



Little Way Catholic Educational Trust

Appointment of CEO – January 2024





Welcome to our Trust - The Little Way Catholic Educational Trust

Dear Candidate

I am delighted that you are considering applying for the role of Chief Executive Officer with the Little Way Catholic Educational Trust. I hope what you see below will give you all of the information that you need to decide whether or not we are the right organisation for you.

We are a newly formed Trust (Jan 2024) and I am very proud of the work that all of our schools and wider community have put in, getting us to this stage. It has been a tremendous amount of effort, but our talented educational faculty and dedicated governors have seen to it that we are in a secure position and ready to build our team further into a truly fully functional Multi-Academy Trust. Becoming the Trust's CEO offers an exciting opportunity to be part of a trail blazing enterprise and our ambition over the next five years is nothing short of becoming the *Best in the South-West*.

We want to be known for pupil progress, 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 CEO will be to ensure that this vision becomes a reality. You'll need to have a strong view on school improvement and SEND, and the ability to work with wider stakeholders across other schools to start growing the Trust from the outset.

You will need to be an experienced and visionary leader, committed to working closely with the Trust Board, all the schools in the Little Way Partnership and all other key stakeholders and delivery partners to create a collaborative environment in which our children can thrive. You will need to be committed to upholding the Catholic values upon which the Trust is founded and this includes facilitating the delivery of the Bishop's longer term vision and growth plan by building strong professional and collaborative relationships and support with other Diocesan schools, partnerships and Trusts.

My commitment to you is the full support of an active and involved Trust Board along with the resources that you need to get the job done. We're looking for someone with imagination, who can build relationships, with an eye for detail and a strategic mindset. More than anything, we are looking for someone who can identify barriers that are preventing us from providing the very best education to our children and explore the widest range of options for overcoming them. Someone who can truly lead from the front whilst being committed to serving our staff and children: a servant leader.

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

Yours truly,

Andrew Pyne
Chair

The Little Way Catholic Educational Trust

Little acts, great love,
big difference



Our Foundations

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 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.

In 2028, the Little Way will look like:

- Our structure: We are two MATs 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 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 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 support 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 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 each on their

websites.

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.

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. 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.

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.



Our Priorities

As a newly formed Trust, the priorities that we expect our CEO to lead on, and / or contribute to are as follows:

- 1 Forming the six individual schools of the Trust into a cohesive whole, rationalising processes and implementing good practice across the whole where appropriate, whilst maintaining the characteristics of each school.
- 2 Engagement to grow the Trust to include at least one secondary school and further Primary Schools.
- 3 Build an educational faculty across the Trust, develop the Headteachers into the Trust SLT and build our school improvement offer.
- 4 Developing our SEND provision across all of the Trust taking good practice from elsewhere and engaging with the LA to enhance this provision where appropriate.
- 5 Supporting all schools to deliver the highest quality of education appropriate to their individual situation with a particular focus upon student progress.
- 6 Ensure the financial viability of the MAT over the next 5 years with an eye on the next 10; including the development of robust financial plans alongside cost savings and income generating initiatives.
- 7 Establish robust business practices across the Trust to include all business support.

Our CEO

The CEO is a critical leadership role in the Little Way Catholic Educational Trust (LWCET) reporting to the Trust Board. The CEO of The Little Way Catholic Educational Trust (LWCET) has delegated leadership responsibility for the overall operation of the Trust as a whole, working with the CFO to ensure public funds are well spent, and taking responsibility for delivering the Trust's vision, ethos, statutory requirements, and strategy in the best interests of all pupils at multiple school sites.

The CEO is the Trust's principal educationalist and Catholic senior executive leader. They will work openly with the CFO and Trust Board to contribute to the development and delivery of highly effective and efficient governance, strategy, and policy, and internal controls/KPIs and assurance processes which ensure compliance with the Trust's statutory requirements as a charitable company funded and regulated by the Department for Education.

