Our Lady & St Peter RC School

"At St Cuthbert's RC Academy, we don't just offer a job - we offer a journey. Whether you're rooted in Catholic education or exploring it for the first time, you'll find a welcoming, values-driven community where your leadership can flourish"

Headteacher

Based at Our Lady & St Peter RC School, Bridlington, working for the St Cuthbert's Roman Catholic Academy Trust, within the Diocese of Middlesbrough.

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Welcome from our CEO

Thank you for your interest in the role of Headteacher at Our Lady and St Peter's in Bridlington, a super Catholic primary school within our Trust. This is an exciting opportunity to lead a community that is committed to the mission of Christ and to the flourishing of every child, from our very youngest in our two-year-old provision through to the oldest as they prepare for secondary school.

As a Trust, our mission is simple yet profound: to encounter, to learn, to grow and to flourish. At Our Lady and St Peter's, this mission is lived daily. Children encounter Christ and one another in a spirit of joy and welcome. They learn with enthusiasm, supported by a dedicated staff team. They grow in confidence, character, and faith. Together we flourish as a community rooted in Gospel virtues, service, and excellence.

I am seeking a Headteacher who will inspire pupils, staff, and families; who will lead with integrity and vision; and who will ensure that the school provides outstanding education and care. You will be supported by a collaborative leadership team within the Trust and by governors who are deeply committed to the school's Catholic mission.

Joining our academy means stepping into a leadership role with real impact and real opportunity. We invest in our leaders, offering clear pathways for career development within a supportive and forward-thinking trust.

If you are a leader with the faith, passion and drive to take this school into its next chapter, I warmly encourage you to apply. We look forward to welcoming a Headteacher who will nurture our children to encounter, learn, grow, and flourish, so that they may truly live life to the full.

With my prayers,

Rachel McEvoy

About Our Lady & St Peter's RC School

Nestled on the beautiful East Yorkshire coast, Our Lady & St Peter RC School is a vibrant, inclusive, and faith-driven primary academy serving the heart of Bridlington's community. As part of the St Cuthbert's Roman Catholic Academy Trust, we are proud to offer a nurturing environment where "Children are at the Centre – Jesus at the Heart" of everything we do.

Our school is a place of aspiration, compassion, and excellence, where pupils thrive academically, socially, and spiritually. With a strong Catholic ethos and a commitment to the mission of Encounter, Grow, Learn, Flourish, we provide a broad and ambitious curriculum that inspires curiosity and resilience in every child.

We are rated Good across all areas in our most recent Ofsted inspection, and we are recognised for our calm, orderly environment, high expectations, and strong culture of kindness. Pupils enjoy a rich array of opportunities, from debating clubs and sports competitions to residential trips and charity work that develop character and leadership.

We are excited to be launching Little Cuthbert's Nursery in Autumn 2025, expanding our provision to support children from age 2 upwards

Our facilities are modern, well-equipped, and available for community use, reflecting our deep-rooted connection to the families we serve

This is a unique opportunity to lead a school with a dedicated staff team, strong parish links, and a supportive Trust network. We are seeking a visionary leader who shares our values and is ready to build on our successes, champion our mission, and shape the future of Catholic education in Bridlington.

About St Cuthberts 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 Drainey 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

Headteacher

Based at Our Lady & St Peter RC School, Bridlington, working for the St Cuthbert's Roman Catholic Academy Trust, within the Diocese of Middlesbrough (for academies).

The Role

Location:	Based at Our Lady & St Peter RC School, Bridlington, working for the St Cuthbert's Roman Catholic Academy Trust.
Contract:	Permanent
Hours/ Working Pattern:	1FTE
Salary/ Hourly Rate:	To be discussed with candidates on appointment. In line with STPCD.
Closing Date:	20th March 2026 9am
Interview date:	25th March 2026
Start Date:	As soon as possible

Applications are invited from practising and committed Catholic Headteachers and School Leaders for the post of Headteacher at Our Lady & St Peter RC School

Are you a passionate and visionary leader ready to shape the future of a vibrant Catholic primary school? Do you believe in nurturing every child's potential through faith, love, and learning?

