

Chief Standards Officer (incorporating Headship of St Augustine's School)



**Based at St Augustine's RC Secondary School, with travel to the coastal primaries.
Working for the St Cuthbert's Roman Catholic Academy Trust, within the Diocese of
Middlesbrough.**

Our Coastal Primaries

Our Lady & St Peter's School, Bridlington

St George's RC School, Scarborough

St Peter's School, Scarborough



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Welcome from our CEO



"The glory of God is a human being fully alive." – St Irenaeus

Thank you for your interest in the pivotal role of Chief Standards Officer, Coastal. As we move towards our strategic vision for 2030, we are seeking a leader who is fearless in looking beyond their own needs to those of others.

St Cuthbert's is not just a workplace; it is a community that recognises Christ as our guide and inspiration. Our mission is to develop an organisation where every child, adult, and school flourishes. We view education not merely as a profession, but as an attitude, one that offers a generous and hospitable feast to which all are invited.

The Coastal Hub Opportunity

This role offers a unique professional challenge. You will serve as the Headteacher of St Augustine's Secondary School, whilst simultaneously driving educational standards in a central directorial role across our three coastal primary schools in Scarborough and Bridlington. You will be the architect of a seamless Catholic educational journey, ensuring that transition between phases is effective and contributes to the immediate success of pupils aged 2 to 16.

We are an ambitious Trust. We expect our leaders to model highly intentional teaching strategies and to believe deeply that what is essential for some learners is beneficial for all. In return, we offer a culture where success is celebrated and recognised.

If you are ready to "enlarge the place of your tent" and lead with integrity, faith, and ambition, we welcome your application.

With my prayers,

Rachel McEvoy

About St Cuthbert's RC Academy Trust

St Cuthbert's Roman Catholic Academy Trust (SCRCAT) is a forward thinking, faith-centred, multi academy trust, comprising fifteen Catholic primary and secondary schools across Hull, East Riding and North Yorkshire. United by our shared mission to Encounter, Learn, Grow and Flourish, each school retains its distinctive character while contributing to a strong and ambitious family of schools.

At St Cuthbert's, we are fearless in looking beyond our own needs to those of others. We serve diverse and unique communities, accompanying children and families on their journey, with a particular commitment to the vulnerable and disadvantaged, so that all feel welcomed, valued, and prepared to take their place in a just and caring society.

We promote a strong culture of vocation and excellence, delivering a rich, ambitious curriculum that prepares pupils for the next stage of their education and for life beyond school. Our work is rooted in Gospel values and the development of virtuous character, theological, moral, civic, intellectual and performance based, enabling children and young people to flourish academically, spiritually and personally.

The Trust is committed to supporting and developing its senior leaders through a highly collaborative model. Leaders benefit from strong strategic direction, expert educational support, high quality professional development, and effective central services, enabling them to focus on securing high standards, inclusive practice, and sustained school improvement.

We are seeking leaders who are passionate about Catholic education, committed to excellence, and ready to make a meaningful and lasting impact across our schools and communities.



About the Diocese of Middlesbrough

The Roman Catholic Diocese of Middlesbrough serves a diverse and vibrant Catholic community across North and East Yorkshire, including the cities of Middlesbrough, York, and Hull, as well as surrounding rural communities. Established in 1878, the Diocese forms part of the Province of Liverpool and has a rich heritage of faith, witness, and service across the region.

Following the retirement of Bishop Terence Patrick Draney in December 2025, the Diocese is currently led by Bishop Marcus Stock, Bishop of Leeds, who has been appointed Apostolic Administrator of the Diocese of Middlesbrough. In this role, Bishop Marcus is entrusted with the pastoral oversight of the Diocese, guiding its clergy, schools, and wider Catholic community during this period of transition.

At the heart of the Diocesan mission is a deep commitment to making Christ known and loved. Under the patronage of *Our Lady of Perpetual Help*, the Diocese seeks to nurture faith, hope, and compassion in every aspect of its life and ministry, from parish communities and education to social outreach and pastoral care.

The Diocese is home to more than fifty Catholic schools and academies, educating over 17,000 children and young people, including those within St Cuthbert's Roman Catholic Academy Trust. Working together, Catholic Trusts across the Diocese give expression to the Bishop's vision for excellent Catholic education, where children and young people encounter Christ in their daily lives and are formed to contribute to the common good.

With a heritage shaped by saints, martyrs, and monastic foundations, the Diocese of Middlesbrough continues to be a place where faith, learning, and service flourish together. It warmly welcomes leaders who are ready to embrace this mission and help shape the future of Catholic life and education across the region.





The Role

Chief Standards Officer, Coastal (incorporating Headship of St Augustine's School)

Based at St Augustine's School, Scarborough, with travel to the Coastal Primaries (2 x Scarborough & Bridlington), working for St Cuthbert's Roman Catholic Academy Trust, within the Diocese of Middlesbrough.