The CEO has a major role in supporting the setup of the Trust in the short-term and in the medium to longer term, supporting delivery of the Bishop's growth plan for the whole Diocese. This aims for three Trusts (northern, central, and southern) to be open by 2025. LWCET is the Northern MAT, expected to grow from six Catholic primary schools in 2024 to thirteen Catholic primary and two Catholic secondary schools serving a combined total of circa 9,000 pupils over the next five years. Two other trusts, Dunstan and Newman have already been established in other parts of the Diocese. As an increasingly complex organisation this will require the post-holder to promote effective advocacy, stakeholder engagement and the completion of due diligence for prospective new or joining schools to enable informed decision making by the Trust Board.

This role will be full time from September 2024 and applicants are encouraged to see the huge potential for growth in this role. For the right candidate, pay and reward will be discussed as the Trust, and therefore the responsibility of the post holder, grows. We support remote working, and the candidate can be based from any of our schools. With servant leadership at the heart of this role, we will expect some time per week working from our school sites to ensure that the post holder develops a connection to the Trust and remains cognisant of our primary role of providing opportunities for the children within our care.

We want the broadest range of people to apply for this role. Cultural fit, unconventional thinking and commitment to our vision and values as a Catholic Trust are the attributes that we are looking for.



Main Duties and Responsibilities the CEO will be accountable for:

- 1 Strategy: Supporting the Board in the formulation and development of the Trust strategy to provide the best quality of education to all its students and drive the evolution of the Trust in a measured and sustainable way.
- 2 Vision: Ensuring the Trust reflects an inclusive ethos of Catholic education which actively values and promotes diversity, unity, and equality of opportunity for all.
- 3 Articulate the vision for the trust and actively promote it to key stakeholders, including parents, pupils, staff, and the wider community.
- 4 Leadership: Providing strong and effective leadership of the Trust.
- 5 Management: Holding line management for Headteachers and senior leaders of the central team in the Trust.
- 6 Systems and Compliance: Maintaining robust systems that comply with Trust processes and policies including the Schemes of Delegation, Health and Safety, and Safeguarding.
- 7 Governance: Working closely with the Board to ensure effective governance arrangements are in place at all levels of the Trust.
- 8 Finance: Ensuring the responsible and appropriate use of public funds. With the CFO, plan, implement, and monitor the Trust's internal and external financial reporting.
- 9 People: Recruiting, developing and retaining high-quality staff across the Trust.
- 10 Ensuring that the Trust has effective performance management and professional development systems in place at all levels.

All employees have a duty to safeguard and promote the welfare of children, young people, and vulnerable adults. It is an essential requirement that employees are aware of the Trust's Safeguarding procedures for sharing information about the welfare of any person for whom they have safeguarding concerns. Employees have a duty to ensure they attend training to enable them to recognise the indicators for concerning behaviour and receive safeguarding supervision as appropriate.

Our offer

Aside from a competitive salary, alongside salary reviews to coincide with growth of the Trust, we offer an Employee Assistance Programme, cycle to work scheme and half price childcare within one of the Trust settings. The development of reward and remuneration packages will be a key component of Trust development, so this is an area that, over time, the successful candidate will have the opportunity to shape. In addition to bank holidays, we offer 30 days of holiday per year.





Key info and application process

Post:	Chief Executive Officer
Contract:	Permanent, all year round
Salary:	£85K-£90K per annum (pro rata should the right candidate be able to start sooner)
Base:	Flexible / remote working as per Trust policy is available. Time to be spent within each Trust school.
Closing date:	Midday on 2nd February 2024
Interview date:	Week beginning 12th February 2024
Start date:	August / September 2024 (sooner if availability suits)
Application form:	Catholic Education Service application form
Accountable to:	LWCET Trust Board
Reports to:	LWCET Trust Board and relevant trust committee(s)
Line Manages:	CFO, Headteachers

The Little Way Catholic Educational Trust seeks to appoint a Chief Executive Officer (CEO) who will also be the Catholic Senior Executive Leader and Accounting Officer of the Trust. As the Catholic Senior Leader, you must be a practising Catholic.

Our CEO will need to be an experienced and visionary leader with a proven track record of effective leadership of school improvement across more than one school. The postholder will need to be committed to delivering the Trust's vision and strategy (in line with the Bishop's directives) by working closely with the Trust Board, all schools in the Little Way Partnership and all other key stakeholders and delivery partners to create collaborative opportunities in the best interests of all children within and beyond the MAT. They will also ensure compliance with its statutory and contractual duties as a single legal entity and charitable company funded and regulated by the Department for Education and as an employer, admissions, and contracting authority.

