

St. John Vianney R.C. School

Job Application Pack

Headteacher



Steps to Independence & Education for Life

Required for 12th April 2027

Headteacher

St John Vianney RC School

Rye Bank Rd,
Firwood,
Stretford
M16 0EX

Tel: 0161 881 7843

Headteacher: Mr A Moloney



St John Vianney RC School Full Time Vacancy; Headteacher

Full Time Contract from April 2027

Salary: *Competitive salary to be determined at interview. (Depending on skills and experience)*

The governors of this Roman Catholic day school for pupils with autism, learning difficulties and complex needs are seeking to appoint an outstanding Headteacher and proven educationalist with the vision and ambition to lead the school whilst building on its good reputation and continuing to strive for outstanding provision enabling each pupil to be the best they can be.

Each successful candidate will be:

- A practising Roman Catholic with first rate leadership skills.
- An experienced Headteacher or an ambitious Deputy Head ready to take their next career step.
- Dedicated to improving the life choices of all children.
- Committed to partnership with families and other agencies.
- Passionate about SEND, curriculum, pedagogy and creativity.
- Able to lead, manage and inspire.
- Committed to sustaining and developing the school and its Catholic ethos.

We will offer you:

- A lively, creative and inclusive school committed to improving the lives of children & young people.
- A supportive and friendly environment.
- The opportunity to work in strategic partnership with the Governors and members of the senior leadership team.
- An ambitious and hardworking senior leadership team consistently supporting the school on its journey to outstanding.
- A dedicated and enthusiastic staff team to work with.
- A governing body which is supportive and passionate about achieving the highest standards in all areas and committed to the professional development of staff.

Closing date for applications is 9:00am on Mon 2nd Nov 2026

Visits to school can be arranged during the week of 12-16th Oct 2026

Shortlisting will take place on Fri 6th Nov 2026

Invitations to interview will be sent out by the end of the week commencing 9th Nov 2026

Interviews are planned for the week commencing 23rd Nov 2026

To download an application pack and for more information about our school please visit our website:

www.stjohnvianneyschool.co.uk

To arrange a visit please call the school office on 0161 881 7843.

Please send completed applications to Lorna Hamilton via email: L.Hamilton@stjohnvianneyschool.co.uk

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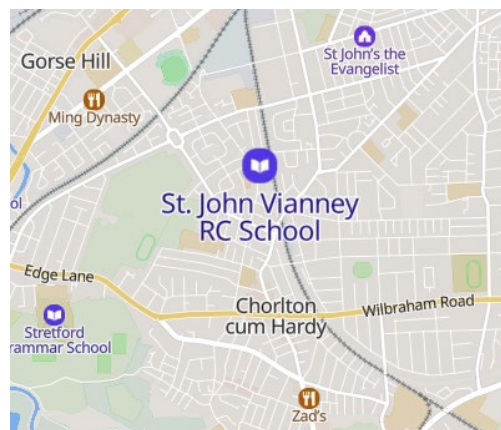
SCHOOL OVERVIEW



OUR DISTINCTIVE SCHOOL

St John Vianney RC Special School, a Diocesan managed school, sits geographically in Trafford's LEA. As a non-maintained school, it is governed by the Diocese of Salford Trustees, with delegated authority to the Governing Board, chaired by Fr Gerard Fieldhouse-Byrne (a Parish Priest in Bury, who is also the Salford Diocese' Episcopal Vicar for Education). The school attained Charity Incorporated Organisation status in Summer 2025.

St John Vianney school is the only special school in the Diocese of Salford and as such has a unique offer and status. All the children and young people of St John Vianney have EHCPs and come from many different LEAs for the specialist provision they require. Children and young people currently attend St John Vianney school from Salford, Trafford, Manchester, Stockport and Tameside.



SPECIALIST PROVISION AND RECOGNITION



Learners present with a range of needs and the school has an excellent reputation for providing appropriate and effective support and guidance. The school is nationally accredited for its excellent Autism provision. In January 2022, it was additionally awarded 'Enhanced Practice' recognition by the **National Autistic Society** and in January 2025 gained '**Advanced**' status with a report which reflects the **outstanding daily practice** provided for pupils with autism, the commitment of staff teams, the school curriculum and enrichment provision, engagement with parents and the nurturing and supportive culture now established across the school. The comprehensive report in January 2025 outlined the excellent progress made by the school in establishing high quality provision for SEND children and young people.