We are seeking a dedicated Headteacher who will lead our school community with integrity, compassion, and a deep commitment to the teachings of Christ. This is a unique opportunity to build upon our strong foundations and guide us into an exciting new chapter.

What We're Looking For:

- A practising Catholic with a clear understanding of Primary Education
- A proven leader who inspires excellence in teaching and learning
- A compassionate communicator who values relationships with pupils, staff, families, and parish

- A strategic thinker with the drive to raise standards and enrich our Catholic ethos
- A leader who will strengthen and grow our Catholic community, with a particular focus on developing our 2yearold provision and ensuring a seamless, faith centred transition for pupils progressing all the way through their primary journey and ideally on to St Augustine's School in Scarborough.

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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

You don't need to come from a Catholic education background to lead here — just a passion for education, a commitment to community, and the drive to make a difference

The school is part of the St Cuthbert's' Roman Catholic Academy Trust and is now part of a thriving organisation (secondary and primary schools) from Scarborough to Hull which presents amazing opportunities for career development and personal growth.

Job Description & Person Specification

Headteacher

Our Lady & St Peter RC School

Introduction

The school has been designated by the Secretary of State as a school with a religious character. Its instrument of government states that it is part of the Catholic Church and is to be conducted as a Catholic school in accordance with Canon Law, the teachings of the Roman Catholic Church and the trust deed of the Diocese of Middlesbrough. At all times the school is to serve as a witness to the Catholic faith in our Lord Jesus Christ. The post therefore requires a practising Catholic who can show by example and from experience that he or she will ensure that the school is distinctively Catholic in all its aspects.

This appointment is with the board of the school under the terms of the Catholic Education Service contract signed with the board as employers. It is subject to the current conditions of service for headteachers contained in the *School Teachers' Pay and Conditions* document and other current education and employment legislation. In carrying out his/her duties the headteacher shall consult, when appropriate: the board, the Diocese, the local authority, the staff of the school, the parents of its pupils, the parish(es) served by the school and other local Catholic schools, particularly where collaboration or federation is being developed.

This job description is based on the key areas identified in the *Headteachers' Standards* published by the Department for Education (2020).

The board and the Diocese acknowledge the importance of the role of the Catholic headteacher and will actively offer long term support, encouragement, affirmation and realistic challenge to the successful candidate.

The board and the Diocese are committed to safeguarding and promoting the welfare of children and young people and vulnerable adults and the headteacher must ensure that the highest priority is given to following the guidance and regulations to safeguard them. The successful candidate will be required to undergo an enhanced check for regulated activity from the Disclosure and Barring Service.

The core purpose of the headteacher is to set and implement the strategic direction of the school and to provide professional leadership and management to drive achievement of high standards in all areas of the school's[10] work, particularly in ensuring the provision of sustainable outstanding education through the preservation and development of its Catholic character.

The school's objectives relate to the provision of Catholic education and the school is part of the Catholic Church and, as such, is to be conducted as a

Catholic school in accordance with Canon Law, the teachings of the Catholic Church and the trust deed of the Diocese of Middlesbrough.

Therefore, the post of headteacher must be filled by a practising Catholic[11] who can show, by example and from experience, that he or she will ensure that the school is distinctively Catholic in all aspects.

Section 1: Ethics and professional conduct

Catholic headteachers are expected to demonstrate consistently high standards of principled and professional conduct inspired by Christ and His beatitudes[12] and exemplified by the self-cultivation of virtues, those qualities of character fundamental to the Catholic tradition: faith, hope, love, justice, solidarity, temperance, fortitude and practical wisdom. Catholic headteachers are expected to meet the teachers' standards and be responsible for providing the conditions in which teachers can fulfil them.