If you are interested in applying for the position of CEO and would like to have an informal conversation before completing an application, please contact Andrew Pyne, Chair of the Trust Board to arrange a mutually convenient time to talk.

To apply, all applicants are asked to fully complete the CES application form and include a covering letter showing how you meet the person specification requirements. Please submit them both to the Chair of the Trust Board at a.pyne@LWCET.co.uk by the closing date/time stated above.

The Trust 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.

The Diocesan privacy notice can be found via its website: [Privacy Notice | Clifton Diocese](#)

Appendix 1:
Job specification and Person specification attached.

Appendix 2:
CES Job application form (Please use the model application form for Senior Leader.)
<https://www.catholiceducation.org.uk/recruitment-process/item/1000042-model-application-forms>



Chief Executive Officer Job Description

Post: Chief Executive Officer
Accountable to: The Trust Board of Directors

Responsible for: The strategic and operational leadership and management of the trust in line with its Catholic ethos, implementation of the Trust Board's vision, strategy and policy, oversight of the Trust's educational and financial performance, compliance with all statutory and contractual requirements, and direct line management of the executive leadership team and all headteachers.

Job Summary:

The CEO is the most senior employee of the Little Way Catholic Educational Trust (the Trust) and its Accounting Officer.

As a practicing Catholic, the CEO will be responsible for maintaining and developing the Catholic identity and mission of the Little Way Catholic Educational Trust and the schools within it in accordance with Canon Law, the teachings of the Catholic Church and the Trust Deed of Clifton Diocese.

They will be a driven and inspirational leader with a proven track record of creating a culture of continuous improvement and driving the delivery of excellent educational opportunities for all children across multiple schools and sites.

The CEO will model the provision of appropriately robust challenge, as well as support to increase leadership capacity and capability and impact upon educational and financial performance and pupil outcomes, lead strategic planning and risk management processes, engage with key stakeholders and delivery partners, ensure compliance with the Trust's statutory and contractual requirements as a charitable company funded and regulated by the Department for Education.

Main Duties and Responsibilities:

- 1 Model the Trust's Catholic ethos and values to drive excellence in all areas of the Trust's work.
- 2 Provide dynamic strategic and operational leadership and management to inspire and support all people to excel.
- 3 Drive school improvement to deliver the highest standards of academic performance across all schools in the Trust.
- 4 Act in the statutory function as the Trust's Accounting Officer and as such be personally accountable to Parliament, and to the Education and Skills Funding Agency's Accounting Officer for the Trust's resources; modelling the highest standards of probity, propriety, and value for money in managing public funds, whilst securing financial strength and sustainability.
- 5 Act as safeguarding lead for the Trust.
- 6 Ensure compliance with the Trust's statutory and contractual requirements.

Preservation and Development of the Catholic Character of the Trust

- 7 Preserve and develop the Catholic character of the Trust and the schools within it and safeguard the teachings of the Catholic Church.
- 8 Ensure that senior leaders in all schools are challenged and supported to ensure that the Catholic character of all schools is reflected in every aspect of school life.



- 9 Work in partnership with the Director of Schools and Colleges for the Clifton Diocese to ensure that all diocesan requirements are fulfilled.
- 10 Act in accordance with the Bishop of Clifton's vision and ensure that any directives which, from time to time, may be issued by him are upheld in all schools.

Strategy

- 11 Demonstrate strategic awareness of the educational sector (including changes to relevant legislation, research, policy, and guidance); and the local operating context to inform the development of strategic planning, policy and practice.
- 12 Work with the Board of Directors, its committees, and staff to ensure delivery of the Trust's vision and ethos through inspirational and distributed leadership and efficiently resourced strategic plans.
- 13 Develop the leadership and school improvement capacity required to drive improvement across the Trust and its schools and support future growth.
- 14 Work with the Diocesan Director of Schools and Colleges, DfE and local authorities to consider future plans for the provision of high-quality Catholic education and benefit of all local children and communities.
- 15 Act as an advocate and ambassador for the Trust in developing strategic partnerships, networks, and links with stakeholders to secure better outcomes for children and build a strong, positive reputation for the Trust as the education provider and employer of choice.

