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The
McAULEY
Catholic High School
and Sixth Form
DONCASTER



DO YOU HAVE
WHAT IT TAKES

to be the next

Headteacher

at McAuley?

"We must
strive to do
ordinary
things
extra-
ordinarily
well."

Catherine
McAuley



START DATE: SEPTEMBER 2023

SALARY: L39-L43

RELOCATION PACKAGE AVAILABLE

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LETTER FROM CHAIR OF GOVERNORS

THANK YOU FOR YOUR INTEREST IN THIS IMPORTANT POSITION

McAuley is a large, 11-18 Catholic school in Doncaster with over 1300 on roll, including 240 in the sixth form. The school has a proud history and is now recruiting for a new Headteacher to provide the whole school community with the strategic vision and direction that will ensure it provides its children and young people with an outstanding education, preparing them for successful lives beyond school.

The school has a professed commitment and track record of providing for the needs of all pupils by being inclusive, recognising diversity and planning for equity. Above all you will believe that children and young people, their learning and developing their potential is at the heart of all decisions.

This is an exciting time for the school and the Governing Body are looking to appoint an experienced Catholic senior leader who shares their excitement and who can harness the many strengths of the school, leading it to a confident and successful future bringing the McAuley Community along with you. The school is on a very secure financial footing.

There is a tangible desire amongst the staff to do the very best for the children and young people who are, themselves, well-motivated and hard working. Staff are overwhelmingly committed to the school are ready to work with the new Headteacher to secure the best outcomes. Staffing is very stable. It is this team ethos and commitment to learning that will provide the solid platform for success.

Hallam Diocese has very recently established two Multi-Academy Trusts. The Governors are currently exploring the next step for McAuley in relation to this.

If you would like to visit us and have an informal conversation with the Headteacher then contact Emma Butterfield 01302 537396 ext. 243 ebutterfield@mcauley.org.uk

We look forward to your application.

Pat Hurley
Chair of Governors

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WHAT IS OUR MISSION?

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The McAuley Catholic High School offers a distinctive Catholic education in partnership with parents and the local Church.

We believe in the unique dignity of each individual within our community and therefore treat each other with deep respect.

Each individual is challenged and nurtured to be the best person that they can be in a Christian atmosphere of peace, justice and reconciliation.

We commit ourselves to equality of opportunity and access to life-long learning and spirituality.

"I have come that they may have life and have it to the full."
John 10:10



WHAT ARE OUR CURRENT STRATEGIC OBJECTIVES?

DfE
vision

Provide world-class education and care that allows every child and young person to reach his or her potential, regardless of background

System goals

Safety and wellbeing

All children and young people are protected from harm and vulnerable children are supported to succeed with opportunities as good as those for any other child

Educational excellence everywhere

Every child and young person can access high-quality provision, achieving to the best of his or her ability regardless of location, prior attainment and background

Prepared for adult life

All 19-year-olds complete school, college or an apprenticeship with the skills and character to contribute to the UK's society and economy, and are able to access high-quality work or study options

Provide world-class education and care that allows every child and young person to meet their potential regardless of background

1. To continue to develop our approach to assessment and feedback; specifically, at KS3 to further support students' good attitudes to learning.
2. To continue to develop oracy and literacy skills across the curriculum to support student's preparation for life.
3. Continue to focus on routines expectation and attitudes to learning so that all students' behaviours, attitudes and personal development are exemplary.

WHAT IS THE KEY INFORMATION ABOUT THE SCHOOL'S PROFILE?

Status	Single Academy Trust
Type of school	11-18 co-educational
Size	8 form entry
Numbers on roll 11-16	1200
Numbers on roll 16-19	240
% Special Educational Needs	10% K Support 1% ECHP
% Free school meals	21%
% Pupil premium	29%
% EAL	16%
Section 48 June 2022	Good with Outstanding features
OFSTED March 2020	Requires Improvement
Monitoring Visit June 2021	Leaders and those responsible for governance are taking effective action in order for the school to become a good school.
School website	mcauley.org.uk

WHAT IS OUR CURRICULUM?

Our ambition is for a world class education for all students regardless of background and starting points.

