



**CATHOLIC SENIOR  
EXECUTIVE LEADER  
RECRUITMENT PACK**

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MARCH 2024

DIOCESE OF  **SALFORD**

 **Romero**  
Catholic Academy Trust

# Welcome from the Diocese of Salford



**Thank you for expressing interest in this role as a Catholic Senior Executive Leader (CSEL) for one of our three diocesan Catholic Academy Trusts. I hope you find all the information required to discern the contribution you might be able to make to the growth of Romero into a flourishing organisation that brings a joyous aspiration to the young people in our care.**

The diocese of Salford has, comparatively speaking, launched the diocesan academy strategy sometime after those early adopters, meaning we have watched carefully how others initiated their plans and embedded them. We have the fourth largest education estate in England, so we are cautious and careful in what we do. Scripture (from Matthew) tells us to, "cast out our nets" so we do; we are also ambitious and innovative. The result is, we hope, a growing confidence in the emerging educational landscape in Salford, fully supported by diocesan trustees, the bishop and his educational team. You may be interested to read the numerous communications that are published in the education pages of the diocesan website, to better understand the context in which we are working through agency and collaboration.

Once Romero Trust is fully formed, it will be one of the largest educational providers in the country. It is a very exciting prospect. I am keen for you to understand the very close working relationship the other CSELs have with the bishop through myself and the diocesan education team. The landscape in Salford is that CSELs are part of that team; the strength of these relationships help measure our impact and in delivering the bishop's vision for our schools 2030: "Rebuilding the church, fit for future generations". This is a job, of course, but it is so much more: it is a demonstrable service of vocation and alignment of the mission of the church across all our schools' estate, the 'family of God in Salford'.

We look forward to receiving your application and, perhaps, meeting you, to discuss how you see yourself being part of that mission to bring joy through service to the Romero Catholic Academy Trust in the Diocese of Salford.

Yours sincerely in Christ,

A handwritten signature in black ink that reads "Simon Smith".

Simon Smith  
**Director and Episcopal Delegate for Education**  
**Diocese of Salford**

# Welcome from the Chair of Directors



**Thank you for your interest in the post of Catholic Senior Executive Leader at Romero Catholic Academy Trust. We hope that this information pack and the material on our website will provide you with information to support your application.**

What is distinctive about the Romero Catholic Academy Trust? As a Catholic Academy Trust, our first duty is to maintain and develop our schools as living faith communities inspired by the gospel. Inspired by our Catholic faith we are committed to provide the best education for all our pupils to ensure they reach their full potential.

Under the excellent leadership of our current CSEL, our Trust has grown from the six schools who originally joined Romero Catholic Academy Trust to fifteen, soon to be sixteen, schools. Developing strong relationships and local partnerships between our schools has been an essential driver to this growth.

Each of our schools has its own individual identity based on our shared values. The CSEL and central team ensure that the priorities and perspectives of each school can be heard within our Trust. Led by the CSEL and central team, our schools continue to further increase collaborative approaches where they work together for the benefit of their communities and the Trust as a whole. Our directors value strong relationships with the local governing bodies of the individual schools.

It is an exciting time to join the Trust, over the next few years, the Trust will quickly grow to include all the schools in the Trusteeship of Salford Diocese in Blackburn with Darwen, Calderdale and Lancashire. This growth will include the further development of the central team and services to provide the necessary support and challenge to our schools to ensure they all provide an exceptional Catholic education for our children.

The appointment of our next Catholic Senior Executive Leader is key to the continued development of the Trust. We are looking for an exceptional Catholic Senior Executive Leader with strong strategic capabilities and clarity of vision who will support and embrace the ethos of the Romero Catholic Academy Trust to lead the Trust into the future.

Yours faithfully,

A handwritten signature in dark ink, appearing to read "Angela Ager".

Angela Ager  
**Chair of Directors**

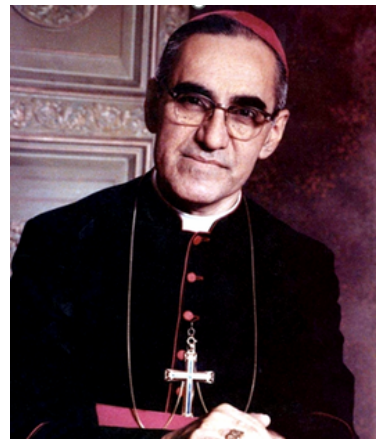
# About the Trust



**Our Catholic Academy Trust is named after Saint Oscar Romero and his values as a great and inspirational teacher and as a protector of all.**

Saint Oscar Romero stood out for his unwavering commitment to living out the Gospel, to providing a witness to the love of God in the face of violence. He was the Archbishop of San Salvador and he was murdered for criticising the government that kept people very poor. He shows us that we must see God in all people and work together to build God's kingdom of mercy, justice and love on earth.

