



The English
Martyrs

Catholic School and Sixth Form College



**BISHOP
HOGARTH**

Catholic Education Trust

Executive Headteacher

Application Pack



Proud to be a part of the
DIOCESE OF Hexham & Newcastle





**BISHOP
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Catholic Education Trust



Join our Trust as an **Executive Headteacher**



The English Martyrs Catholic School and Sixth Form College
Catcote Road, Hartlepool, TS25 4HA



L37 - L43
(potential enhancement for an exceptional candidate) NoR: 1481



Closing date: Monday 3rd March 2025, 9.00am
Interviews: Friday 7th March 2025



To commence 1st September 2025

Bishop Hogarth Catholic Education Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post will be subject to a satisfactory Enhanced Disclosure and Barring Service check. The school will consider carrying out an online search as part of the due diligence on shortlisted candidates.

As an employee of Bishop Hogarth Catholic Education Trust you may work from time to time in one or more of our Academies.

Dear applicant

I am delighted that you are interested in the role of Executive Headteacher at The English Martyrs Catholic School and Sixth Form College. As a valued member of the Bishop Hogarth Catholic Education Trust, The English Martyrs serves the community of Hartlepool and its surrounding villages on the North East coast. The school is highly regarded for its dedicated and professional staff, strong local reputation, and excellent modern facilities. It is a truly special place where students can grow and thrive.

As Executive Headteacher, the successful candidate will be a key member of our Trust Leadership Team, contributing to a Trust-wide remit that can be tailored to their strengths and experience.

Our students are at the heart of everything we do, and our work is guided by the teachings of Christ and the values of Catholic Social Teaching. We are committed to ensuring that every student feels safe, welcomed, and supported. This ethos extends to our staff, who benefit from a collaborative and empowering professional environment that values their expertise.

Our Trust is made up of thirty-five schools—thirty primaries and five secondaries—serving communities in Billingham, Darlington, Hartlepool, South Durham, and Stockton. The successful candidate will be joining a thriving community of 1,200 employees and over 12,000 pupils. As a nationally recognised Catholic Trust, we offer

our leaders bespoke support and outstanding professional development in a nurturing and aspirational environment.

We are proud of our strong school improvement offer, which provides unparalleled opportunities for professional growth. The successful candidate will work alongside highly experienced Headteachers and school standards colleagues who are leaders in their fields. Our Trust also runs a nationally recognised teaching school, as well as attendance, computing, and maths hubs, and an Ofsted Outstanding ITT programme, all of which enrich our schools and provide exceptional pathways for talent development.

At the core of our Trust are the principles of subsidiarity, solidarity, and the common good. Our Trust Directors support and challenge school leaders and local governing committees to ensure the highest standards of education. The Local Governing Committee of The English Martyrs, made up of experienced and dedicated leaders, plays a vital role in this mission.

This is an exciting opportunity for an exceptional leader to shape and strengthen the leadership team at Deputy and Assistant Headteacher level.

If you believe you have the skills, experience, and passion to lead The English Martyrs and be part of Trust-wide school improvement, I would love to hear from you.

Very best wishes,



Stuart McGhee
CEO
smcghee@bhcet.org.uk





BISHOP HOGARTH
Catholic Education Trust

Our Trust

The English Martyrs is a proud member of Bishop Hogarth Catholic Education Trust; a family of 35 schools across County Durham, Darlington, Hartlepool, and Stockton-On-Tees.