The story of a child's education at McAuley through our new curriculum develops the knowledge, skills, qualities and attributes students need to thrive as individuals, family members and responsible members of society; to live healthy, safe, productive, capable and balanced lives. It encourages them to be enterprising and supports them in making positive learning and career choices and in achieving economic and spiritual wellbeing; being happy and fulfilled. We aim to inspire this ambition in them, so they are ready for the next stage of their life, are aspirational, and leave us well prepared to lead and succeed for their futures. Intent The McAuley curriculum is ambitious and provides a high-level of challenge to all learners through a 7-year journey.

Our high expectations work back from graduate level in year 13 with KS4 and KS3 end points identified to support a sequenced and challenging curriculum for all. Central to the design of the McAuley curriculum is to provide all learners with a depth of knowledge and a rich understanding of a broad range of subjects enhanced through dedicated time for enrichment and personal development. This is underpinned by the Gospel values and the seven McAuley curriculum principles and aims. We believe the experience of extra curricula alongside the study of a broad range of subjects is important to facilitate the development of cultural capital for all students.

Each subject's curriculum is planned by a subject specialist and is deliberately sequenced to promote progress. In addition, exposure to a range of experiences and knowledge will help to raise the attainment of disadvantaged and SEND students. Every subject area values the importance of personal development to ensure students develop into citizens able to make a positive contribution to society in line with the British values.



WHAT STAFF, PARENTS AND PUPILS SAY ABOUT MCAULEY

“ *The school is a positive caring environment which places Christ at the heart of all it does.* ”



'The school staff were there for my son when he really needed some help with stress and anxiety'
Parent of Y11 pupil

'I am immensely proud to be a member of staff at McAuley'
Staff Member

'Staff well-being is taken seriously'
Staff Member

'I love McAuley'
Y7 Pupil

A real sense of belonging was identified amongst all pupils from across the various faith backgrounds

The head teacher and his team have passion for Catholic education which informs their clearly defined vision for a school.

Pastoral systems ensure McAuley is a safe place for all pupils and in particular for those in need or at risk.

**Section 48,
June 2022**

The links with the local community are strong

Strong relationships between staff and the senior leadership team as well as among pupils and other adults in school.

OFSTED, June 2021-

'Parents and carers agree that the school is much improved'

'Your Leadership Team is united and has a clear sense of direction'

HEADTEACHER JOB DESCRIPTION

Key Areas of Responsibility

1. Catholic Purpose and Identity of the School
2. Leadership in Catholic Education
3. Strategic Leadership
4. Educational Excellence
5. Managing the Organisation

1. Catholic Purpose and Identity of the School

Key Area of Responsibility: *The Headteacher must understand the nature and purpose of Catholic education and know that the first responsibility of this role is to establish and sustain the Catholic identity of the school within the context of the McAuley ethos and be guided by the teaching of the Church.*

The Headteacher must ensure that this Catholic identity is reflected in every aspect of the life of the school, particularly within the curriculum, the day-to-day organisation of the school, staff development, staff and pupil relationships and the partnership between school, home, parish, local community, other schools, other religious establishments within the local community, the LA and other agencies. This duty provides the context for the proper discharge of all other duties and responsibilities.

2. Leadership in Catholic Education

Key Area of Responsibility: *The Headteacher is the leader of a Catholic educating community, and the discharge of this vital role requires a significant theological insight and vision of the development of a Catholic school, especially in a multi-cultural, multi-faith community located in the borough of Doncaster.*

Each Catholic Headteacher has a responsibility to develop an understanding of this leadership role through regular reading and participation in appropriate courses, together with frequent reflection. The Headteacher must provide professional leadership and management for the school. This will promote a secure foundation, informed by the school's Vision and Values, from which to achieve high standards in all areas of the school's work. To gain this success a Headteacher must establish high quality education by effectively managing teaching and learning and using personalised learning approaches to realise the potential of each pupil. The Headteacher must establish a culture that promotes excellence, equality and high expectations of all pupils and staff alike.

The Headteacher is expected to show Christian leadership that seeks to serve the community and provide a role model for staff and pupils.