Leading Teaching, Learning and Assessment

- 16 Lead the Trust's educational vision by drawing on the person, life and teachings of Jesus Christ and ensure that this vision is understood and supported by employees of the Trust at every level as well as parents, pupils, and the wider community.
- 17 Provide effective, inspirational, and Christ-centred strategic direction and leadership for all schools, motivating all those engaged in the activities of teaching and learning by ensuring that school improvement is at the core of every decision taken in fulfilment of Canon 806(ii) which requires that all Catholic schools are 'at least as academically distinguished as other schools in the area' so that pupil outcomes are at least in line with or exceed national averages.
- 18 Quality assure the development of each School Improvement Plan; implement systems to ensure accurate and continuous self-evaluation of performance and targeted intervention strategies to facilitate and sustain rapid improvement and secure strong progress for every pupil from their start point.
- 19 Drive a culture of continuous improvement and be transformational in demanding and overseeing the delivery of outstanding achievement and enrichment opportunities for all pupils via an efficiently resourced curriculum and extra-curricular programme which meets the academic and personal development needs of all pupils within the Trust to overcome disadvantage and advance equality.

Financial Management and Regulatory Compliance

- 20 Ensure the Trust and staff meet their legal responsibilities in relation to safeguarding and the health and safety and wellbeing of children and adults on school sites.
- 21 Be responsible for meeting the demands of changing legislation, regulatory or best practice including but not limited to financial, educational, environmental, societal and governance.
- 22 Assume the role of the Trust's Accounting Officer, establishing and ensuring the highest standards of probity, propriety and value for money in managing public funds; taking personal responsibility (which must not be delegated) for assuring the Board that the Trust is compliant with its Funding Agreement and with the Academies Financial Handbook and the Trust's regulatory framework as a charitable company.
- 23 Oversee and provide appropriate direction to the Chief Financial Officer to ensure fulfilment of the Trust's statutory financial reporting requirements in an accurate, transparent, and timely manner.



- 24 Work with the Chief Financial Officer to ensure sound internal control, risk management and assurance process are in place (including internal and external audit, Scheme of Financial Delegation) and that risk management is embedded across the Trust.
- 25 Ensure through the preparation and monitoring of financial plans that the Trust's financial viability and sustainability is secure, firmly based on accurate data and analysis, proper stewardship of funds, the optimum use of resources and the generation of sufficient surplus funding to meet future planned needs and contingency arrangements.
- 26 Actively seek opportunities to generate additional income or investment.
- 27 Maximise financial strength, value for money and sustainability through efficient use of resources and increased economies of scale across the Trust as a whole.
- 28 Act as the Trust's Data Controller, ensuring proper use and storage of data and ensuring the Trust's policies and systems are 'fit for purpose' and prevent the disclosure of confidential and sensitive information.

People and Performance

- 29 Ensure that the Trust has a financially sustainable workforce strategy that provides for the efficient and effective deployment of all staffing resources to deliver an excellent education experience to all pupils.
- 30 Ensure that Trust policy and practice are aligned to the Catholic ethos and promote equality, diversity and inclusivity to help all staff and pupils to fulfil their potential.
- 31 Ensure the requirements set out in the Bishop's Memorandum on the appointment of Teachers in Catholic Schools in respect of staffing and the use of Catholic Education Service employment documentation are implemented.
- 32 Line manage the executive leadership team and all headteachers to ensure robust accountability for performance is modelled throughout the Trust.
- 33 Ensure the Trust effectively attracts and manages its talent through effective CPD for all staff to increase impact on pupil outcomes and capacity for future growth and succession planning, particularly for key roles and future Catholic leaders of education.
- 34 Ensure the Trust's approach to pay and benefits is transparent, proportionate and at least in line with standard school pay and conditions.