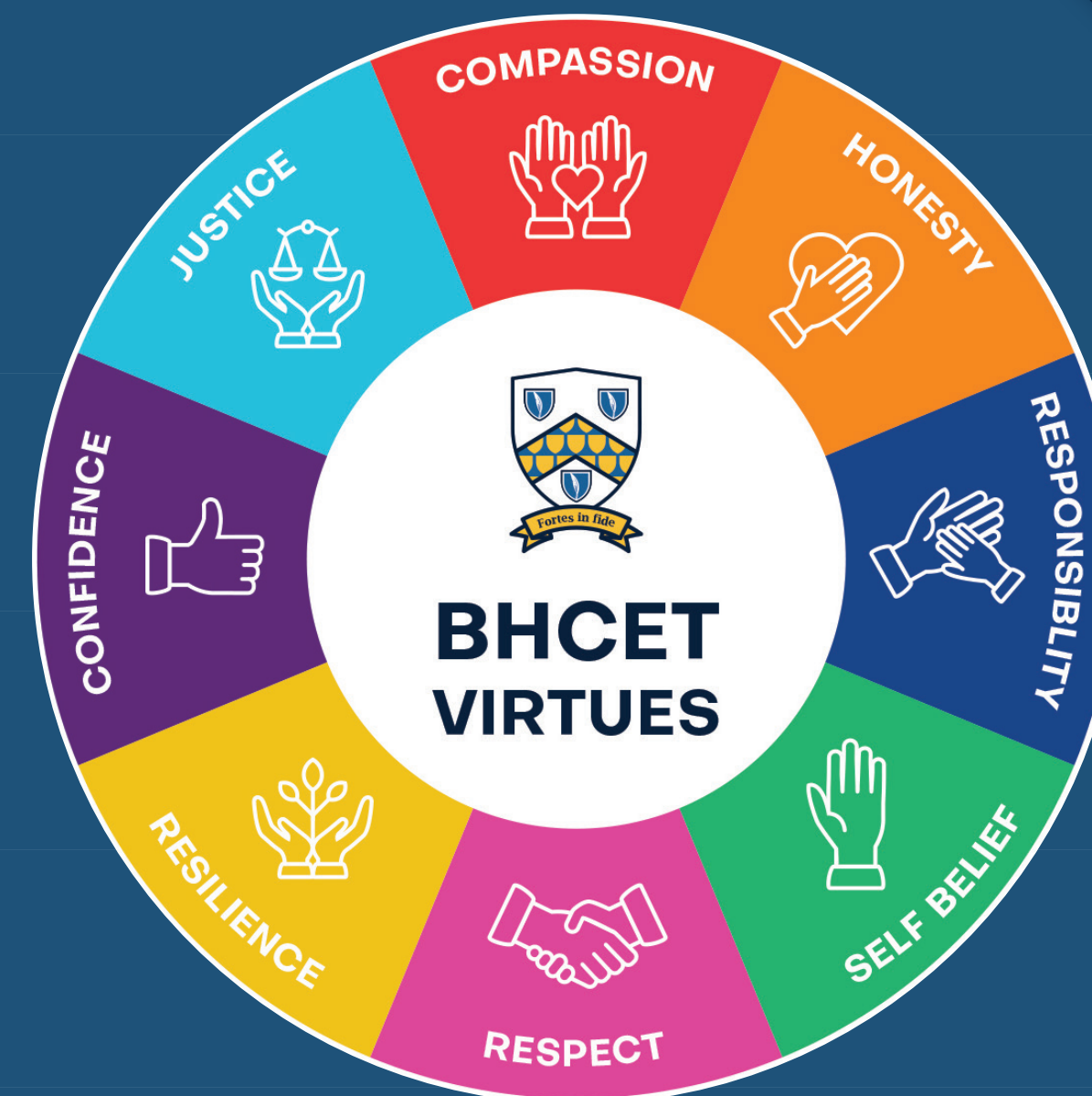
BHCET's mission is to provide the highest quality education, fostering a collaborative environment where resources and best practices are shared among our schools.

We are committed to the educational welfare of our pupils.
This is why we place Christ at the centre and children at the heart.



BISHOP HOGARTH
Catholic Education Trust

Scan the QR code to view our [school locations map](#)



JUSTICE & COMPASSION

We value fairness and empathy, treating others with kindness and understanding.

HONESTY & RESPONSIBILITY

We prioritise truthfulness and accountability, taking ownership of our actions and decisions.

CONFIDENCE & RESILIENCE

We foster courage and adaptability, empowering individuals to face challenges and overcome setbacks.

RESPECT & SELF BELIEF

We embrace diversity and individuality, fostering an environment where everyone feels valued and confident.



**WATCH
OUR VIDEO**

The Diocese of Hexham and Newcastle and Directors of Bishop Hogarth Catholic Education Trust invite applications from practising and committed Catholic leaders for the post of Executive Headteacher. Initially this will be based at The English Martyrs Catholic School and Sixth Form College with a Trust-wide school improvement responsibility, but this could increase to more than one school. The post will commence 1st September 2025.