3. Strategic Leadership

Key Area of Responsibility: *The strategic vision and development of the Catholic school stems from the educational mission of the Church, which is reflected in the school's Vision and Values and the school's mission statement. The Headteacher, working with the governing body and others, is expected to draw on the person, life and teachings of Jesus Christ to create a shared vision and strategic plan, which inspires and motivates pupils, staff and all other members of our diverse community. The vision uses Gospel values, core educational values and is inclusive of stakeholders' values, cultures and beliefs.*

The Headteacher must:

- Understand and communicate the mission of the Catholic school and promote Gospel values in policy, practice and relationships and ensure that the Religious Education programme is given full regard both in terms of classroom religious education and in the whole Catholic life of the school.
- Ensure that the vision for the school is clearly articulated, shared, understood and acted upon effectively by all.
- Be aware of one's own strengths, weaknesses and areas for professional development and how leadership behaviours impact on others to maximise one's positive impact as a leader.
- Focus on improvement, setting rigorous objectives and taking on challenges in order to achieve and be accountable for high performance throughout the school.
- Demonstrate resilience and emotional maturity when faced with the demands of the job, especially when faced with adversity and setbacks, so as not to lose sight of one's personal and organisational values.
- Draw upon one's own experience in education and personal life to make sense of issues as they occur and to create strategic solutions and be able to explain them to others.
- Recognise opportunities for change and implement them so that the school continues to improve in both the short and long term and implement such change effectively.
- Inspire and influence pupils, colleagues, governors and the community, articulating a compelling vision to create an energising learning environment for all. As appropriate, be able to reflect on and modify any approach taken to create the desired impact and outcomes.



4. Educational Excellence

Key Area of Responsibility: *McAuley seeks to be community of personal and academic excellence, which is understood to be an inclusive value, incorporated in every aspect of school life and living. It is expressed in learning and teaching which responds to the needs and aspirations of its pupils and acknowledges their individual worth as children of God. The Headteacher, supported by the governing body, has a central responsibility for raising the quality of teaching and learning and for pupil achievement. This implies enabling pupils to achieve their God-given potential, setting high expectations and monitoring and evaluating the effectiveness of learning outcomes. A successful learning culture will enable pupils to become effective, enthusiastic, independent learners, committed to life-long learning.*

This requires the Headteacher:

- To develop a personal vision in the light of Gospel values, the teachings of the Catholic Church and the FCJ ethos to identify priorities which drive improvements in teaching and learning along with pastoral care, leading in turn to improved outcomes for all pupils.
- To determine and organise the curriculum so there are real, relevant and planned opportunities to embed purposeful links and connections with religious education, collective worship, liturgy, prayer and provision for pupils' spiritual, moral, social and cultural development.
- To be able, as the leading professional in the school, to identify excellence in teaching and be able to demonstrate how teaching can be improved and sustained so that learning and achievement for all pupils is maximised.
- To ensure strategies for inclusion, equity and diversity and access to a flexible and relevant curriculum that is based on our equality as children of God, which compels us to care for the well-being of one another, including those with Special Educational Needs, with English as an additional language, pupils with low prior attainment as well as more able pupils, drawing on the Gospel values of truth, justice, tolerance and service.
- To have a passion for learning and to communicate this to others to establish a climate of learning and teaching throughout the school, thereby ensuring that every pupil has the opportunity to succeed.
- To recognise the need to build partnerships locally, regionally and nationally in order to achieve goals, raise standards and improve the education system.
- To be aware of the Headteacher's impact on the governing body, local parishes, other local faith groups and the local community, and to use this influence wisely to improve positive outcomes in the school.
- To promote strong relationships with other Catholic schools to enable a sense of the family of schools to be understood by staff and pupils.
- To promote the notion of 'vocation' in your work, articulating and demonstrating your headship as a calling to do God's work.



5. Managing the Organisation

Key Area of Responsibility: *The Headteacher needs to provide effective organisation and management of the school and seek to strengthen the organisational structures and functions based on rigorous self-evaluation. The Headteacher should ensure that the school and its people and resources are organised and managed to provide an efficient, effective and safe learning environment. These management responsibilities imply a clear vision of the roles and responsibilities of those adults working in the school to build capacity across the workforce and ensure resources are deployed to achieve value for money. The Headteacher should also seek to build successful collaborations with others.*

This requires the Headteacher:

- To work with the chair of governors to enable the governing body to meet its responsibilities in relation to specific requirements of governance in a Catholic school in terms of the trust deed, admissions, personnel and financial matters.
- To monitor, evaluate and review the work of the school to determine its effectiveness as a Catholic school.
- To deploy the resources available to ensure the school's goals are achieved and to ensure that the systems and processes used to achieve this are subject to regular review and evaluation.
- To take responsibility for the school's performance and present that performance cogently in a form appropriate to a range of audiences.
- To analyse and use data effectively and break down problems and challenges in a systematic way in order to provide clear direction and management goals.
- To be able to make interventions where needed and hold others to account in order that expectations are met, and school improvement is sustained.
- To demonstrate a genuine commitment to developing others in a way that helps them achieve their potential and motivates them to perform at their best.