Governance

- 35 Act as the principal adviser to the Trust Board of Directors, working openly and transparently to support and enable delivery of highly effective strategic leadership and governance of the Trust.
- 36 Work closely with the Trust Board Chair and appointed company secretary/clerk to secure a positive, professional working relationship between Members, Directors, local Governors, and staff.
- 37 Model to other executives and leaders positive, professional support for the Trust's governance by producing high quality written reporting and performance data in a timely manner to the Trust Board and its committees; ensuring information is clear and accessible to enable busy volunteers, including non-educationalists, to get to grips with the key issues quickly and make well-informed decisions in the best interests of children.
- 38 Ensure that the Trust Board's Scheme of Delegation, including Scheme of Financial Delegation, is fully and rigorously implemented.

Variation in Role

As the Trust's work develops, there may be a need for adjustments to the role and responsibilities of the post. The duties specified above are, therefore, not to be regarded as either exclusive or exhaustive.

This job description is subject to annual review by the Trust Board of Directors.

Person Specification

Key: E = Essential and D = Desirable

Professional Qualities, Knowledge and Experience	E	D
A recent track record of successful strategic leadership in Catholic education which challenges, motivates and empowers pupils, staff, and parents to carry the Trust's vision forward.	√	
Leadership of a complex, multi-site organization.	√	
Modelling outstanding, research and evidence-based teaching and assessment, including innovative use of ICT.	√	
Proven track record of creating and sustaining a rapid improvement in pupil progress and attainment for all pupil cohorts, especially vulnerable or disadvantaged pupils including those eligible for Pupil Premium, those with SEND or those with an EHCP.	√	
In-depth knowledge of Ofsted and Catholic Inspection frameworks and process.	√	
In-depth knowledge of child protection, safer recruitment, safeguarding and prevent policy and procedures.	√	
Leadership of significant organisational reform and change processes.	√	
Highly developed skills in people and performance management including escalation of HR related policy and procedures to ensure robust accountability for performance.	√	
In-depth knowledge and strategic awareness of the education sector including national policy and the local operating context.	√	
Strong financial acumen and a track record of financial and resource management which delivers educational and financial KPIs, robust internal controls and value for money.	√	
Knowledge and understanding of the key legal issues relating to the leadership of a publicly funded charitable company regulated by the Department for Education.	√	
Understanding and modelling support for the strategic role of the Members, Trust Board and its committees.	√	
Experience of leading collaborative partnerships within and beyond the Trust, working closely with external stakeholders and delivery partners.	√	
Abilities and Aptitude		
Ability to lead by example with integrity and a strong moral compass in line with the Catholic ethos and values to do what's right for all children.	√	
Works to the Nolan Principles of Public Life and the Ethical Leadership Framework.	√	

Ability and willingness to work collaboratively and openly with directors to inform decision making in the best interests of pupils.	√	
Ability to unite, inspire and secure the loyalty and confidence of key stakeholders to enhance the Trust's reputation and profile.	√	
Ability to think strategically and creatively to facilitate delivery of the Trust's vision and strategy and growth plan.	√	
Evidence of being an outward facing and forward-thinking leader who inspires and influences others within and beyond the Trust to secure improved academic and social opportunities for pupils.	√	
Demonstrating tenacity in advocating the Trust's vision, values and ambition for every child and member of staff.	√	
Ability to adapt to changing priorities to manage own time and delegate effectively to maximise impact and achievement and appreciate the importance of an effective work/life balance.	√	
Ability to self-reflect and moderate own emotions to remain calm and resilient when facing challenge, adversity or pressure.	√	
Ability to be an articulate and approachable communicator and presenter who can adapt to diverse needs and use IT proficiently.	√	
Ability to analyse information and data from a range of sources and precis to communicate key points to other leaders and stakeholders.	√	
Experience of using political and commercial astuteness and professional networks to achieve strategic priorities and/or growth.		√
Demonstrates a commitment to equality in policy and practice.	√	
Has a passion for continual personal and professional development for self and others.	√	
Qualifications / Competence		
Qualified Teacher Status.		√
Working knowledge of safeguarding and child protection procedures	√	
Educated to degree or masters level or equivalent level of knowledge gained through a National Professional Qualification and/or experience in complex organizations.	√	
Providing school improvement support to other education providers as an accredited practitioner (e.g. NLE, SIP).		√
Practicing Catholic and / or Catholic with significant knowledge and experience of Catholic educational system	√	