Today, we can make a renewed commitment to follow in the example of our heroes of our faith to live a life faithful to Jesus. To turn our attention away from possessions and focus on the call to holiness.



***'Aspire not to have more, but to be more'***

**- St Oscar Arnulfo Romero**



# About the Trust



## Vision and values

Romero Catholic Academy Trust is a family of Catholic schools serving the needs of children and young people in the Diocese of Salford, covering the areas of Lancashire, Blackburn with Darwen and Calderdale. To achieve this, we will uphold four key values:

- **Faith:** to nurture our belief in God
- **Service:** to live out the responsibilities of our faith by serving others
- **Aspiration:** to aspire to fulfil the potential of each individual, created uniquely in the image of God
- **Collaboration:** to work collaboratively; sharing and fostering the strengths and expertise of all.

## Faith

- Inspired by the vision of Bishop John, we will provide an authentic passing-on of our Catholic faith.
- Our schools will be nurtured by the Word of God.
- Our pupils will come to an understanding of what it means to be loved by God and the responsibilities that come from loving God.
- Our schools are worshipping communities characterised by vibrant liturgy and prayer.

## Service

- We will always act in the service of the pupils in our care.
- In our schools we will educate our children to be the next generation of the stewards of God's creation.
- We embrace Catholic social teaching and work for the Common Good with a preferential option for the poor.
- We are outward facing, acknowledge our place in the wider educational system and accept our civic responsibility.



# About the Trust



SAINTS' CATHOLIC HIGH SCHOOL



## Aspiration

- We will work to fulfil the potential of each member of our community by providing an education that develops the whole person, including high quality Religious Education.
- Our schools will have a relentless focus on achievement. The quality of education in our schools will be 'at least as academically distinguished as that in the other schools of the area.' (Can. 806.2)
- Every member of our community will be provided with the knowledge, skills and attitudes needed to succeed in school and in the next stage of their lives.
- Through high quality and relevant continuing professional development, we will invest in our staff.
- Decision making will weigh up the Common Good and be made in a timely way.
- We will always focus on the solution to a problem.

## Collaboration

- A spirit of solidarity leads us to accept a shared responsibility for all.
- We recognise the concept of subsidiarity; that decisions will be made as locally as possible.
- Improvements across our family of schools will be secured by utilising the skills and experience in the trust
- Wherever possible, we will take care to involve and inform people in decision making.
- We believe in the importance of open, honest and positive communication.



# About the Trust



## Schools within our Trust:

### Primary Schools

- Christ The King RC Primary School
- Holy Trinity RC Primary School
- Sacred Heart RC Primary School
- St Annes and St Joseph's RC Primary School
- St Augustine of Canterbury RC Primary School
- St John Southworth RC Primary School
- St John The Baptist RC Primary School
- St Joseph's RC Academy
- St Mary Magdalene's RC Primary School
- St Mary's RC Primary School, Bacup
- St Mary's RC Primary School, Burnley

### Secondary Schools

- All Saints RC High School
- Blessed Trinity RC College
- Our Lady and St John Roman Catholic High School
- St Augustine's RC High School

# About the Role



**Romero Catholic Academy Trust is seeking to appoint an inspirational Catholic leader who will continue to develop the strategic direction and Catholic character of our Trust and its schools, inspiring and empowering staff at all levels.**

This challenging but rewarding role involves working directly with schools, local governing bodies, our central team, and our Trust board to ensure the best possible education and the most effective use of resources in our rapidly growing and friendly Catholic Academy Trust.

The appointed candidate will be a practising and committed Catholic role model with the ability to drive the ongoing development of the Catholic Life of our Catholic Academy Trust. They will ensure the very highest level of educational opportunities for all children across the Trust and support all our schools to continue to improve as required by the bishop in his exercising of his canonical responsibility for excellence (c806ii) in school.

We are seeking someone able to inspire and motivate, able to communicate with and influence a wide range of partners and stakeholders.