Safeguarding

Fulfil personal responsibilities, and secure compliance by those working in the school for safeguarding as set out in the Children's Act, Keeping Children Safe in Education 2022 and by the school's Safeguarding and Child Protection policy. These include:

- Operating a culture of listening to our pupils and taking account of their wishes and feelings, both in individual decisions and in the development of services.
- Operating clear whistleblowing procedures.
- Sharing information with other professionals.
- Assigning a designated professional lead for safeguarding.
- Operating safe recruitment practices.
- Ensuring appropriate supervision and support for staff, including undertaking induction, safeguarding training and reviews of practice.
- Establishing, adhering to and monitoring clear policies for dealing with allegations made (i) against people who work with our pupils, or (ii) against other pupils.

WHAT IS THE HEADTEACHER PERSON SPECIFICATION AND SELECTION CRITERIA?

The Governors wish to appoint a candidate who has the qualifications, experience, knowledge and skills described in this specification. The successful candidate will meet all the essential criteria listed below and at least some of the desirable criteria, all of which shall be demonstrated as indicated below.

[A] TRAINING & QUALIFICATIONS	Essential Desirable	Identified through
Qualified Teacher status at secondary level	E	Application form
A good Honours degree	E	Application form
Recent and relevant further professional development The National Professional Qualification Headship	E D	Application form, Reference
[B] KNOWLEDGE & UNDERSTANDING	Essential Desirable	Identified through
Substantial and successful secondary teaching experience	E	Application form
Including post-16 experience	D	Application form
An understanding of the challenges of the current educational landscape	E	Letter, Selection process
A practising Catholic who has a full understanding of the distinctive nature of Catholic Education and, through a clearly articulated, compelling and inspirational vision demonstrates a concern for the pastoral and spiritual welfare of staff and students.	E	Letter, Application form, Reference, Selection process
Successful experience of whole-school curriculum leadership resulting in improved outcomes for young people.	E	Letter, Reference
Successful experience of effective teaching and learning strategies, the use of assessment, including target setting and tracking and the ability to undertake data analysis which leads to improved outcomes for young people	E	Letter, Selection process

[C] LEADERSHIP AND MANAGEMENT	Essential Desirable	Identified through
Successful strategic leadership experience in a secondary school as a Headteacher or significant experience as a Deputy Head (or equivalent)	E	Letter, Reference
Senior Leadership and experience of whole school improvement planning for change including effective monitoring and accurate self-evaluation.	E	Letter, Reference, Selection process
The ability to set high and clear expectations, to hold others accountable for performance and the contributions they make to the school community	E	Letter, Selection process
Demonstrable experience of successful line management including appraisal and staff development	E	Application form, Reference
An understanding of the role of Governors in Whole school Strategic Planning and improved outcomes for young people	D	Application form, Reference
Experience of safeguarding and promoting the welfare of children and follow the codes of conduct for child protection and confidentiality.	E	Application form, Reference

[D] [PERSONAL SKILLS AND ABILITY]	Essential Desirable	Identified through
Creative, enthusiastic and proactive, keen to promote new ideas and challenges and is able to deal sensitively with people and resolve conflict.	E	Reference
Works well and cohesively as part of a team is flexible, listens and is prepared to seek advice and support	E	Selection process
Communicate effectively with a range of audiences and in a range of media (as appropriate)	E	Selection process

The areas highlighted blue must be clearly addressed in your supporting statement.

Application Form and Letter		
Application form should be completed in full	E	Application
Supporting statement should be clear and concise	E	Letter
Supporting statement should address the criteria in the person specification	E	Application, Letter
Confidential References and Reports		
Reference from the parish priest where the candidate worships, confirming that the candidate is a practising Catholic	E	References
Reference from current employer or Headteacher	E	References
A second professional reference	E	References
DBS check (prior to commencement)	E	Upon appointment



What are the

09.

