



St Thomas More Catholic High School

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Headteacher: Mr D Watson BSc
Deputy Headteacher: Mr M Henderson BA
www.stmacademy.org.uk

DW/CP

22 January 2022

Dear Applicant,

Deputy Headteacher

Thank you for your interest in the above position of Deputy Headteacher at St Thomas More Catholic High School. This is a new position of a second Deputy Headteacher to further strengthen our senior leadership at an exciting time for the school. There is flexibility around the specific responsibilities of the successful candidate; these will be agreed with the Headteacher.

We are an 11 – 18 mixed, converter academy serving the Catholic community of the Tynemouth Priory Partnership (Diocese of Hexham and Newcastle). On December 1st 2020 we joined the recently formed Bishop Bewick Catholic Education Trust which will ultimately comprise of all of the North of Tyne Catholic schools. We have a well-balanced, genuinely comprehensive intake, which is one of our great strengths. The ability profile on entry is above the national average and free school meals uptake is below the national average. We have an excellent reputation locally and nationally for the quality of our ethos, teaching and learning, high achievement, and sustained improvement over time.

Ofsted last inspected the school in October 2017, confirming its status as 'Good' - *"Pupils make good progress because of their positive attitudes to learning, and the strong relationships they have with staff... The values of respect, tolerance and humility permeate the school and leaders' active promotion of pupils' social, moral, spiritual and cultural development is tangible and exceptional... There is a philosophy of continuous improvement in the school."*

The Diocese of Hexham and Newcastle also inspected the school in December 2014 under section 48 of the Education Act judging the school to be 'Outstanding' - *"The Catholic Life of St Thomas More Catholic Academy is outstanding in the way it lives out its mission to the school and wider community."* This is reflected in strong parental support for and confidence in the school. The school website will give you an insight into our work and ethos:

www.stmacademy.org.uk.

ACHIEVEMENT

High levels of achievement at GCSE, and A Level, and across the full ability range.

2019:

- 4+ English and Maths 69%
- 4+ EBacc 38%
- 25% of all GCSE grades awarded were 9-7 grades
- KS5 Average Points per entry: Academic 34.1, Vocational 37.5
- 32.2% A*/A, 52.3% A*-B, 99.7% A*-E

While we are proud of the achievement levels, we are constantly striving to continue to improve in all areas. Results are based on excellent classroom practice, a strong focus on teaching and learning, high expectations, a culture of aspiration, and a commitment to continuous improvement. Our ethos, values and belief in human potential are central to all our work and to our success in academic terms.



St Thomas More Catholic High School is a member of the Bishop Bewick Catholic Education Trust, a company limited by guarantee registered in England and Wales under company registration No 7841435. Registered Office: Fenham Hall Drive · Newcastle upon Tyne · NE4 9YH

PROFESSIONAL DEVELOPMENT

We have succeeded in establishing a very strong culture of learning, development and improvement among staff. This has been recognised regionally and nationally and is reflected in our involvement in local Teaching School Alliances and the full range of professional development for all staff, with a particular emphasis on classroom practice and on developing leadership at all levels. Our work is characterised by staff working together as teams, using observation extensively for developmental purposes, collaboration and sharing good practice, and mutual support. Our collaborative approach also extends to working with other schools. We have dedicated professional developmental time each Tuesday afternoon and there are many opportunities for staff to deliver CPD activities both within school and at local level. The establishment of the Bishop Bewick Catholic Education Trust is creating excellent opportunities for our leaders to work with colleagues from other schools to shape the way Trust will operate. We see great potential in working with both secondary and primary schools and we would expect the successful candidate to play a leading role in this.

PASTORAL AND ACADEMIC ORGANISATION

In Year 7 children are in mixed-ability form classes, and they remain in the same class for pastoral and social purposes throughout the main school. This provides security, stability and continuity. They are taught in their mixed-ability class for all subjects in Year 7, except Maths where setting is introduced in the Autumn Term. From Year 8 onwards subject setting is introduced in several areas, and these arrangements are extended and refined as students move through the main school. Setting is always by subject, it is flexible and reviewed regularly. It is designed to keep expectations high for all students, to avoid negative labelling, and to ensure that all are supported and challenged to reach their full potential. Our current pastoral structure comprises a Head of Year and Assistant Head of Year for each year group, a Head of KS3, an Assistant Headteacher Pastoral, an Assistant Headteacher Head of Sixth Form and a Deputy Headteacher with overall pastoral responsibility. In addition we have a Pastoral Support Team, which includes Learning Mentors, School Counsellor/Social worker, Pastoral Support Clerks, Home Liaison Officer. We also have a full-time School Chaplain who plays a key role in the life of the school.

Please refer to the application pack list of documentation enclosed with this letter. Governors will consider a relocation package for this post.

The closing date for application forms is **12.00 noon on Friday 4th February 2022**. Shortlisting will take place on **Wednesday 9th February 2022** and interviews will take place on **Thursday 17th February and Friday 18th February 2022**.

Applications should be sent to Mrs C Palgrave at school or via email cpalgrave@stmacademy.org.uk (a signature will be required at interview for applications submitted via email).

If you would like to arrange an informal discussion about the post or a visit to the school then please contact Mrs Palgrave.

Yours sincerely



Mr D Watson
Headteacher

Encs.

