



Diocese of Brentwood
CHRISTUS CATHOLIC TRUST
ST MARY'S CATHOLIC PRIMARY SCHOOL, TILBURY, ESSEX
Required for SEPTEMBER 2026
DEPUTY HEADTEACHER

Full Time, Permanent
Group 2 School - Salary Range L6-L10 London Fringe
P.A.N 210 + Nursery

Due to the promotion of our current Deputy Headteacher to Headship, St Mary's Catholic Primary School and Nursery are looking to appoint a dynamic, proactive caring individual to be our new Deputy Headteacher.

St Mary's is a popular, friendly school which primarily serves the Catholic community of Tilbury. Each and every child is cherished and expected to achieve their very best. We deliver our mission statement by enabling our pupils and the wider community to Respect Ourselves, Respect Others, Respect Our World, Love God and in doing so, learn to love one another, learn to love our world and develop a love of learning in the process.

We promote a rich curriculum with a strong emphasis physical and mental wellbeing as well as utilising our outdoor learning resources with our well established Forest School space. We serve our community by providing a welcoming, supportive and caring environment where children thrive academically and socially and where the stimulating, aspirational learning ethos reflects high expectations.

At the heart of our vision is that **"everybody thrives"** and we would love you to come and work with us in our welcoming school, described in our most recent report as "one extraordinary Christ-centred family" (CSI 2024)

The Christus Catholic Trust and the Governors of St Mary's School invite applications from enthusiastic and suitably-qualified, practising Catholic leaders, to join our Trust and the leadership team at St Marys' to continue to build on our successes.

We want our Deputy Headteacher to:

- Be a practising Catholic with a clear vision and strong commitment to Catholic education
- Have a passion for education, making a difference to children's lives and who can lead by example
- Use creativity, innovation, intellect and resources to be successful and inspire others.
- Have the ability to support, challenge and inspire the children, encouraging them to achieve their potential through the promotion of outstanding teaching and learning practise
- Have a positive and proactive approach;
- Be an excellent communicator with a strong commitment to working in partnership with Parents and the Parish Community

- Be passionately committed to safeguarding and the welfare and wellbeing of children and staff

We can offer you:

- A supportive, welcoming and caring ethos based on the values of the Catholic faith
- The opportunity to work with enthusiastic and friendly children, and engaged parents
- A team of hard working, flexible and conscientious staff who work together to provide the best education and support for our pupils
- An enthusiastic and supportive Local Governing Committee and Trust
- The benefits of extensive support and collaboration across our Trust schools and the wider Diocese of Brentwood alongside opportunities for further professional development
- A school based in a vibrant area of regeneration with a growing economy
- Superb transport links within close proximity to Tilbury train station and the M25
- All the support needed in the form of individual coaching and mentoring from the Headteacher

We are committed to ensuring that every child in our community has access to the highest possible standard of education and we are looking to appoint a Deputy Headteacher who shares this commitment.

We welcome visitors to our school, please contact Mrs Bishop via email: admin@tilburystmarys.thurrock.sch.uk or call the office Tel: 01375 843254 to arrange a mutually agreed date and time to visit.

For further information about the vacancy or an Application Pack, contact Mrs Bishop. Completed applications should be sent directly to school to the admin email address. Please note that we do not accept CVs or applications from agencies. Only applications completed on the Catholic Education Service Senior Leadership application form can be accepted.

This is a reserved post and is open to practising Catholics only, please review the document produced by the Diocese of Brentwood "Definition of a Practising Catholic for Reserved Posts" for further information.

Only shortlisted candidates will be contacted.

Closing Date: 10th April 2026 at noon

Shortlisting: 17th April 2026

Formal Interviews: 24th April 2026

The Christus Catholic Trust and St Joseph's Catholic Primary are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expect all staff and volunteers to share this commitment. All posts are subject to pre-employment checks. References will be sought and the successful candidate will be required to complete an enhanced Disclosure + Barring Service Check



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PERSON SPECIFICATION
Appointment of Deputy Headteacher

Please write your supporting statement /letter giving evidence of how you meet each of the essential criteria.

	Essential	Desirable
Faith Commitment		
1. Practising and committed Catholic in good standing with the Church	√ R	Evidence of participation in parish or Catholic community life
2. A secure understanding of the distinctive nature of the Catholic school	√ A I	
3. Understanding of the school's role in the Catholic and wider community	√ A I	
4. Ability to demonstrate care, compassion and reconciliation	√ A R	
5. Ability to lead acts of worship in the Catholic school	√ I	
Qualifications and Training		
1. Degree + QTS	√ AD	
2. Evidence of continuing professional development in preparation for DHT post	√ A	
3. Catholic Certificate in Religious Studies (CCRS)		√

4. Willingness to undertake CCRS within 2 years of appointment	√ A I	
Experience		
5. At least 5 years teaching experience	√ ARI	
6. A record of successful teaching	√ ARI	
7. Experience of teaching more than one key stage	√ ARI	
8. Experience of effecting change in teaching, learning or curriculum either at class, phase or whole school level	√ ARI	
9. Experience of leadership and management roles within a primary school;	√ ARI	
10. Involvement in school self-evaluation and development planning		√
11. Demonstrable experience of successful line management and staff development	√ ARI	
Professional Knowledge and Understanding		
12. Understanding of high-quality teaching, and the ability to model this for others and support others to improve	√ AI	
13. Understanding of school finances and financial management		√ I
Promoting the welfare of children		
14. A good understanding of up to date policy and practice with regard to Safeguarding	√ I	
15. A working understanding of the Designated Safeguarding Lead and a willingness to undertake this training.	√	
16. A good understanding of wellbeing and child mental health issues		√
Professional Skills and Abilities		
17. Evidence of building effective working relationships, especially with the Headteacher, staff, governors and parents	√ RI	

18.	Data analysis skills, and the ability to use data to set targets and identify weaknesses	√ AI	
19.	Effective communication skills	√ AI	
20.	Ability to communicate a vision and inspire others	√ AI	
Personal Qualities			
21.	Evidence of leading by example; demonstrating good interpersonal skills,	√ RI	
Other			
22.	Understand and support the Catholic ethos of our Catholic School, including the spiritual development of the pupils and the school's role within the community.	√ AIR	
23.	Evidence of a strong commitment to Catholic education;	√ AIR	

A – Application form
D – Documents
I – Interview
R - References

References

- Positive and supportive reference from the Priest where the applicant regularly worships; in good standing with the Church; reference without reservation.
- Positive recommendations in professional references, without reservation



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