As Executive Headteacher and a member of our Trust Leadership Team, you would also oversee a Trust-wide remit, which can be shaped to fit the talents and experience of the successful candidate following appointment.

Unlocking Potential in Our Students and Staff

The English Martyrs has a proven track record of excellence, boasting modern facilities, a thriving and growing Sixth Form, and a dedicated team of staff who share our passion for making a positive difference in the lives of our students. As you consider this exceptional opportunity, you'll have the chance to leave a lasting impact on our students, staff, and the wider Trust community.



We can offer the successful candidate:

- ✓ the opportunity to be a key part of a large, innovative and highly successful Trust with an excellent national reputation.
- ✓ a Trust that invests heavily and continuously in our staff where leaders work collaboratively to ensure the provision of great schools, with Christ at the centre and children at the heart.
- ✓ the support and expertise of Directors of subjects and the wider school improvement team
- ✓ the support and expertise of our own Teaching School Hub, ITT provider, Attendance Hub, Maths Hub, STEM enthuse partnership and Enrichment Hub.

We are looking for a leader who:

- ✓ is a practising Catholic.
- ✓ shares our vision for Catholic excellence and transformative education.
- ✓ has exceptional leadership skills and the ability to think strategically.
- ✓ is a dynamic, innovative and determined individual.
- ✓ has a proven track record as an outstanding practitioner, with excellent communication skills, committed to high standards.
- ✓ will inspire, challenge and encourage our young people and community.
- ✓ understands budget planning, staff deployment and how to effectively use resources.
- ✓ is committed to collaborative working within our CET, parish and school.
- ✓ values professional agency and fosters a supportive and inclusive environment.

Visit us

You are warmly welcomed to our school at any time, to see and feel what EMS is like on a typical day and to ask any questions you may have on an informal basis.



Professional Development

Our commitment to Continuous Professional Development (CPD) is deeply integral to all that we do, ensuring that every staff member can progress along their chosen path.

Being part of our Trust means you have access to a wealth of opportunities for collaboration, allowing us to shape best practices in teaching and leadership together.

Our CPD programmes are designed to enhance your knowledge and skill base, ensuring that growth and improvement are built into your leadership journey.

WE WORK WITH THE FOLLOWING DfE ACCREDITED HUBS

- **Carmel Teacher Training Partnership**
- **Tees Valley Teaching School Hub**
- **Archimedes NE Maths Hub**
- **Science Learning Partnership**

Our CTPP is recognised by the Department for Education (DfE) as being “among the best schools in the country to train and develop teaching professionals for the future.”

Executive Headteacher Job Description

The English Martyrs Catholic School is a proud institution with a deep-rooted Catholic identity. As a school with a religious character, it operates under the guidance of Canon Law, the teachings of the Roman Catholic Church, and the trust deed of the Diocese of Hexham and Newcastle. At its core, the school serves as a living witness to the Catholic faith in our Lord Jesus Christ, making this a unique and fulfilling leadership role for a dedicated and practising Catholic.

This is an exciting opportunity to work with the Board of The English Martyrs under the esteemed Catholic Education Service contract. As headteacher, you will play a pivotal role in leading the school community, supported by the current conditions of service outlined in the School Teachers' Pay and Conditions document and guided by the latest education and employment legislation.

In this dynamic role, you will collaborate with a wide range of stakeholders, including the Board, the Diocese, the local authority, dedicated staff, parents, and the parishes the school serves. Additionally, you will have the opportunity to build meaningful connections with other local Catholic schools, particularly in areas of collaboration and federation, making a lasting impact on the wider Catholic education community.

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 deeply value the vital role of a Catholic Executive Headteacher and are dedicated to providing unwavering, long-term support. You can expect encouragement, recognition, and constructive guidance as you lead the school community.

Safeguarding the welfare of children, young people, and vulnerable adults is at the heart of our mission. We are committed to upholding the highest standards, and an Executive Headteacher, you will play a key role in ensuring all guidance and regulations are rigorously followed to protect those in your care.

Please note that the successful candidate will undergo an enhanced check for regulated activity through the Disclosure and Barring Service.

This Executive Headteacher's role is central to shaping the school's future, driving its vision, and inspiring excellence. As a leader, you will set the strategic direction and provide professional guidance, ensuring the school thrives in delivering outstanding education. Your mission will be to uphold and nurture the school's Catholic character, embedding its values into every aspect of its work and fostering a vibrant, faith-filled community where students flourish.

