



**All Saints Catholic College**

Love • Serve • Learn

# Recruitment Pack



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**November 2022**

# Welcome from the Chair of Governors



It is a privilege to serve as Chair of Governors at All Saints, and on behalf of our Governing Body, I welcome your interest in this vacancy and in our College.

Our Governors are a committed team, comprising representatives from across our community who bring varied professional expertise and skills, from both public and private sectors, to the leadership of the College. Our Senior Leadership Team are experienced professionals. We encourage applications from candidates who will enhance the skills and knowledge of the staff body.

We are looking for someone who will not only serve the interests of All Saints well, but who will also act as a strong and positive role model for our students as they continue their academic and spiritual journey towards adult and working life.

Following our 'Good' Ofsted judgement, received in November 2022, we continue our journey to outstanding, always striving to better serve our College community.

We are proud of our College, our students, for whom we have high expectations, and our staff body, who are dedicated to providing the best formation, education and pastoral support to our roll.

I encourage you to visit the College to see the students and staff at work in order to better appreciate what All Saints has to offer.

*T Atkinson*

'Those responsible for governance are focused on school improvement. They are healthily involved in the life of the school and have a good understanding of the school's strengths and areas for development. They help leaders to take account of staff workload and wellbeing ...' – Ofsted, November 2022

# Welcome from the Principal



Thank you for your interest in applying for the vacant position with the All Saints family. This is a perfect time to join our College; we are a “Good” school as identified by Ofsted in our recent inspection in November 2022, and “Outstanding” in terms of our S48 inspection by the Diocese of Leeds in June 2018.

We are a cohesive community, outward-facing and we are keen to continue to develop and deepen our relationship with our families, our partner primaries as well as, of course, our local parishes.

All Saints is a popular school and in 2023/24 will be full in all year groups. It is expected that this over-subscription will continue in coming years.

Our students come from diverse backgrounds from both Kirklees and Calderdale. We have very high expectations of all our students, both in terms of behaviour and academic performance. The college’s values and ethos are firmly underpinned by our strong Catholic faith which informs all we do.

We are looking to recruit ambitious individuals to work with the Senior Leadership Team and staff body to continue to raise standards and help our students fulfil their potential to the maximum. We seek someone with commitment and energy who will serve the whole college community academically, pastorally and spiritually.

The successful applicant will have the support, guidance and counsel of the Principal, Governors and staff, who have demonstrated their strong commitment to the school over many years.

I would very much encourage you to visit the College and find out more about us. If you think you have the right qualities, experience and knowledge to help to lead All Saints in our journey to outstanding, then please apply. I very much look forward to receiving your application.

*Karen Colligan*

# Working in the Diocese of Leeds



Thank you for taking the time to find out more about the role at All Saints Catholic College, Huddersfield, in the Diocese of Leeds.

All Saints is a lead school within the partnership of Catholic schools in Kirklees. In that respect, the Governors are looking for someone who has the vision to work with the school and support its partners through the opportunities and challenges over the next few years. The existing partnership is ambitious to see all schools achieve well, be judged good or better and become examples of best practice in serving the needs of their families and communities. The successful candidate is assured of a warm welcome from colleagues and will have every assistance in getting to know the local community of schools as well as the immediate school and parish community.

The Diocese of Leeds covers a wide geographic area encompassing eight local authorities mainly in West and North Yorkshire well served by a network of rail and motorway links. We have 80 primary schools, 13 high schools, a sixth-form college in Leeds and a residential non-maintained school for the deaf. Our smallest school is 20 students whilst the largest is 2,300 students serving both rural and urban areas. There are good partnerships between schools across the Diocese as well as within local deaneries and further networks with local authority schools. Also, within the Diocesan educational provision is our Catholic University of Leeds Trinity that is also the higher education partner to the teaching school alliance. The primary Principals from across the Diocese meet regularly and organise retreats both local and to Rome. The Bradford partnership offers another opportunity for joint working with similar events bringing the leadership of the schools together.

The Diocese offers a comprehensive programme of continuing professional development every academic year which is available on the website and open free of charge to all schools giving to the Diocesan school contribution scheme. In future years it is hoped that the teaching schools in the Diocese will also take a role in delivering the programme.

We hope that you will take this opportunity to apply for this exciting vacancy at All Saints Catholic College.

# Our College

All Saints Catholic College is a successful 11 – 16 voluntary aided comprehensive school with 900 students. The College is located in the town of Huddersfield, close to the Pennines, midway between Leeds and Manchester. Students come from multiple feeder Catholic primary schools and also from non-Catholic feeder schools across a wide geographical area. The College admission criteria are based on Catholic/Christian Faith and/or on students' attendance at feeder schools. A higher than average number of our students stay in education and training beyond age 16.

All Saints has a climate of high expectations where students make good progress in a diverse learning community and was judged to be a 'Good' school at the most recent inspection by Ofsted in November 2022. Ofsted reported that students enjoy their learning and feel safe and happy. This is because leaders have worked extremely hard to create an inclusive school. We were also judged "Outstanding" in the Section 48 Inspection in May 2018. Since the inspections, leaders and Governors continue to have a keen focus upon the key areas identified for development, and these are now being addressed. RE results have continued to improve and are above national average. Standards in English and Mathematics remain strong. Students know how to improve their skills and learn independently.