The successful candidate will demonstrate strategic leadership credibility, with the ability to engage and lead an organisation in a way that is authentic, collaborative, and robust. They will have a proven track record in building effective partnerships and networks to support an organisation's development and success.

If you feel you have the right skills and experience, we are looking for, then we will be delighted to hear from you.





# Job Description

**Post:**

Catholic Senior Executive Leader  
(Chief Executive Officer)

**Contract:**

Permanent or Fixed Term  
Contract considered

**Responsible to:**

The Board of Directors

**Start date:**

1st September 2024

**Salary:**

Leadership Spine Points  
L38 - 42, £117,067- £129,140

Relocation Package  
available

Salary will be reviewed  
annually and be  
commensurate with  
growth

**Location:** Romero Catholic  
Academy Trust Offices,  
travel will be required to  
any of our Trust schools

**PURPOSE OF THE ROLE**

The Catholic Senior Executive Leader of the Romero Catholic Academy Trust, working closely with the Trust's Board of Directors, will provide visible strategic leadership across the Trust and system leadership across the Diocese to drive achievement of high standards in all areas of the Trust's work.

**Key responsibility**

Strategic leadership across Romero Catholic Academy Trust to drive achievement of high standards in all areas of the Catholic Academy Trust's work, particularly by ensuring the provision of sustainable, outstanding education and financial performance while preserving and developing the Trust's Catholic character.

Performance of all academies and employees within the Romero Catholic Academy Trust. Management of all headteachers and identified senior central team leaders employed in the Trust

**Working hours**

This is a full-time permanent post. It is expected that the post holder will work flexibly to meet the demands of the Academy Trust and its governance structures

This appointment is with The Board of Directors. The post-holder will, by personal example, promote the Catholic ethos and mission of the Trust, ensuring that it permeates all aspects of Catholic life.

**DUTIES AND RESPONSIBILITIES****Strategy, Innovation and System Leadership**

- Providing Christ-centred, strategic leadership to Romero Catholic Academy Trust, role modelling its Catholic vision and values whilst inspiring and empowering others to share in achieving them.
- Supporting the Board's development of a robust strategic vision for the Trust, including engaging with other schools, academies and Trust's to grow at a progressive and sustainable rate and to merge with others where, in liaison with the Diocesan Department for Education, it is deemed appropriate.

- Holding to account on behalf of Directors the Trust's Central Team (e.g. the Chief Finance Officer and other senior professional and administrative service staff) and the Headteachers/Heads of School. Providing leadership and direction to them in delivering agreed strategies, improvement plans and programmes.
- Developing and implementing a workforce strategy incorporating effective deployment of staff across the Trust, performance management and the succession planning and development of future Catholic leaders.
- Working in close co-operation with the Chair of the Board and other Directors to ensure that the Trust's strategic priorities, as agreed with the Board, are fully aligned with its distinctive Catholic character, effectively integrated within the Trust's operational plans and programmes, and are delivered accordingly.
- Ensuring an effective strategy for building educational and leadership capacity ahead of need, working to grow system leadership within senior and middle leaders across the Trust and increasing the Trust's capacity to improve and provide support to others.
- To provide a translation of the Board's Strategic plan into the implementation of a clear operational plan to deliver this, alongside policy development.
- Providing a critical interface between Directors, Governance Professional, Local Governing Bodies, Headteachers and Central Team members within the Trust to ensure that protocols and processes exist to promote effective joint working and ease of communication.

### **Sustained high performance and standards**

- Ensuring that the capacity of the organisation is consistent with a requirement to deliver high quality Catholic education provision and related services in an efficient and effective manner.
- Promoting an attitude and a culture which values innovation and creativity
- Ensuring that rigorous performance management systems exist throughout the Trust designed to monitor and review the overall effectiveness of its provision and services and promoting continuous improvement across all areas.
- Championing individual and collective learning, development, and continuous improvement within the organisation.
- Oversee the company's fiduciary activity, including budgeting, reporting, and auditing.
- Assure all legal and regulatory documents are filed and monitor compliance with laws and regulations.