As a proud member of the Catholic Church, our school is rooted in the teachings of the faith, guided by Canon Law and the trust deed of the Diocese of Hexham and Newcastle. This is more than a role—it is an opportunity to champion Catholic education, inspire generations, and make a lasting impact.



Section 1

Ethics and Professional Conduct

Catholic Executive Headteachers are expected to demonstrate consistently high standards of principled and professional conduct, inspired by Christ and His beatitudes, and exemplified through the self-cultivation of virtues—qualities of character fundamental to the Catholic tradition: faith, hope, love, justice, solidarity, temperance, fortitude, and practical wisdom. Catholic Executive Headteachers are also expected to meet the teachers' standards and provide the conditions necessary for teachers to fulfil them.

In addition, Catholic Executive 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** ✓ **Accountability** ✓ **Integrity**
- ✓ **Openness** ✓ **Objectivity** ✓ **Honesty**



Catholic Executive Headteachers are custodians of Diocesan schools and, as such, embody the abundant hope the Church places in education. They are entrusted with the task of human formation in conformity with Christ and Church teaching, thereby upholding ecclesial and public trust in school leadership and maintaining high standards of ethics and behaviour.

Both within and outside school, Catholic Executive Headteachers:

- ✓ Build relationships of mutual respect, rooted in the belief that all are made in the image and likeness of God, 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 contribute fully to building and sustaining the Common Good.
- ✓ Uphold fundamental British values, including democracy, the rule of law, individual liberty, mutual respect, and tolerance of those with different faiths and beliefs, understanding that such values are rooted in the Catholic understanding of dialogue and the Church's social teaching.
- ✓ Ensure that personal beliefs are not expressed in ways that exploit their position, pupils' vulnerability, or might lead pupils to break the law, but are always oriented towards the service of others in light of the Gospel.

As leaders of their Catholic school community and profession, Executive Headteachers:

- ✓ Serve in the best interests of the school's pupils.
- ✓ Conduct themselves in a manner compatible with their influential position in the 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 an account and accept responsibility.
- ✓ Know, understand, and act within the statutory frameworks that define their professional duties and responsibilities.
- ✓ Take responsibility for their 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, both within and beyond the Catholic sector.



Section 2 Executive Headteacher Standards

1. SCHOOL CULTURE

- Establish and sustain a Christ-centred vision embodied in the school's Catholic mission, ethos, and strategic direction in partnership with the parish, 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.
- Ensure teaching is underpinned by high levels of subject expertise and approaches which respect the distinct nature of subject disciplines or specialist domains, demonstrating how each discipline and domain contributes to the Christian vision of human flourishing to live life to the full.
- Ensure effective use is made of formative assessment.

2. TEACHING

- 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 that respect the distinctive nature of subject disciplines.
- Ensure a culture of high staff professionalism rooted in mutual respect, subsidiarity, and the pursuit of excellence.

3. CURRICULUM AND ASSESSMENT

- 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.
- Uphold ambitious educational standards that reflect the distinctive characteristics of Catholic education and prepare pupils from all backgrounds for their next phase of education and life.

- Establish effective curricular leadership, developing subject leaders with high levels of relevant expertise and 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.
- Promote positive and respectful relationships across the school community and maintain a safe, orderly, and inclusive environment which recognises an individual's dignity as made in the image and likeness of God.

4. BEHAVIOUR

- 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 that The English Martyrs works effectively in partnership with parents, carers, the parish, and professionals to identify the additional needs and special educational needs and disabilities (SEND) of pupils, providing support and adaptations where appropriate.
- Ensure the school fulfils its statutory duties with regard to the SEND Code of Practice.

5. ADDITIONAL & SPECIAL EDUCATIONAL NEEDS AND DISABILITIES

- 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.
- 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.



6. PROFESSIONAL DEVELOPMENT

- 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 consistent with the approaches outlined in the standards 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.
- Ensure high standards of pupil behaviour through the promotion of 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.

7. ORGANISATIONAL MANAGEMENT

- 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, 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

- Oversee a Trust-wide remit.
- Make use of effective and proportionate processes of evaluation to identify and analyse complex or persistent problems and barriers which limit school effectiveness, identifying priority areas for improvement.
- Develop appropriate evidence-informed strategies for improvement as part of well-targeted plans that are realistic, timely, appropriately sequenced, and suited to the school's Catholic context.
- Ensure careful and effective implementation of improvement strategies, leading to sustained school improvement over time.