KEY

BENEFITS

of working at McAuley and living in the Borough of Doncaster?

McAuley offers superb working conditions

- STAFF FIRST POLICY taking workload into account but also including staff protection policy, email protocols and Academy Time for Self.
- Governors focused on staff wellbeing
- Westfield Healthcare scheme
- Headteacher issued with a new mobile phone of choice and new laptop
- Shortened finish to the school day
- Generous Relocation package – see detail below
- Excellent staff facilities including free tea and coffee and microwaves and fridges in the staffrooms.
- Child-care voucher scheme.
- Flu vaccinations for all staff.
- Ensuring inclusion, equity and diversity is a priority
- Very large sixth form so many opportunities to teach this age group
- Lessons are taught by subject specialists
- Many opportunities to work with students and participate and support in local, national and international fundraising and awareness opportunities

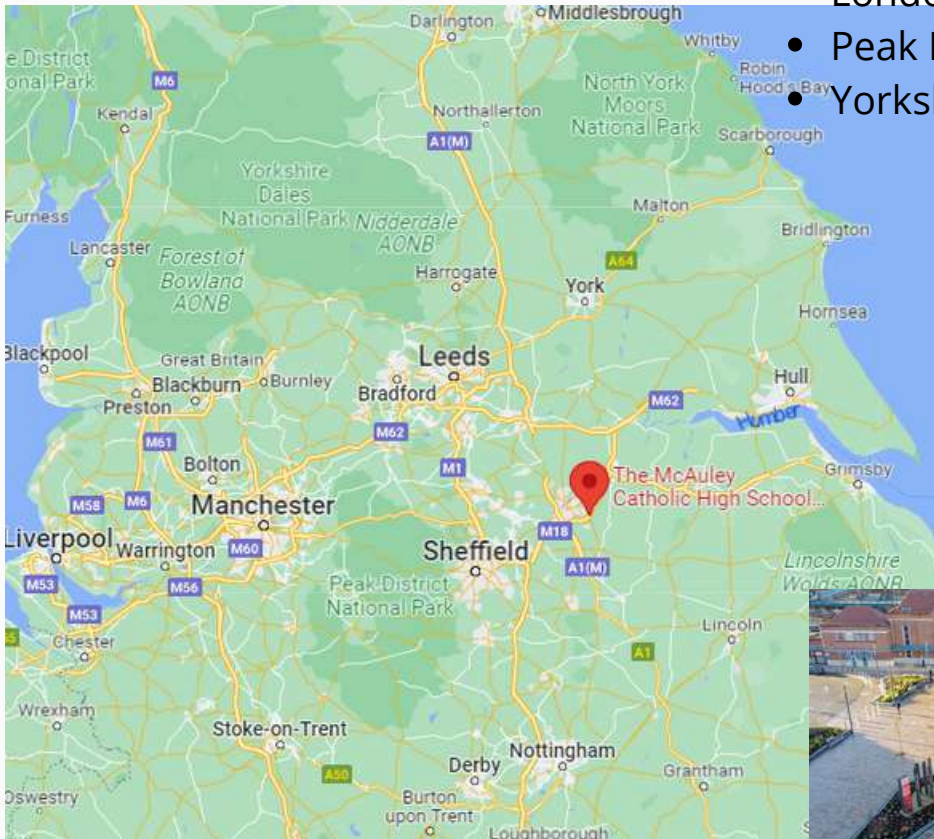
A serious commitment to professional development

- New staff induction programme
- Appraisal that is focused on developing and supporting the Headteacher and all staff.
- Bespoke professional development opportunities – Masters, all NPQs, Microsoft Educator Led Development Programme, Diocesan programmes including Catholic Certificate in Religious Studies, exam board training, in school opportunities to develop teaching and leadership, ECT and ECT + 1 programme .
- Whole school CPD focuses on teaching and learning and there are many opportunities for staff to become involved in the design and facilitating of INSET

WHY DONCASTER?

The City and environs

- London - 1 hour and 42 mins
- Peak District - 48 mins
- Yorkshire Dales - 1 hour 26 min



Doncaster is one of the UK's newest cities. It benefits from excellent road and rail links. The school is close to the A1 and the M18.