## **Collaboration, partnerships and external engagement and communications**

- Acting as the driving force for the ongoing development of the Catholic Life of the Trust, role modelling what system leadership means within Catholic education.
- In close co-operation with the Board of Directors, to provide leadership in developing and sustaining partnership working at a local, regional, and national level, to ensure the best for the children within the Trust (and beyond).
- Ensuring that the full organisational strengths and resources of the Trust are deployed to the maximum beneficial effect when working with partners to deliver sustained improvement.
- Developing and maintaining effective relationships with key partners/stakeholders on behalf of the Trust including but not exclusive to:
  - Diocesan Department for Education (see below)
  - Regional Director
  - Department for Education
  - Education and Skills Funding Agency
  - Catholic Education Service
  - Local Authorities
  - Trade Unions
  - Local teaching schools
  - Other CATs/MATs
  - Directors
  - School Leaders
  - Local Governing Bodies
  - Local parishes and parents/carers
- Developing programmes of local and regional engagement and communication within the Trust and its diverse communities, designed to deepen the Trust's own understanding of those it exists to serve and to enhance its provision; being sensitive to the individual ethos and needs of each of the Trust's academies.
- Engage as required/requested with Diocesan Director of Education, Department officers and other diocesan CSELs by reporting to and/or attending regular Joint CSEL meetings thus contributing to the wider Diocesan Catholic Academy Trust strategy.
- Develop and maintain the Trust's communications and incident management strategies, proactively ensuring communication and engagement through range of media – press, publications, websites, fundraising, social media, etc – is consistent with the mission, vision and values of the Trust.
- Act as the primary spokesperson for the company.

### **Robust and effective governance and effective governance and assurance**

- Ensuring that the Trust's financial viability is secure, firmly based on accurate analysis and reporting, and is able to meet needs of the Trust and its academies.
- Ensuring an effective culture of managing risk and taking opportunities exists at both operational and strategic levels across the Trust.
- Holding overall management responsibility for the governance of the Trust, ensuring appropriate systems, frameworks and training and development is in place to support this.

### **Accountabilities: safeguarding, inclusion and compliance**

- Acting as Romero Catholic Academy Trust's Accounting Officer and as such being accountable for the financial health and probity of the Trust. This aspect of the role "includes a personal responsibility to Parliament, and to the ESFA's Accounting Officer, for the financial resources under the trust's control. Accounting Officers must be able to assure Parliament, and the public, of high standards of probity in the management of public funds, particularly: value for money, regularity, and propriety" as set out in the Academy Trust Handbook.
- The post holder is also directly responsible on behalf of the Board for ensuring compliance with other externally imposed legislative/statutory and regulatory requirements and developing and maintaining quality assurance systems to monitor and evaluate the effectiveness of the Trust and the academies within it; including but not exclusive to the following areas:
  - Canon Law, the teachings of the Catholic Church and the Trust Deed of the Diocese of Salford
  - Safeguarding and Child Protection
  - Health and Safety
  - Data Protection and Copyright (GDPR)
  - Emergency Planning and Business Continuity, Equal Opportunities, Diversity, and Inclusion

### **Personal flexibility and resilience**

- The needs and requirements of the role of Catholic Senior Executive Leader are expected to change and evolve over time. This job description provides an outline of current priorities. The post-holder will be required to undertake other duties and responsibilities considered appropriate to the role.
- All duties and responsibilities must be carried out with due regard to the Romero Catholic Academy Trust's Health and Safety Policy.



- Post holders will be accountable for carrying out all duties and responsibilities with due regard to the Romero Catholic Academy Trust's Equal Opportunities Policy.
- Duties which include processing of any personal data, must be undertaken within the corporate Data Protection Guidelines (Data Protection Act 2018).

### **Review Date**

This job description will be reviewed annually but may be reviewed before this date should the duties change.

*As Romero Catholic Academy Trust is formed from Catholic schools, designated as such, the Directors are accountable to the bishop to ensure that each Academy is conducted as a Catholic school in accordance with Canon law and the teachings of the Roman Catholic Church so that, at all times, each Academy may 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 they will ensure that each school within Romero Catholic Academy Trust is distinctively Catholic in all its aspects.*

*Romero Catholic Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.*

*The applicant will be required to safeguard and promote the welfare of children and young people.*

*This post is exempt from the provisions of the Rehabilitation of Offenders Act 1974. A Disclosure and Barring Service (DBS) will be required prior to appointment.*

# Person Specification

## Essential

## Desirable

### Faith commitment

- A practising Catholic role model with the ability to drive the ongoing development of the Catholic Life of the Romero Catholic Academy Trust.
- Secure understanding of the distinctive nature of Catholic education and the Catholic Academy Trust's critical role in the spiritual development of pupils and staff.
- Understanding of and commitment to the provision of Religious Education in a Catholic School.
- Ability to clearly articulate the need to develop future leaders within Catholic education as well as the postholder's role in developing the Catholic Academy Trust aligned with the Diocesan Academy Strategy.

