



# Little Way Catholic Educational Trust

Appointment of Head Teacher – Spring 2024





# Welcome to our Trust - The Little Way Catholic Educational Trust

Little acts, great love, big difference

Dear Candidate

February 2024

We are delighted that you are considering applying for the role of Headteacher of The Catholic School of St Gregory The Great within the Little Way Catholic Educational Trust (LWCET). We hope what you see below will give you all of the information that you need to decide whether or not we are the right school for you to apply to – we very much hope so and assure you that we are on hand to answer any questions you may have to help you with this decision.

The Catholic School of St Gregory The Great is one of six founding schools of a newly formed Trust (Jan 2024) and we are very proud of the work that all of our schools and wider community have put in, getting us to this stage. St Gregorys' leadership team and staff, administrative team and governors have been incredibly supportive of the process over the last few years and the school is very much an active participant in the building and future of the Trust. We are naturally keen for this to continue when the new Headteacher takes up post. This is a very exciting time to join the school and Trust and to be part of a trail blazing enterprise. Our ambition over the next five years is nothing short of becoming the *Best in the South-West*.

We want to be known for our fully inclusive approach which prioritises the development of the whole child and strong pupil progress outcomes, taking the raw and innate potential in every child and being able to mark the improvement that they have made during their time with the LWCET. They must leave us with development across all areas: academic, social, cultural, moral and spiritual. Your role as Headteacher will be to ensure that this vision becomes a reality within your school.

You will need to be an experienced and visionary leader, committed to working closely with your senior leadership team, staff, governors, parish priest, school families, children, other school leaders in the LWCET and other key stakeholders and delivery partners to create an environment in which our children can thrive. You will need to be committed to upholding the Catholic values upon which the school is founded and truly lead from the front whilst being committed to serving our staff and children: a servant leader. In return, we offer a close-knit team of leaders who support one another and a committed and skilled Trust Board, Local Governing Committee and staff who put the children and their progress and wellbeing at the heart of all their decision-making.

If this sounds like you then we invite you to apply and look forward to receiving your application.

Yours faithfully,

Charlotte Blanch  
LWCET CEO

Anna Elliott  
Chair of the Catholic School of St Gregory  
The Great Local Governing Committee





# Our Little Way Trust Foundations and Aspirations for the Future

All are welcome in our family.

Our Trust family is united in its shared vision to nurture and develop our Catholic ethos in order to transform the lives of every child, family and community we serve, in Jesus' name. The mission is to ensure that every child is assured of the love of God within an inclusive and compassionate community which enables human flourishing by celebrating gifts and talents, striving for academic excellence and removing barriers to learning. We strive to be a community of life-long learners, contributing to a just and loving society.

Our Trust family is a partnership of equals who work collaboratively so that everyone can flourish and learn together. We celebrate the diversity of our schools, retaining our individual characteristics, whilst working together for the greater good of our whole community.

Kindness is our guiding star. Through honesty, respect, service, and solidarity we enable everyone to be valued.

We exist to transform the lives of our pupils, so that they might overcome challenges of circumstance, widen their horizons and become the best version of themselves.

We will provide a full educational pathway from early years through to sixth-form within a Catholic environment.

## By 2028, the Little Way will look like:

- **Our structure:** We are two Partnerships within a MAT, with distinct geographical focuses, each built around a secondary school. Our primaries are aligned to support the education that our children receive in each secondary school, across curriculum, arts and sport. We have removed any barriers to our children attending the secondary schools. Our secondary schools have an offer that matches grammar provision, ensuring that our parents do not have to choose between this and a Catholic education for their children.
- **Our finances and operations:** Our Multi Academy Trust (MAT) is efficiently managed, we run at a profit through carefully managed costs, economies of scale and enhanced income generation. We invest profit into our students and our staff.
- **Our provision:** All our schools have progress scores above the national average. Our staff share workload across the Trust based upon a combined view of school improvement. There is equity of provision for every child across the Trust. Subject leads work within and across schools to develop our curriculum based upon leading edge good practice and input from our network of subject experts. We are tech enabled, every child has access to a tablet or laptop.
- **Our community:** We are a community of equals who understand each other and the unique strengths that each school brings to the partnership. Our children and staff feel that they are part of a wider, collegiate family and their wellbeing is supported at school and home. We collaborate to build upon those strengths and ensure that they are reflected in the partnership. Our schools are at the heart of their own geographical communities.
- **Our children:** We empower and unlock the potential of our children, working hard to develop the unique talents of each. Our schools have scores above the national average for progress. Beyond the academic, we focus upon making them resilient leaders, with skills that set them up for life and the challenges that they will face. We focus upon the whole child, ensuring our pastoral provision is there to support them and their families. We are known for the quality of our SEND provision – others look to us for advice.
- **Our staff:** The Trust is a great place to work, a community, with staff feeling proud to be part of the LW CET. We take a Trust wide view on the development of staff and our leadership cadre. Everyone has a defined career path no matter what their role in the Trust.
- **Our future:** We have an eye on the future, we fight for the environment. We welcome all into our Trust.

