



Rooted in Christ and Catholic tradition and under the guidance of its patron, St Edmund's aims to realise the God-given potential, in body, mind and spirit, of all members of its community through service and leadership.

Avita Pro Fide !

The College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Role title:	Deputy Head Pastoral		
Reporting to:	Headmaster		
	Essential	Desirable	Method of assessment
Religion	<ul style="list-style-type: none"> Evidence of a clear understanding of the nature and purpose of Catholic Education. Sympathy with the governing principles, mission, and identity of a Catholic school. Understanding of leadership role in spiritual development of students and staff. 	<ul style="list-style-type: none"> Evidence of active participation in the faith community. Experience in leading acts of worship in Catholic schools. Practising and committed Roman Catholic. 	
Qualifications	<ul style="list-style-type: none"> Appropriate teaching qualifications e.g. BEd, degree with QTS or PGCE. 	<ul style="list-style-type: none"> Appropriate educational leadership qualification e.g. LPSH, NPHQ, MEd or MA or relevant experience. Catholic Certificate of Religious Studies, Catholic Teachers Certificate or similar qualification relevant to Catholic Education. 	Production of the Applicant's certificates
Experience	<ul style="list-style-type: none"> Experience as a deputy head teacher, assistant head teacher in a secondary school, housemaster / housemistress or similar management experience. Experience of staff management and development Experience of setting clear objectives and monitoring agreed outcomes. Excellent teaching ability. Teaching experience across the full 11 – 18 age range 	<ul style="list-style-type: none"> Evidence of ongoing personal development relevant to the post. Leadership in school development planning and evaluation with particular reference to the Catholic ethos. Development, establishment and implementation of successful policies and procedures. Preparation and development of INSET management. Co-ordination of collective worship. Experience at a senior level in at least one Catholic school. Experience of independent sector education. Experience of committee and sub-committee working. 	Contents of the application form Interview Professional references

		<ul style="list-style-type: none"> • Experience of a Catholic School as a pupil or a teacher. 	
Leadership	<ul style="list-style-type: none"> • Experience of school leadership at a senior level. • Ability to support the Headmaster in moving the school forward following excellent Diocesan and ISI inspections. • Evidence of successful strategies for planning, implementing, monitoring and evaluating school improvement. • Ability to analyse data, develop strategic plans, set targets and monitor/evaluate progress. 	<ul style="list-style-type: none"> • Experience of developing the links between the school and the wider community • Ability to participate in associations at a national level related to independent sector education 	
Skills & Knowledge	<ul style="list-style-type: none"> • Excellent working knowledge of all aspects of safeguarding, and a proven commitment to promote this to the entire school community. • Outstanding leadership skills. 	<ul style="list-style-type: none"> • Knowledge of health and safety implications for a school. • Knowledge of current staff recruitment legislation. 	<p>Contents of the application form</p> <p>Interview</p> <p>Professional references</p>
Personal competencies and qualities	<ul style="list-style-type: none"> • Motivation to work with children and young people. • Ability to form and maintain appropriate relationships and personal boundaries with children and young people. • Emotional resilience in working with challenging behaviours. • Positive attitude to use of authority and maintaining discipline. • Evidence of ability to develop good working relationships with governors, staff and parents. • Evidence of a personal religious commitment. • Ability to cope with a high workload, while maintaining work-life balance. • Ability to lead and inspire all members of the school community, and all associated with the school, setting high standards and levels of expectation. • Good judgement, alongside objective and pragmatic problem-solving skills. • Outstanding organisational, leadership, team-working and communication skills. • Humour, optimism and imagination. • Flexibility and common sense. • A meticulous eye for detail. • Confidence, stamina, resilience and steadiness under pressure. 	<ul style="list-style-type: none"> • Willingness to participate in a variety of meetings and conferences associated with the College, its wider community and own personal development. 	<p>Contents of the application form</p> <p>Interview</p> <p>Professional references</p>

The College is committed to safeguarding the welfare of children, therefore, all candidates will be required to undergo an Enhanced DBS check.

We may take up references, before short-listing has taken place, which will include questions about past disciplinary actions or allegations in relation to behaviour with children and may approach previous employers for information to verify particular experience or qualifications.