Job Title: Chief Standards Officer, Coastal (incorporating Headship of St Augustine's School)

Reports To: CEO / Trust Board

Location: St Augustine's School, Scarborough (with travel to Coastal Primaries)

Salary: L34-L38

Contract: Permanent, Full Time Standard Teacher Pay & Conditions

The Directors of St Cuthbert's RC Academy Trust invite applications from practising and committed Catholics for the post of Chief Standards Officer, Coastal.

"Be who God wants you to be and set the world on fire."

St Catherine of Siena

Are you a fearless Catholic leader ready to shape the future of education on the Yorkshire Coast?

St Cuthbert's Roman Catholic Academy Trust is seeking an exceptional Chief Standards Officer, Coastal (incorporating Headship of St Augustine's School).

This is a unique directorial-level opportunity for a practising Catholic to lead St Augustine's Secondary School as Headteacher, whilst simultaneously driving educational standards across our three coastal primary schools in Scarborough and Bridlington.

Our coastal primaries are as follows –

- Our Lady & St Peter's School, Bridlington
- St George's RC School, Scarborough
- St Peter's School, Scarborough

The Role

This is not a standard Headship. You will be the architect of a cohesive "Encounter, Learn, Grow, Flourish" strategy for our coastal hub. Working together with our Director of Chaplaincy and Primary RE Coordinator, you will ensure Christ is at the centre of our mission.



You will be a champion of highly intentional teaching strategies, ensuring that our curriculum is inclusive, ambitious, and rigorous. You will operate with the firm belief that "what is essential for some is beneficial for all," ensuring neurodiversity and inclusion are at the heart of our pedagogy.

We are looking for someone who:

- Is a practising Catholic with a burning desire to integrate Catholic Life and Mission into every aspect of school life.
- Has a proven track record of improving outcomes and raising achievement.
- Leads with humanity, building strong relationships and managing staff with empathy and psychological safety.
- Is a strategic thinker, capable of overseeing transition and standards from Early Years through to KS4.

Why Join St Cuthbert's?

- **A Hospitable Feast:** We are a community where everyone feels welcome and embraced.
- **Support & Growth:** We are the employer of choice for those building a future in Catholic Education.
- **Strategic Ambition:** Join us as we deliver our "Strategic Ambitions 2025-2030", creating schools where every child and adult flourishes.

What We Offer:

- A welcoming and inclusive school community rooted in our Catholic values
- Outstanding career development. We are committed to nurturing leadership potential at every stage, offering bespoke CPD, mentoring, and access to leadership programmes across our trust and wider networks.
- Strategic influence. You'll have the autonomy to shape the future of the academy while being supported by a strong governance and trust structure.
- Enthusiastic children who love to learn and grow in faith.
- A committed staff team and supportive Governing Body.
- Strong parish links and opportunities for spiritual development.



Job Description & Person Specification

Job Title: Chief Standards Officer, Coastal (incorporating Headship of St Augustine's School)

Reports To: CEO / Trust Board

Location: St Augustine's School, Scarborough (with travel to Coastal Primaries)

Salary: L34 - L38

Contract: Permanent, Full Time STPC

Main Purpose of the Role

To provide strategic and operational leadership as the Headteacher of St Augustine's Secondary School, while holding directorial accountability for educational standards across the Trust's three coastal primary schools. They will work with the Chief Standards Officer for Secondary standards at St Mary's College to align the school's achievement with that of the sister school. Using the exceptional practice and resources demonstrated there, to improve outcomes at an accelerated pace.

The postholder will be a practising Catholic, ensuring that Christ is at the Centre of our schools.

Working together with the Trust Director of Chaplaincy and the Primary RE Coordinator, you will lead the Catholic Life and Mission and RE, ensuring that all adults act as role models with the knowledge to spiritually awaken others.

Principal Accountabilities

1. Catholic Life, Mission & Religious Education

- Secure the Catholic ethos of the schools, ensuring that the glory of God is reflected in every student becoming fully alive.
- Collaborate intimately with the Trust Director of Chaplaincy and Chaplaincy teams to target young people on the margins and ensure all experience Christ.
- Oversee the quality of Religious Education and Catholic Christian Worship, ensuring it is exemplary and aligns with the Prayer and Liturgy document and the RED.



- Along with the headteachers across the Trust, ensure that Catholic Social Teaching is threaded effectively through the curriculum offer.

2. Strategic Leadership & Standards (Coastal Hub)

- Deliver the Trust's Core Offer to the schools in collaboration with and under direction of the CEO, the Chief Standards Officer for Secondary and the Chief Standards Officer for Primary.
- Act as the lead professional for Standards across the coastal schools, meeting the Trust's high expectations for achievement and improving pupil outcomes.
- Establish a culture where "essential for some is beneficial for all," ensuring inclusion is at the heart of all pedagogical decision-making.
- Analyse performance data across the hub to identify needs early and deploy specialist support effectively.
- Ensure transition between the coastal primary phases and St Augustine's is seamless, supporting the immediate success of pupils upon entry.