## Our Other Trust Schools

At present our Trust is comprised of six primary schools from the Gloucestershire area, however we have plans to expand the Trust to include secondary schools and further primary schools from both the Gloucestershire and Swindon areas. Our current schools are listed below, and more details can be found about The Catholic School of St Gregory The Great later in this application pack.

**St Catharine's Catholic Primary School** is a smaller than average school located on the High Street in Chipping Campden, a town in the North Cotswolds. It sits on the border of Gloucestershire, Warwickshire and Worcestershire and is over 150 years old, sharing its site with the parish church. The school has been judged Good by both Ofsted and the Diocese in the most recent inspections.

**The Catholic School of Saint Gregory the Great** is a two-form entry school located in the centre of Cheltenham, a regency town that has much diversity – this is reflected in the characteristics of the children who attend the school from a range of social-economic groups and cultural backgrounds with 64% speaking English as an additional language. The school serves a number of parishes and benefits from their parish church being very close to the school. 'St Gregs' has recently been graded as Good with Outstanding features by Ofsted and the Catholic School Inspectorate (CSI).

**St Joseph's Catholic Primary School** is a one form entry school located in the Cotswold village of Nympsfield, adjoining a convent and church. The school was judged Good in their last Ofsted inspection and Good with Outstanding features in their last CSI Inspection which was carried out recently.

**St Thomas More Catholic Primary School** is a single form entry school serving the parish of St Thomas More's in Hester's Way, Cheltenham. It meets the needs of the local area and almost all of the children live less than a mile from the school, an area which has been identified as being in the top 10% of most deprived wards in England. The school has recently been graded as Good by Ofsted and is awaiting a CSI inspection having been graded as Good in their most recent Diocesan inspection.

**Rosary Catholic Primary School** is a one form entry primary school close to the town centre of Stroud, serving two parishes. It was founded in 1875 and the current building was opened in 1967. There are extensive school grounds and the school is currently graded as good by both Ofsted and the Diocese and is awaiting inspection by both Ofsted and CSI soon. The school sits very close to the parish church.

**St. Peter's Catholic Primary School** is a two-form entry school located in the centre of Gloucester, a Roman city. The school serves the 3 Catholic parishes of Gloucester, the 2 Catholic parishes of the Forest of Dean and Newent Catholic parish. The school is characterised by a diverse range of ethnicities and 54% of the school population speak English as an additional language. Their SEND and Pupil Premium percentages are broadly in line with national. The school has recently been graded Good by Ofsted and was Outstanding in the most recent Diocesan inspection.



## Contents

### Within this pack you will find:

- Advertisement
- Joint letter from the CEO and Chair of the Local Governing Committee of The Catholic School of St Gregory The Great
- A Letter from the Local Governing Committee
- Application Process Details
- Information about the school
- Person Specification
- Job Description







## Headteacher

Group 3 L14-L20 (£65,010 - £75,331)

Starting 1<sup>st</sup> September 2024

*On 1<sup>st</sup> January 2024, The Catholic School of St Gregory The Great joined the Little Way Catholic Educational Trust (LWCET) - a Multi Academy Trust made up of 6 Catholic primary schools within the Clifton Diocese.*

The Catholic School of St Gregory The Great is a good school (Ofsted, Oct 2023 & CSI, June 2023) with outstanding Personal Development and provision for Catholic Life and Mission. We are a strong, united family who are fully committed to developing the whole child in an inclusive and caring school environment and we are incredibly proud of the very positive relationships we have with all in our school community. Our mission statement, 'Believe and Achieve: This is a safe and happy school where we all shine as part of God's family' underpins everything we do.

