

St Helens is a place where history, culture and adventure come together.

Contact Details

Lyndsay Bagley, HR Manager,
via lyndsay@carmel.ac.uk
for any queries about the application process,
and to request an application form, if required.

Ruth Potter, Clerk to the Governors,
via clerk@carmel.ac.uk
to arrange an informal discussion about the
role with the Chair of Governors or to visit
the college.

Safeguarding Statement

Carmel College is committed to safeguarding and promoting the welfare of all children and young people within our care and requires all staff and volunteers to share and demonstrate this commitment. Any offer of employment is subject to satisfactory pre-employment checks, including an enhanced DBS check, and a health check, as well as satisfactory references.