3. Quality of Education & Pedagogy

- Embed "highly intentional teaching strategies" across St Augustine's and the primary schools, ensuring teaching is adaptive so every child makes progress regardless of need.
- Champion the Trust's ambition that Reading is the core focus; ensuring fluency is a high priority to enable access to the wider curriculum.
- Champion a curriculum where foundational knowledge is paramount, specifically ensuring that transcriptional skills are taught with rigour so that students master automaticity and write with excellence.
- Ensure Oracy is embedded in classrooms so that quality talk is seen as an integral part of teaching and learning.
- Curate a curriculum that includes cultural experiences to ensure pupils gain the knowledge needed for long-term success.

4. Inclusion & Behaviour

- Uphold the principle that all are equally deserving of respect and protection and that children, regardless of need, are welcome in our schools.

- Working with the Director of Inclusion ensure all staff have knowledge and understanding of neurodiversity and the tools to ensure pupil success.
- Foster a climate where expectations in behaviour result in high standards of academic excellence and where pupils are not excluded from our schools.

5. Leadership of Staff & Organisation

- Build strong, nurturing relationships with staff, modelling the belief that "educating is not a profession but an attitude".
- Promote psychological safety in teams through courageous conversations.
- Collaborate with our Teaching School Hub to strengthen initial teacher training and staff and leadership development pathways.

Safeguarding

- *St Cuthbert's Roman Catholic Academy Trust is committed to safeguarding and promoting the welfare of children and young people.*
- The postholder will act as a Safeguarding Lead supported by the Director of Safeguarding and Attendance (DSL / DDSL dependent on structure), maintaining an environment where children are safe and feel safe.

Person Specification

Source Key: A = Application, I = Interview, R = References, CC = Checking Certificates

Criteria	Requirement	Essential / Desirable	Evidence
Faith & Ethos	Practising Catholic (Genuine Occupational Requirement).	E	A/I/R
	A deep understanding of Catholic Social Teaching and its application in a modern school setting.	E	I

Criteria	Requirement	Essential / Desirable	Evidence
	Ability to work together with Chaplaincy teams to spiritually awaken others.	E	I/R
	Proven experience of leading and promoting the Catholic Life and Mission within a school or trust.	E	A/I
Qualifications	Qualified Teacher Status (QTS).	E	A/CC
	NPQH or NPQEL (or working towards).	E	A/CC
	Degree level qualification.	E	A/CC
Experience	Substantial and successful experience as a Headteacher or Deputy Headteacher with a track record of raising standards.	E	A/I/R
	Proven experience of leading staff through strong relationships and effective change management.	E	A/I
	Experience in analysing complex data across multiple key stages (Primary and Secondary).	D	A/I

Criteria	Requirement	Essential / Desirable	Evidence
Pedagogy & Knowledge	Expert knowledge of "highly intentional teaching strategies" and adaptive teaching.	E	A/I
	Deep understanding of neurodiversity and inclusive practice ("essential for some, beneficial for all").	E	A/I
	Knowledge of the specific challenges and opportunities within coastal education.	D	A/I
Personal Attributes	"Fearless" in looking beyond own needs to those of others.	E	I
	Resilience and the ability to remain dependable under pressure.	E	I/R
	A commitment to treating all people with dignity, recognising differences in gender, ethnicity, and ability.	E	I



Ready to apply?

Please apply online for this role at

<https://mynewterm.com/trust/St-Cuthbert's-Roman-Catholic-Academy-Trust/4668>

Closing Date: Friday 6th February at 9am

Interview date: Tuesday 24th February 2026 / Wednesday 25th February 2026

Start Date: As soon as possible, or September 2026

Also attached are the following related documents for you to review

- Job description and person specification. The person specification sets out the criteria which is used to shortlist candidates for interview.
- Diocesan briefing note on practising catholic
- Diocesan statement on equal opportunities
- Safeguarding policy

Queries:

Informal chats with our CEO are welcomed. To organise please contact erharrison@smchull.org

An email will be sent to shortlisted candidates with details of the interview process. If you have not heard from us within a week of the closing date please assume your application has been unsuccessful.

St Cuthbert's Roman Catholic Academy Trust is committed to safeguarding children and young people. All post holders are subject to appropriate vetting procedures and a satisfactory enhanced Disclosure and barring disclosure.

Before making your application please note: In line with the "Keeping Children Safe in Education 2025" as part of the safer recruiting requirements, an online and social media search will be conducted as part of our safer recruitment processes, by Human Resources, and will only be undertaken if the (your) application is to be shortlisted. The aim of the search is to specifically check the candidate's (your) suitability for the job, and that there is nothing evident that would undermine it. By proceeding with your application, the applicant (you) is agreeing for the search to be undertaken.



*“St Cuthbert’s is a place where
community, compassion,
and high expectations come
together, making it a truly
rewarding place to lead”*