Due to the recent appointment of our current Headteacher to a full time CEO role within the newly formed Trust, the LWCET is seeking to appoint an inspirational and passionate Headteacher of St Gregory's who will build on the success and Catholic ethos of our school.

To apply for the role of Headteacher at The Catholic School of St Gregory The Great, candidates should be practising Catholic.

### **We are looking for a candidate who will:**

- Be fully committed to leading and developing the school's Catholic ethos, promoting the spiritual, moral and mental health of the children.
- Be a visible, creative and inspirational leader of the school community with a clear vision and commitment to fully inclusive practices and academic excellence.
- Be an approachable and excellent communicator who is able to liaise at all levels and with all members of our school community.
- Participate fully in the life of the school and wider community.
- Work with the Headteachers of the other schools within the LWCET, under the direction of the CEO, as well as reporting to the Local Governing Committee (LGC) as an ex-Officio member of the LGC.
- Have a proven track record of leading a wide range of whole school initiatives which have positively impacted attainment and progress of the pupils.

### **We can offer you:**

- Pupils who demonstrate a strong sense of belonging to this welcoming, inclusive Catholic community.
- A team of experienced, committed and welcoming staff and governors.
- A well-kept school building, well-resourced curriculum areas, a purpose-built Pastoral Hub offering outreach and in-reach work along with the opportunities that being based in the town centre offer to enhance the curriculum.
- The Support of the LWCET Senior Leadership Team (consisting of the CEO of the LWCET and Headteachers of the schools within the LWCET)

Visits to the school are warmly welcomed. Please contact [c.blanch@lwcet.co.uk](mailto:c.blanch@lwcet.co.uk) to arrange a visit.

Closing Date for applications: 12 Noon on Weds 6<sup>th</sup> March 2024

Interviews: 18<sup>th</sup> & 19<sup>th</sup> March 2024.

The LWCET is committed to equality, diversity, inclusion and safeguarding to promote the welfare of children and young people. The successful applicant will be appointed subject to satisfactory completion of all safer recruitment processes including obtaining an enhanced Disclosure and Barring Service (DBS) Certificate and Section 128 clearance. The post is subject to a six-month probationary period.

Dear Applicant,

Thank you for your interest in the position of Headteacher at our school.

The Catholic School of St Gregory The Great is a very popular two-form entry primary school, set in the heart of Cheltenham Spa.

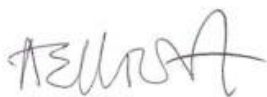
We are a welcoming, multi-cultural and inclusive school community with a strong Catholic ethos, where our children are happy and eager to learn and achieve.

After 10 years as Headteacher at St Gregory's, Mrs Blanch, our current Headteacher will be taking on the role of full-time CEO of the Multi-Academy Trust from September 2024. She will be leaving a successful school with a good (with outstanding features) Ofsted outcome (October 2023) and CSI inspection outcome (June, 2023). We are now looking to appoint an inspirational leader, who will further develop our successes and take our school forward into its next exciting era.

We hope this information pack will give you an insight into our school, the values and ethos that make this such a special school community for our children to flourish. We are really blessed to have a wonderfully supportive, loyal and committed school team led by passionate leaders.

We look forward to working with and supporting a Headteacher who shares our commitment to raising standards and is fully supportive of leading and developing our Catholic ethos which is central to all we are and all that we do.

Regards,



Anna Elliott  
Chair of Governors



## Application Process Details

### What we need

In addition to a completed CES application form, please provide a supporting letter, no longer than two sides of A4. This should focus on evidencing the relevant experience and qualities you have to meet the requirements of the person specification. In particular, we would like to know about your experiences of leadership in your current or recent posts.

We also require you to sign and return the Consent to Obtain Reference Form and the Recruitment Monitoring Form.

### Key Dates:

#### Visits:

Warmly welcomed by prior appointment.

To arrange a visit, please contact [c.blanch@lwcet.co.uk](mailto:c.blanch@lwcet.co.uk)

#### Closing Date:

12 Noon on Wednesday 6<sup>th</sup> March 2024.

#### Shortlisting:

Will take place in the week commencing 11<sup>th</sup> March 2024.

#### Interviews:

18<sup>th</sup> and 19<sup>th</sup> March 2024.

#### Applications to be returned to:

Wendy Gallagher

Governor Services

Gloucestershire County Council,

Shire Hall, Westgate Street, Gloucester, GL1 2TP.