- Understanding of the Trust's role in its parishes and wider communities as well as in promoting community cohesion.

### Qualifications and training

- Educated to degree level or equivalent professional qualification.
- Evidence of commitment to continuing professional and personal development of self and others.
- Qualified teacher status.

- Postgraduate level qualification.
- Completed a Catholic leadership or formation programme.
- Trained System Leadership Role.

### Strategic leadership

- Ability to articulate and share a strategic vision within the context of the mission of a Catholic Academy Trust.
- Experience of successfully translated vision into reality by leading and managing organisational change and/or transformation initiatives.
- Ability to inspire and motivate.
- Ability to analyse data, develop strategic plans, to achieve successful outcomes.



# Person Specification

	Essential	Desirable
	<ul style="list-style-type: none"> <li>• Knowledge of what constitutes quality in educational provision and the characteristics of effective schools.</li> <li>• Ability to work strategically with a range of partners and stakeholders.</li> <li>• Evidence of leading strategic planning and financial management.</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrable experience of providing system leadership within a public, charitable or educational environment leading to sustainable improvement.</li> </ul>
Standards and organisational improvement	<ul style="list-style-type: none"> <li>• Ability to lead the development of organisational policies and procedures that align to the mission and vision of the Trust to drive improvement.</li> <li>• General understanding of all phases of education within the Trust (e.g. EYFS (Early Years Foundation Stage), Primary, Secondary).</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding of the place and function of RE (Religious Education) directory across all phases.</li> </ul>
Leading and managing staff and resources	<ul style="list-style-type: none"> <li>• Experience of leading staff teams, succession planning and performance management.</li> <li>• Experience of identifying training and professional development interventions.</li> <li>• Experience of working with those responsible for strategic and operational governance at all levels.</li> <li>• Direct experience in managing capability procedures, grievances and related challenging human resource matters.</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to delegate work and support colleagues in undertaking responsibilities whilst retaining overall accountability.</li> </ul>
Governance, accountability and compliance	<ul style="list-style-type: none"> <li>• Current and up-to-date knowledge and understanding of effective governance systems within a multi academy trust.</li> <li>• Ability to participate effectively in meetings with internal and external stakeholder.</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding of wider statutory compliance regimes related to charitable companies.</li> </ul>

# Person Specification

	Essential	Desirable
	<ul style="list-style-type: none"> <li>• Demonstrable experience in monitoring, analysing and reporting on an organisation's activity, outcomes and impact.</li> <li>• Knowledge and understanding of strategic, operational, and financial reporting requirements.</li> <li>• Sound knowledge of accountability frameworks.</li> </ul>	
Professional skills, qualities and attributes	<ul style="list-style-type: none"> <li>• Strong commitment to Catholic Education and the mission of a Catholic Academy Trust.</li> <li>• Experience of Leadership across complex organisations.</li> <li>• Strong communication, presentation, and interpersonal skills with the ability to influence a range of audiences and at all levels.</li> <li>• Ability to inspire and motivate.</li> <li>• Strong evaluation and analytical skills.</li> <li>• Proven track record in building effective partnerships and networks to support an organisation's development and success.</li> </ul>	
Inclusion, equal opportunity and safeguarding	<ul style="list-style-type: none"> <li>• Commitment to equality of opportunity and inclusion within a Catholic context.</li> <li>• Suitability to work with children and an understanding of and commitment to promoting a safeguarding culture.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of promoting diversity and inclusion.</li> </ul>
Confidential references and reports	<ul style="list-style-type: none"> <li>• A positive and supportive faith reference from a priest where the applicant regularly worships</li> <li>• Positive recommendation from current employer and an additional professional referee.</li> </ul>	

# Application Process



The Romero CAT application form must be fully completed. You should provide three referees including a faith reference from a priest where you regularly worship.

Please ensure that you provide a **separate, personalised supporting letter, bespoke to Romero Catholic Academy Trust to accompany your application form**. The letter should be a maximum of 1,300 words with normal margin settings and Arial font size 10. The CES application form restricts the amount that an applicant can write in a supporting statement, as a result this restricts applicants on elaborating on information around educational thinking and leadership and management experiences. Application reviews may be held on MS Teams to discuss applications with individual applicants in more detail.