House Prices in Doncaster rightmove

The average property in the UK valued at £296,422. I4 Dec 2022

Properties in Doncaster had an overall average price of £179,721 over the last year



WHAT HELP IS THERE WITH RELOCATION?

Relocation package

Purpose

The purpose of this scheme is to enable financial assistance to be given to employees who are required to relocate to Doncaster to take up a leadership appointment at The McAuley Catholic High School. Application of the scheme and the actual amounts are at the discretion of the Head Teacher and Governors.

Eligibility

The scheme applies to employees newly appointed to permanent posts who reside beyond a 40 mile radius of the school and whose primary reason for relocating to the area is to take up their new leadership appointment at the school. Exceptions to the above eligibility may be made in special circumstances by the Governing Body. Employees to whom this benefit applied will normally be expected to move within 6 months of accepting the appointment. This period may be extended in exceptional circumstances by Governing Body.

Provisions of the Scheme

The Relocation Package includes allowances for the following:

- Expenses incurred in searching for accommodation
- Removal expenses and associated leave
- Lodging Allowances
- Professional fees

Search for accommodation

Travelling expenses together with one night's accommodation for the appointee, partner and dependants who travel to Doncaster to seek accommodation will be reimbursed. A maximum of two such visits will be reimbursed. Payment will be made on submission of receipts, only after employment has commenced. Travel expenses will be paid at second class rail fare or equivalent.

Removal expenses and associated leave

The appointee may claim up to £1,000 for the reimbursement of removal expenses which include premiums paid to insure furniture in transit and the storage of furniture between moves. Claims will be admitted from the main domicile within the UK but the cost of removing effects from a second home will not be paid.

Whilst it is desirable for the actual move to take place during school holidays; two days paid leave may be taken during term time in respect of the initial house move with the agreement of the Headteacher/Governors.

Lodging Allowances

A Lodging Allowance of £50 per week up to a maximum of 3 calendar months immediately after taking up the appointment will be paid if the appointee has to take up temporary residence locally during this period whilst continuing to be responsible for the outgoings of another primary residence in the UK. This may be extended at the discretion of the Headteacher/Principal.

Professional fees

Legal and Estate Agents Fees necessarily incurred in surrendering a primary residence in the UK consequential upon appointment at The McAuley Catholic High School will be reimbursed up to a maximum of £2000. The original documents must be produced to support the claim for reimbursement.

Repayment on termination of employment

Employees terminating their appointment with The McAuley Catholic high School or employees whose employment is terminated for reasons of conduct or performance within the periods detailed below will be required to repay all or part of the monies paid under the scheme as specified. Eligible employees will be required to sign a form of undertaking before the scheme can be applied.

Repayments will be as follows

Time elapsed between actual date of taking up appointment and last day of service	Percentage of all sums paid under the scheme which have to be repaid
Less than 1 year	100%
1 year but less than 2 years	50%
2 years or more	0%

Documentation

Reimbursement of all claims under the scheme can only be made upon proof of expenditure. Original invoices will be retained by the school for audit purposes. If employees require copies of estimates, invoices etc. for record purposes they should take these before submitting the original document.

Income Tax

The current limit on tax relief for removal expenses and benefits is available from the HMCE website. Payments in excess of this limit will be subject to income tax assessment by HMCE. It is the responsibility of the employee to declare any such expenses to HMCE. In order to qualify for tax relief, the relocation expenses must normally be incurred or the benefits provided before the end of the year assessment following the one in which the employee commences employment.

HOW DO I APPLY?

- Application is by the CES Leadership application form.
- **Your supporting statement of no more than 2 sides of A4, Font 12, must address the highlighted areas in the person specification.**
- School visits are welcomed and encouraged by prior arrangement. To arrange this, please contact Emma Butterfield, Heads PA. ebutterfield@mcauley.org.uk or by phone 01302 537396
- To discuss the position with the Chair of Governors please contact the clerk of governors, as above.
- Closing date: 9am Friday 10th March
- Selection process : Monday 20th and Tuesday 21st March



I have come that
they may have life
and have it to the
full

-John 10:10





SAFEGUARDING

The Governing Body, the Trustees and the Diocese are committed to safeguarding and promoting the welfare of children and young persons. The Headteacher must ensure that the highest priority is given to following the guidance and regulations relating to safeguarding the young people at our school. The successful candidate will be required to undergo a DBS check in conformity with Safer Recruitment practices.