Tel: 01452 427802

email: [governorsvs@gloucestershire.gov.uk](mailto:governorsvs@gloucestershire.gov.uk)

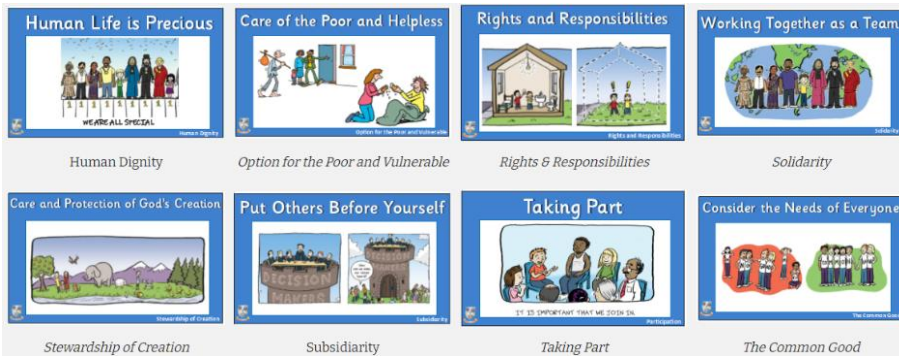
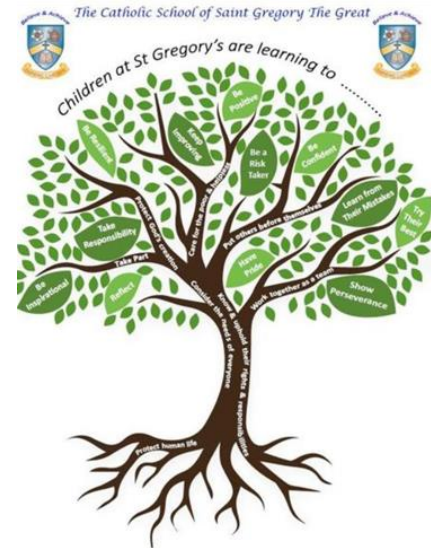
Further details of the interview procedure will be provided to shortlisted candidates in due course.





## Our School

At The Catholic School of St Gregory The Great, children’s spiritual, personal and educational development are of great importance to us. We put our faith at the centre of our learning and are constantly guided by Catholic Social Teaching Principles and learner values – these thread through the whole curriculum.



Our most recent Ofsted inspection was in October 2023. The praise that the inspection team placed on the journey that children take at St Gregory’s was plentiful, with many areas to celebrate including:

- The way our children embrace and live out our school values, believing and proving that they can make a difference and reach success in their futures.
- Passionate, skilled staff and subject leaders with fantastic pastoral support in place.
- Staff who are well-supported by a leadership team that is ambitious, determined and driven by what is best for the children.
- The inclusive nature of the school, particularly the recognition and support given to children with additional needs.
- The school was judged to be Outstanding for Personal Development – an area that the inspection team agreed was exemplary. It was wonderful that the inspection team recognised our strength in nurturing not just academic success but also personal growth and character development at St Gregory’s.



The school was also inspected under the new Section 48 Catholic School’s Inspectorate (CSI) framework in June 2023 and the inspectors found that:

- The school is a welcoming, inclusive community rooted in its faith values.
- Pupils are respectful, demonstrating genuine care and affection towards each other and behave extremely well.
- Leaders and staff are passionate about providing the best possible care and support for every child and their family.
- Teacher subject knowledge in religious education is strong and is supported through high quality induction and training.
- The school works effectively with a range of partners, sharing practice and facilitating growth and development.



Our staff team are totally committed to giving the best possible education to our children – there is a helpful mix of more experienced and less experienced staff and they are a team who work well

together, seeking out each other's strengths and supporting one another with their development points. Staff share in the ownership of the school's values and are positive role models across the school. Leadership of the school uses a distributive model with a proactive senior leadership team who each lead areas of school life and phases. New and middle leaders are nurtured through the use of Key Area Teams which are led by future senior leaders and help the sharing and training up of transferable subject leadership skills.



Parents are great advocates for the school and are incredibly supportive. There is an active Friends of St Gregory's (FOSG) group who fundraise for the school and provide social opportunities for parents and families to meet. There is a diverse mix of families in the school community and all of these are supported in their times of celebration and need by the school community. They feel that school is the heart of their community and engage well with the opportunities offered by school such as mental health and wellbeing talks, phonics workshops, mathematics

workshops, parent prayer café, coffee mornings and school Mass.