In addition, Catholic headteachers uphold and demonstrate the Seven Principles of Public Life at all times. Known as the Nolan principles, these form the basis of the ethical standards expected of public office holders:

- selflessness
- integrity
- objectivity
- accountability
- openness
- honesty
- leadership

Catholic headteachers are custodians of Diocesan schools and as such embody the abundant hope the Church has placed in education. Catholic headteachers are entrusted with the task of human formation in conformity with Christ and Church teaching and so uphold ecclesial and public trust in

school leadership and maintain high standards of ethics and behaviour. Both within and outside school, Catholic headteachers:

- build relationships of mutual respect rooted in the belief that all are made in the image and likeness of God[13] and at all times observe proper boundaries appropriate to their professional position
- show tolerance of and respect for the rights of others, recognising differences and respecting cultural diversity within contemporary Britain enabling each person to play their full part in building and sustaining the Common Good.
- uphold fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs understanding that such values are rooted in the Catholic understanding of dialogue[14] and the Church's social teaching[15].
- ensure that personal beliefs are not expressed in ways which exploit their position, pupils' vulnerability or might lead pupils to break the law, but are always orientated to the service of others in light of the Gospel.

As leaders of their Catholic school community and profession, headteachers:

- serve in the best interests of the school's pupils
- conduct themselves in a manner compatible with their influential position in church and society by behaving ethically, fulfilling their professional responsibilities and modelling the virtues of a good citizen of the Kingdom of God.
- uphold their obligation to give account and accept responsibility
- know, understand, and act within the statutory frameworks which set out their professional duties and responsibilities
- take responsibility for their own continued professional development, engaging critically with educational research to further the Church's mission in education
- make a positive contribution to the wider education system within and without the Catholic sector

Section 2: Headteachers' Standards

1. School culture

Headteachers:

- establish and sustain a Christ centred vision embodied in the school's Catholic mission, ethos and strategic direction in partnership with the parish and Trust, those responsible for governance and through consultation with the school community and Diocese
- create a Christ inspired culture where pupils experience a positive and enriching school life enabling them to flourish
- uphold ambitious educational standards which reflect the distinctive characteristics of Catholic education[16] and which prepare pupils from all backgrounds for their next phase of education and life
- promote positive and respectful relationships across the school community and a safe, orderly and inclusive environment which recognises an individual's dignity as made in the image and likeness of God
- ensure a culture of high staff professionalism rooted in mutual respect, subsidiarity and the pursuit of excellence

2. Teaching

Headteachers:

- establish and sustain high-quality, expert teaching across all subjects and phases, built on an evidence-informed understanding of effective teaching and how pupils learn
- ensure teaching is underpinned by high levels of subject expertise and approaches which respect the distinct nature of subject disciplines or specialist domains, and demonstrate how each discipline and domain contributes to the Christian vision of human flourishing to live life to the full.17

- ensure effective use is made of formative assessment

3. Curriculum and assessment

Headteachers:

- ensure a broad, structured and coherent curriculum entitlement rooted in the distinctive characteristics of Catholic education which sets out the knowledge, skills, values and virtues that will be taught
- establish effective curricular leadership, developing subject leaders with high levels of relevant expertise with access to professional and Diocesan networks and communities
- ensure that all pupils are taught to read through the provision of evidence-informed approaches to reading, particularly the use of systematic synthetic phonics in schools that teach early reading
- ensure valid, reliable and proportionate approaches are used when assessing pupils' knowledge and understanding of the curriculum

4. Behaviour

Headteachers:

- establish and sustain high expectations of behaviour for all pupils, rooted in love, justice and reconciliation and built upon relationships, rules and routines, which are understood clearly by all staff and pupils
- ensure high standards of pupil behaviour through the promotion of the virtues and courteous conduct in accordance with the school's behaviour policy
- implement consistent, fair and respectful approaches to managing behaviour
- ensure that adults within the school lead by example and model and teach the virtues characteristic of a good citizen

5. Additional and special educational needs and disabilities

Headteachers:

- ensure the school holds ambitious expectations for all pupils with additional and special educational needs and disabilities in light of the principles of Catholic Social teaching[18]
- establish and sustain ethos, culture and practices rooted in the distinctive characteristics of Catholic education that enable pupils to access the curriculum and learn effectively
- ensure the school works effectively in partnership with parents, carers, parish and professionals, to identify the additional needs-and special educational needs and disabilities of pupils, providing support and adaptation where appropriate
- ensure the school fulfils its statutory duties with regard to the SEND code of practice

6. Professional development

Headteachers:

- ensure staff have access to high-quality, sustained professional development opportunities in all key and distinctive aspects, aligned to balance the priorities of whole-school improvement, team and individual needs
- prioritise the professional development of staff, ensuring effective planning, delivery and evaluation which is consistent with the approaches laid out in the standard for teachers' professional development
- ensure that professional development opportunities draw on expert provision from beyond the school, as well as within it, including Diocesan and nationally recognised career and professional frameworks and programmes to build capacity and support succession planning

7. Organisational management

Headteachers:

- ensure the protection and safety of pupils and staff through effective approaches to safeguarding, as part of the duty of care

- prioritise and allocate financial resources appropriately, ensuring efficiency, effectiveness and probity in the use of public funds reflecting the school's Catholic mission
- ensure staff are deployed and managed well with due attention paid to workload
- establish and oversee systems, processes and policies that enable the school to operate effectively and efficiently and that are rooted in a clear understanding of the Church's mission in education
- ensure rigorous approaches to identifying, managing and mitigating risk

8. Continuous school improvement

Headteachers:

- make use of effective and proportional processes of evaluation to identify and analyse complex or persistent problems and barriers which limit school effectiveness, and identify priority areas for improvement
- develop appropriate evidence-informed strategies for improvement as part of well-targeted plans which are realistic, timely, appropriately sequenced and suited to the school's Catholic context
- ensure careful and effective implementation of improvement strategies, which lead to sustained school improvement over time

9. Working in partnership

Headteachers:

- forge constructive relationships beyond the school, working in partnership with parents, carers, the parish, Trust, Diocese and the local community
- commit their school to work successfully with other Catholic schools and other schools and organisations in a climate of mutual challenge and support
- establish and maintain working relationships with fellow professionals and colleagues across other public services to improve educational

outcomes for all pupils

10. Governance and accountability

Headteachers:

- understand and welcome the role of effective governance, rooted in strategic stewardship of the Catholic mission in education, upholding their obligation to give account and accept responsibility
- establish and sustain a professional working relationship with those responsible for governance which is inspired by a Christ centred vision of human formation
- ensure that staff know and understand their professional responsibilities and are held to account
- ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties

Based on the 2020 DfE Headteachers' Standards published to articulate the additional responsibilities of headship in addition to the requirements of the teachers' standards but reflecting the ethos of the Catholic school and the vocational role of a Catholic headteacher in upholding the mission of the Church

Person Specification
Headteacher

Essential Criteria	**Criterion No.**	**Attribute**	**Stage Identified**
Faith Commitment	E1 E2	A practising Catholic (fulfilling the requirements of the Diocesan Briefing Note) Secure understanding of the distinctive nature of the	A/I/R A/I/R

	E3 E4	Catholic school and Catholic education Understanding of the leadership role in spiritual development of pupils and staff Experience of leading school worship	A/I/R A/I
Qualifications	E5 E6	Qualified teacher status Degree	A/CC A/CC
Professional Development	E7 E8 E9 E10 E11	Evidence of appropriate professional development for the role of headteacher Evidence of professional development relating to Catholic ethos, mission and religious education Evidence of recent leadership and management professional development Evidence of working with other schools/organisations/ agencies Evidence of appropriate safeguarding training at senior leadership level	A A/I/CC A A/I/CC A/I/CC
School Leadership and Management Experience	E12 E13 E14	Ability to articulate and share a vision for education within the context and mission of a Catholic school Ability to inspire and motivate staff, pupils, parents and the	A/I/R A/I/R A/I/R