9. WORKING IN PARTNERSHIP

- Forge constructive relationships beyond the school, working in partnership with parents, carers, the parish, Trust, Diocese, and the local community.
- Commit their school to working 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. EFFECTIVE GOVERNANCE

- Understand and welcome the role of effective governance, rooted in the 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, 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 operates effectively and efficiently within the required regulatory frameworks and meets all

Trust Executive Headteacher Person Specification			
ESSENTIAL CRITERIA	Criterion No.	Criterion No.	Stage Identified
FAITH COMMITMENT	E1	A practising Catholic (fulfilling the requirements of the Diocesan Briefing Note)	A/I/R
	E2	Secure understanding of the distinctive nature of the Catholic school and Catholic education	A/I/R
	E3	Understanding of the leadership role in spiritual development of pupils and staff	A/I/R
	E4	Experience of leading school worship	A/I
QUALIFICATIONS	E5 E6	Qualified teacher status Degree	A/CC A/CC
PROFESSIONAL DEVELOPMENT	E7	Evidence of appropriate professional development for the role of executive headteacher	A
	E8	Evidence of professional development relating to Catholic ethos, mission and religious education	A/I/CC
	E9	Evidence of recent leadership and management professional development	A
	E10	Evidence of working with vulnerable schools to improve outcomes	A/I/CC
	E11	Evidence of appropriate safeguarding training at senior leadership level	A/I/CC
SCHOOL LEADERSHIP AND MANAGEMENT EXPERIENCE	E12	Ability to articulate and share a vision for education within the context and mission of a Catholic school	A/I/R
	E13	Ability to inspire and motivate staff, pupils, parents and the board to achieve the aims of Catholic education	A/I/R
	E14	To have successful experience as an effective headteacher with significant secondary leadership experience.	A/I/R
	E15	To have taken a key role in school self-evaluation and development planning and supporting other schools with their self-evaluation	A/I/R
	E16	An understanding of the relationship between the headteacher and the board in a Catholic school	A/I/R
	E17	Experience of working constructively with parents	A/I/R
	E18	Experience of monitoring staff performance	A/I/R
	E19	Thorough knowledge and understanding of current educational issues	A/I/R

EXPERIENCE AND KNOWLEDGE OF TEACHING	E20	Secure understanding of the requirements of the Religious Education Curriculum Directory and the National Curriculum	A/I
	E21	Secure knowledge of statutory requirements relating to the curriculum and assessment	A/I
PROFESSIONAL ATTRIBUTES	E22	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	E23	The form must be fully completed and legible	A
	E24	The supporting statement should be clear, concise (within the required word count) and related to the specific post	A

DESIRABLE CRITERIA	Criterion No.	Criterion No.	Stage Identified
FAITH COMMITMENT	D1	Involvement in parish community	A/I
QUALIFICATIONS	D2	Postgraduate level qualification	A/I/R
	D3	National Professional Qualification for Headship (NPQH)	A/I
	D4	Successful completion of Diocesan leadership programme	A/CC
	D5	CCRS/CTC (or equivalent) or commitment to obtaining the certificate	
SCHOOL LEADERSHIP AND MANAGEMENT EXPERIENCE	D6	Recent experience in a Catholic school	A/CC
	D7	Understanding of budget planning, staff deployment and effective use of resources	A/CC A/I

KEY - STAGE IDENTIFIED	
A	Application Form
I	Interview
R	References
CC	Checking Certificates



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Apply now and become the next inspirational leader

If you wish to discover more about this exciting opportunity, need any further information or would like to have an informal discussion, please contact Will Bridge at Academicis, our recruitment partner, on wbridge@academicis.co.uk or by phone on 07825 346535/01223 907979

Closing date: 3rd March 2025
Shortlisting: 3rd March 2025
Interviews: 7th March 2025

Visit us

We are passionate about our school and want to fill it with staff who share the same passion, values and drive. You would be warmly welcomed to our school at any time, to see and feel what EMS is like on a typical day and to ask any questions you may have on an informal basis.

Tel: 01429 273790



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