Chaplaincy at our school is a model of excellent practice with a Chaplaincy Team that children trip over each other to apply to get into! They help the Bishop, Governors and Leadership Team to protect the Catholic ethos of our school and actively go about their roles, delivering Gospel Assembly with the Headteacher, teaching KS1 about Catholic Social Teaching, monitoring prayer areas and organising charity fundraising opportunities. Their practice is often shared with other LWCET schools and schools in the wider Diocese. They are ably led by the Deputy Headteacher and Mrs Ashcroft. We are lucky to have our own school chapel which has been blessed by the Bishop and that we are very close to our parish church meaning we can easily attend Mass there regularly both as a class, to lead the parish Mass and as a whole school.



Our school curriculum is inclusive and recognises that everyone has their own unique God-given talents. It is progressive and builds on prior knowledge, understanding and skills so that we develop our whole school community academically, spiritually, emotionally, morally and socially. This enables our children to develop cultural capital and become righteous citizens who give to society. We provide creative and engaging opportunities that inspire and motivate our children to become lifelong learners and have aspirations to be the very best they can be. More information about the curriculum can be found [here](#). We make this curriculum accessible to all members of our school community through the use of subtle adaptations and more intensive support where required – this model of inclusion and support has been piloted very successfully and involves intensive support from allocated emotionally available adults (EAAs) who have great success with the use of our UP groups and in-class support as well as more well-known interventions that are delivered by our team of experienced and effective teaching partners. More



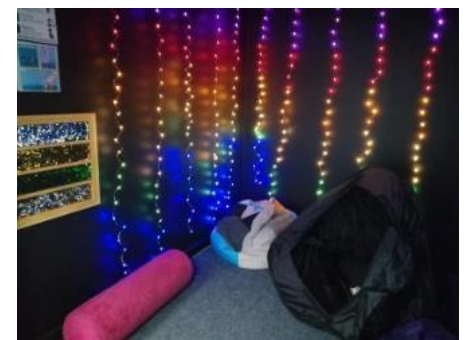
information can be found [HERE](#). Our children come from diverse backgrounds and so experiential learning is incredibly important to us. Our annual Year 5 and Year 6 residential





trips support and enhance our children's independence and resilience and are a fun filled activity creating memories for a lifetime. We do all we can to ensure all children take part in these opportunities by removing any barriers to attendance as much as we are able. We are proud of the many awards we have earned for curricular and extra-curricular engagement such as being the first primary school in the country to gain the Sportsmark Platinum award; the 360 award for online safety; the healthy schools award and mental health award – all of these have been retained continuously since gaining them. Our children also benefit from specialist music and French teachers weekly.

Our inclusion team includes an EAL team, a whole team of 1:1 teaching partners, high needs teaching partners and a pastoral team. We are extremely proud of the work across this department and we have a positive record of multi-agency working for the good of our children and families. Our pastoral support team offer both in-reach and out-reach support to other schools and families and are housed in a purpose built therapy centre on the school site but accessible to those not within the school too. The staff there include a fully trained play therapist, a fully trained adult counsellor and a family support worker who works both at school and within the homes of our children. One of these staff is also the attendance officer and due to timely intervention, attendance is excellent across the school. This department gives our children and their families the highest level of support to negotiate the rollercoaster of life and we provide a great deal of preventative work alongside mental health practitioners as a mental health trailblazer school.



Our school is a trauma informed relational school. Relationships between staff, children and their families are paramount to all we do and all interactions build on these relationships so that every family know this is a school where they belong, are accepted for who they are and are safe. We have four school rules: stay safe, learn well, respect our school, respect each other. Our staff have all been trained in emotion coaching and restorative practice and the school does outreach work with other schools across the country to support their relational practice journey. With this in mind, we recognise that when rules are broken, harm is done and this needs to be repaired to strengthen relationships back up again. As educators we know everyone may make mistakes and break rules but it is our responsibility to help people learn from them and move on in a positive manner, taking responsibility for actions and holding each other to account.

Governors at St Gregory's are very active. They support and challenge in equal measure and they take great interest in the achievements of the children, staff and leaders of the school as well as being joint trouble-shooters when there are hurdles to overcome. The board is very experienced and there are rarely governor vacancies.