One of the College's aims is to include all students and ensure that they progress with qualifications and aspirations to lead a successful life whilst developing talents to serve others. College improvement has consistently focussed on improving outcomes for disadvantaged students. Teachers and support staff raise aspirations and encourage students to continue their education and training post 16. The NEET figure is consistently below national average. Students compete at regional level in basketball and athletics. There are opportunities to study academic subjects including the English Baccalaureate as well as GCSEs in creative arts, ICT and technology.

The 2023 cohort entered school with a Key Stage 2 Average Point score of 104.5. They achieved within the national range in KS4 outcomes with Progress 8 at +0.02. Religious Studies, French, History, Drama and Photography were higher performing subjects. Religious Studies and Drama have performed significantly above the national average (FFT) and French and Photography have seen a significant increase in performance compared to the previous year.

Much strategic work has been done to ensure progress is accelerated and bespoke interventions are employed for subgroups and individuals. We are a very outward-facing school and are working with other schools and the Diocese to share best practice for optimum outcomes. New systems have been put in place to ensure predictions remain accurate through a robust system of regular assessment and standardisation. SISRA Analytics is utilised as a managerial aid in the monitoring of progress.

The Senior Leadership Team of All Saints comprises six senior leaders as well as the Business Manager and PA/HR to Principal. The roles of the team are well-defined and linked into the School Improvement Plan (SIP). Senior leaders meet daily.

In September 2017, the College moved into a new building and sports centre. It has purpose-built facilities for all faculties including technology suites, a dance studio, a sports hall and innovative information technology services.

In September 2023, we completed improvement work on our former Caretakers Houses, now called the All Saints Annexe, to provide additional office and meeting space, and to also provide opportunities for the local community. The space also supports our examination processes.



# Our Mission

Our mission is to put Christ at the centre of our community. In loving and serving God and one another, we encourage everyone to flourish through learning.

# Our Motto

Love • Serve • Learn

# Our Focus Virtues

Virtues are qualities that we practise in order to help us become the best version of ourselves.

In our community at All Saints, we focus on 5 main virtues.

- **LOVE:** To do everything for God, for others and for self with kindness.
- **SERVICE:** To work together for the benefit of everyone.
- **FAITH:** To be guided by faith in all that we do, trusting in God.
- **COURAGE:** Doing the right thing even when it is difficult.
- **RESPECT:** To have respect for ourselves, each other, and our environment.





# Guidance for Applicants

Please refer to the Job Description and Employee Specification documents as they are an essential part of our recruitment and selection process.

The Job Description will provide you with information relating to the expectations of the position, and roles and responsibilities to be undertaken by the successful candidate.

The Employee Specification advises you of the criteria used to determine a candidate's suitability for the role, and details experience, skills and knowledge required for this position.

Should you wish to visit the College in advance of submitting your application, please email [hr@aschc.com](mailto:hr@aschc.com) and we will arrange a convenient time for you.

## Document Links

Application documents can be found on our website under the relevant vacancy heading using this link: [www.aschc.co.uk](http://www.aschc.co.uk)

## Completed Applications

Completed application documents should be emailed for the attention of Miss C Taylor to [hr@aschc.com](mailto:hr@aschc.com) in advance of the deadline.

Please note, CVs will not be accepted.

## Shortlisting

All applications will be shortlisted by the interview panel who will make their decision to interview based on how well applicants meet the job description and employee specification criteria.

## References

Referees of shortlisted applicants will be contacted via email prior to interview to request a reference.

## Interview

The interview is a two-way process – the panel will assess if you are the right person for the position, and you will be able to find out more about our College.

Through a range of different activities, you will have the chance to demonstrate your abilities and potential.

The interview may include (role dependent):

- A tour of the school
- Observation of teaching
- A task such as evaluating data or a report
- A presentation
- A formal interview

## Unsuccessful Candidates

Unsuccessful applicants can request feedback as a developmental opportunity by emailing [hr@aschc.com](mailto:hr@aschc.com).

# What we offer



**An attractive pension scheme for both teaching and support staff.**



**A high-quality wellbeing package including medical cover, counselling, physiotherapy, fast track medical cover, care service and a 24-hour GP helpline.**



**Access to Schools Advisory Service, which includes counselling, physiotherapy and menopause support.**



**Care First Advice - a 24/7 information and counselling service.**



**We are part of the Cycle to Work scheme. Tax free bikes and safety equipment can be payable by payroll deduction through a partnership with Cyclescheme.**

## Safeguarding

**All Saints is committed to safeguarding and promoting the welfare of children and young people. Therefore, we expect all workers, volunteers and employees to share this commitment. All appointments are subject to satisfactory pre-employment checks, including online searches and a satisfactory Enhanced Criminal Record with Barred List check through the Disclosure and Barring Service (DBS).**

**It is an offence to apply for the role if an applicant is barred from engaging in regulated activity relevant to children (where the role involves this type of regulated activity).**

**A conviction may not exclude candidates from appointment but will be considered as part of the recruitment process.**