At the end of all the application reviews, candidates will be notified if they have progressed to the next stage of the selection process.

## Candidate advice and guidance from Salford Diocese

Thank you for your interest in the post of Catholic Senior Executive Leader at Romero Catholic Academy Trust.

Within this information pack prepared by the Trust, you will have a copy of the Diocesan Equal Opportunities Statement adopted by the Trust and its schools. You will also note that the appointment will be under the terms of the Catholic Education Service contract. If you are not familiar with this contract, it can be found on the CES website.

The Trust's Board will offer the successful applicant a contract based on this CES model. As a possible candidate you may be uncertain about the contract in relation to your personal circumstances or previous teaching experience, especially if you are not currently teaching in a Catholic school. The diocese and the Trust Board are fully aware that everyone's experience and circumstances are unique, and we find that any concerns can sometimes be resolved through a confidential prior discussion. Therefore, we offer all candidates the opportunity to discuss these issues in complete confidence should they wish to do so. Please feel free to contact the Diocese prior to making your application or at any time during the appointment process.



# Application Process



## Important advice regarding faith references

As you are aware, the person specification for the post to which you are making an application states that you are asked to provide a 'positive and supportive faith reference from a priest where you regularly worship.'

At a time when priests are often assuming responsibility for larger pastoral areas it is becoming increasingly common for priests not to know parishioners as well as they might have in the past. In the light of this we offer the following advice when seeking faith references.

1. Speak to the priest before completing your application and ask if he agrees to you including him as a referee.
2. Provide him with an outline of: Your involvement in parish life e.g., Eucharistic minister, reader, etc. (it may be that currently you are not heavily involved in parish life due to other commitments); Your present post - school, areas of responsibility; The post to which you are applying - name of school, post, etc.

By following the above advice, you are able to prepare the priest for the reference request and so ensure it will be completed as fully as possible.

## Definition of practicing Catholic

"Christ at the Centre" is the adopted Salford Diocesan guidance which sets out our understanding of what it means to be a "practising Catholic" in relation to Catholic schools. The document can be accessed via the Catholic Education Service website.

## Bishop's Memorandum

As a minimum requirement it is the Bishops' Conference of England and Wales that expects that the posts of Headteacher, Deputy Headteacher and Head or Coordinator of Religious Education are to be filled by practising Catholics. Whilst these posts have traditionally been used in schools, other senior leadership posts, and terminology, have come about in practice, often as a result of collaborative working arrangements between schools. Terms which are being used more frequently, and which are not defined in legislation for example: Executive Headteacher, Associate Headteacher and Head of School. The principle to be applied is that this minimum requirement will apply to the most senior leadership post i.e. the person with overall responsibility for the day-to-day management of the school, and the person who is the second most senior person in the leadership team.

# Application Process

## North West Diocesan statement on equal opportunities in employment

The principle of equal opportunity for all is consistent with social justice and with the Christian ideal of recognising the dignity and worth of all who work or wish to work in our schools. The governing body is therefore committed to employment procedures which comply with discrimination legislation and do not discriminate on grounds of age, gender reassignment, race, colour, nationality, religion, sexual orientation, ethnic origin, marital status or disability.

We recognise and value the current and future contribution to our school of staff who while not sharing our Catholic faith make a strong and sincere commitment to the school's Christian values and Mission Statement.

The preservation and development of the quality and distinctive nature of Catholic schools depends on the faith, practice and commitment of the teachers in the schools, working with their Governing Bodies. Some teaching posts include specific responsibility for providing leadership and direction in the religious life and Catholic identity of the school and in these cases, there will be a requirement that the successful candidate is a baptised and practising Catholic.

### Central Team Structure



# How to apply...

To arrange an informal, confidential discussion regarding this role, please contact Laura McGuningle at Satis Education on 07931 384683 or email [Laura@satiseducation.co.uk](mailto:Laura@satiseducation.co.uk).

- **The closing date for application is:** Friday 12th April 2024 at 9:00am
- **Interviews will take place:** To be confirmed

Please read the information in this pack. If you decide to apply you should follow all the instructions outlined in the previous Application Process section.

**Please send your application to [admin@satiseducation.co.uk](mailto:admin@satiseducation.co.uk)**



**Romero**  
Catholic Academy Trust

[www.romerocat.com](http://www.romerocat.com)

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