Our school site is well hidden between the High Street and Waitrose in Cheltenham. It is however, extensive and includes a play pod that children love to play with at lunchtimes, an eco-hub area with pond and firepit, a purpose built pastoral hub, plenty of break-out rooms for interventions, a large well-equipped kitchen, a computer suite (as well as laptop trolleys), 2 hall spaces, a chapel, a sensory den, peripatetic music room, two lifts, a full size all-weather pitch, a library and a dedicated EYFS free-flow outdoor area. The site is also shared by St Gregory's Childcare Trust who are our not-for-profit neighbours who provide extended services childcare for all our children from 8am-6pm 51 weeks a year. They also run a





50-place nursery and pre-school from the site and this is where two thirds of our intake come from. We work extremely closely with them and have excellent relationships with the managers of the setting.

Finally, the most important thing about our school is our children! We have 420 children organised into seven yeargroups with two classes per yeargroup and waiting lists for every class. Our learners come from diverse backgrounds and each and everyone of them experience a sense of belonging at our school. Almost 50% of the school speak English as their second (or third) language and 32 different languages are spoken at home by our children. 22% of the children have special educational needs or disabilities and 16% of the school are in receipt of pupil premium. 70% of the children are baptised Catholic and there are also a range of other faiths represented within our school families including Muslims and Hindus. Our families choose to send their children to St Gregory's from near and far with the furthest travelling 13 miles into school each day. Our children have many leadership opportunities such as being on the Chaplaincy Team, the Eco-Team, Digital Leaders, Restorative Stars, House Captains and the School Council Communication Team. They take their responsibilities seriously and we hold their views in high regard, with pupil conferencing being high on our agenda and weekly hot chocolate sessions with the Headteacher to seek views about school life and check in on every child and their aspirations.



We couldn't possibly write everything about our school down in one place and so we hope this has given you enough of a taster to want to come and find out more. We would love to show you around our school to answer your questions.

The school Safeguarding Policy can be found [HERE](#).



## Person Specification

A - Faith Commitment		
	Essential	Desirable
Practising Catholic	E	
Involvement in parish community		D
Leading school worship	E	
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	
B - Qualifications		
Qualified teacher status	E	
Degree level qualification	E	
National Professional Qualification in Headship or National Professional Qualification in Senior Leadership	E	
Has completed the Catholic Leadership Programme (CLP) or Catholic Certificate in Religious Studies or has a commitment to do so.		D
C - Professional Development		
Evidence of appropriate professional development for the role of Headteacher or Deputy Headteacher	E	
Evidence of recent leadership and management professional development	E	
Has successfully undertaken appropriate Child Protection training	E	
Has successfully undertaken appropriate Designated Safeguarding Lead training		D
Has successfully undertaken approved "safer recruitment" training or has a commitment to do so before taking up post/within 12 months of taking up the post	E	
D - School leadership and management experience		
Recent successful leadership as a Headteacher		D
Recent successful leadership as a Deputy/Assistant Headteacher (if none as Headteacher)	E	
To have taken an active involvement in school self-evaluation and development planning	E	
To have had an active involvement in the financial management of the school	E	

Knowledge and understanding of strategic financial planning and budgetary management in relation to their contribution to school improvement and pupil achievement	E	
To have had responsibility for policy development and implementation	E	
To have had experience of and ability to contribute to staff development	E	
<b>E - Experience and knowledge of teaching</b>		
Experience of teaching in more than one school		D
Experience of teaching in a Catholic school		D
Significant teaching experience within primary phase	E	
Experience of providing professional challenge and support to others through the performance management process	E	
To be able to effectively use data, assessment and target setting to raise standards and address weaknesses	E	
To be able to exemplify how the needs of all pupils can be met through high quality teaching	E	
To be able to build effective working relationships with the Senior Leadership Team and support the distributive leadership models working effectively within the school	E	
To be able to work effectively within a Senior Leadership Team of the Trust, under the direction of the Chief Executive Officer	E	
To be able to work effectively with the Local Governing Committee	E	
<b>F - Professional Attributes</b>		
To be able to demonstrate a clear rationale for building relationships and the consequent behaviour management and a proven track record of the effective implementation of a range of behaviour management strategies	E	
To have excellent written and verbal communication skills	E	
To be a leader of learning demonstrating, promoting and encouraging outstanding classroom practice	E	