	E16 E17 E18 E19 E20	board to achieve the aims of Catholic education To have successful experience as an effective deputy headteacher To have taken a key role in school self-evaluation and development planning An understanding of the relationship between the headteacher and the board in a Catholic school Experience of working constructively with parents Experience of monitoring staff performance Thorough knowledge and understanding of current educational issues	A/I/R A/I/R A/I/R A/I/R A/I/R
Experience and Knowledge of Teaching	E21 E22	Secure understanding of the requirements of the Religious Education Curriculum Directory and the National Curriculum Secure knowledge of statutory requirements relating to the curriculum and assessment	A/I A/I
Professional Attributes	E23	To have excellent written and oral communication skills (which will be assessed at all stages of the process)	A/I
Application Form and Supporting Statement	E24 E25	The form must be fully completed and legible The supporting statement should be clear, concise	A A

		(within the required word count) and related to the specific post	

Desirable Criteria	Criterion No.	Attribute	Stage Identified
Faith Commitment	D1	Involvement in parish community	A/I
Qualifications	D2 D3 D4 D5	Postgraduate level qualification National Professional Qualification for Headship (NPQH) Successful completion of Diocesan leadership programme CCRS/CTC (or equivalent) or commitment to obtaining the certificate	A/CC A/CC A/CC A/CC
School Leadership and Management Experience	D5 D6	Recent experience in a Catholic school Understanding of budget planning, staff deployment and effective use of resources	A/I A/I

KEY – STAGE IDENTIFIED

A	Application Form
I	Interview
R	References
CC	Checking Certificates

Ready to apply?

St Cuthbert's RC Academy warmly welcomes applications from individuals at all stages of their headship journey — whether you're an experienced leader or aspiring to take your first step into headship. We value diverse backgrounds and experiences, and we are keen to hear from those outside Catholic education as well as within, who share our commitment to excellence, integrity, and the transformative power of learning.

Please apply online for this role at

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

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 notes on practising catholic
- 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 search will be conducted as part of our safer recruitment

processes. This will be conducted 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 that. By proceeding with your application, the applicant (you) is agreeing for the search to be undertaken.

Diocesan statement on equal opportunities

We are committed to meeting the needs of our diverse community and aim to have a workforce reflecting this diversity. We are also committed to safeguarding and promoting the welfare of children, young people and adults. We have a robust child protection policy and all staff will receive training relevant to their role at induction and throughout employment at the school. We expect all staff and volunteers to share this commitment.

The panel is committed to ensuring that matters concerning appointments, including promotions, are dealt with in a fair and just manner. The panel believe that the principle of equal opportunity in selection is consistent with social justice and good personnel practice. This is in keeping with our Catholic aim to recognise the dignity and worth of all who work or apply to work in our organisations.

Our selection processes aim to select the best applicant assessed against the criteria for the post. We are subject to the law of the land and acknowledge our commitment to conducting our affairs in accordance with the law. The panel do not discriminate on grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, or sexual orientation

The Roman Catholic community maintains schools which have, as part of their character, a duty to provide Religious Education and a requirement that those schools be conducted in accordance with the rites, practices and traditions of the Roman Catholic faith. It would therefore be clear that where applicants are equal in qualifications and experience in the context of selection criteria for a post that a Roman Catholic applicant would have an advantage over an applicant not of the Roman Catholic faith in being able to contribute to the mission of the Church in Catholic education. The posts of executive headteacher, headteacher, deputy headteacher, head of religious education and chaplain are reserved for practising Catholics.

In fulfilling the objectives of Catholic schools, the panel have regard to matters which are particularly significant in the light of the sacramental teachings of the Church. Catholic teachers by their example and practice

are witnesses to the Gospels and to the Church's teachings. The panel would therefore, in line with its responsibilities, reserve the right to take account of circumstances which were genuinely within a person's control and which might include marital status, avowed personal conviction, belief or conduct.

St Cuthbert's is a place where community, compassion, and high expectations come together — making it a truly rewarding place to lead.