INSPECTION, SAFEGUARDING AND LEADERSHIP

In 2023 the school was subject to an **Ofsted** Ungraded (Section 8) Inspection and secured a '**good**' rating, the same judgement as its previous inspections, in 2013 and 2017. The leadership team was complimented well in the report together with the '**broad and exciting curriculum**'; the assessment and literacy development work; '**the consistent approach to managing school behaviour**'; the personal development programme; and the work of the Chaplaincy team. The safeguarding culture within the school was described as being '**strong**', with '**staff having a secure understanding of how to keep pupils safe**'. KD Safeguarding, an external specialist, audits safeguarding provision within the school to ensure ongoing high standards.



Mr Aidan Moloney was appointed, as Headteacher in spring 2018, and took up the post in September 2018. The remit he has been given is to lead the school on its journey to outstanding. In its Diocesan Section 48 Inspection in July 2019, the school was awarded '**outstanding**' in every area of the framework and in the overall judgement. Reporting on its excellent RE provision and wider Catholic ethos the report stated that '**St John Vianney is an outstanding school that is unique within the Diocese of Salford.**' (S48 report). In June 2026 it was subject to a 2-day Catholic School Inspection and once again was awarded 'outstanding' in every area and the report confirmed outstanding Catholic and SEND provision. The report identified that '**St John Vianney RC School lives its mission by celebrating the gifts of each member of its community**' and that '**Governors, staff, pupils and parents show the highest levels of pride, appreciation and loyalty for their school**'.

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OUR MISSION, CULTURE AND LEARNERS

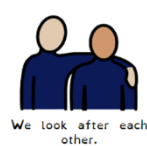
The school aims to provide an excellent education for children and young people grounded on the teachings of the Roman Catholic faith. The school is fully inclusive celebrating children and young people of all faiths and no faith. Staff and governors are committed to creating a happy and safe environment where children and young people enjoy their learning, have high self-esteem and achieve success. They are encouraged and supported to develop positive life skills and have high aspirations. St John Vianney school has a can-do culture, with a rich curriculum delivered through strong teaching by dedicated and talented staff. The school provides highly effective pastoral support and a nurturing environment, where children and young people are encouraged to develop a sense of personal responsibility and independence. Critical to the work of the school is preparing our children and young people for a fulfilling life beyond school.

Ensuring that the school's unique offer is fully inclusive is central to our Catholic mission and for many of our children and young people the school offers a refuge in which they feel confident to flourish. Often prior to their arrival at St John Vianney, many of the children and young people have experienced significant difficulties in mainstream settings. However, after their transition to St John Vianney they gain in confidence and security and are transformed due to finding an environment tailored to their specific and holistic needs.

Children and young people arrive in school with a variety of life experiences which are vital in creating a school where respect for each person is central to what we do. The daily life of the school is led by gospel values through which each person is celebrated as a unique child of God. The school aims to create a haven of success and achievement in which every learner is supported to reach their full potential.

Catholic Social Teachings at SJV

SJV is a selfless school...



LEARNING BEYOND THE CLASSROOM

The school offers many additional enrichment experiences and opportunities, ensuring every learner has the chance to 'have life to the full' (John 10:10). Through these experiences, balance and breadth of learning are created for learners, which stimulates their enthusiasm and promotes the relevant opportunities for holistic achievement.



A NEW CHAPTER FOR ST JOHN VIANNEY



In February 2021, the DfE announced that St John Vianney would benefit from direct Government funding for a SEND new build school. This project has taken a significant period of time to complete (5 years), and has provided an outstanding opportunity to further enhance provision and better meet the needs of SEND children. The leadership team in the school worked directly with the DfE's appointed team through a procurement process and Kier Construction through the two-phase building period. The new school is now complete with the hand-over on 28th August 2026.

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Required for April 2027

Headteacher

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M16 0EX

Tel: 0161 881 7843

Headteacher: Mr A Moloney



JOB DESCRIPTION

HEADTEACHER

Full Time Contract from April 2027

Salary: *Competitive salary to be determined at interview. (Depending on skills and experience)*

The post holder will be responsible for the general management of the school and the leadership of its staff, including the delivery of a highly attractive and stimulating curriculum, the promotion of excellent teaching and learning and the effective deployment of school resources.

OVERVIEW OF RESPONSIBILITY

This is a complex and wide-ranging role which will demand an exceptional leader and manager with conscientiousness and enthusiasm alongside skills in strategic planning and school management. If the role can be summed up in six essential priorities, they are to:

- provide general management which clearly conveys the school's mission and values;
- provide sound strategic planning, accounting for school factors and external drivers;
- provide leadership in the development and delivery of a broad and innovative curriculum;
- promote outstanding and stimulating teaching, learning and attainment;
- provide leadership in the pastoral support of all pupils;
- consistently deliver value for money through the effective deployment of financial, physical and human resources.

The Head Teacher will lead a cohesive and very effective Senior Leadership Team in providing outstanding leadership for the school, as it builds upon its excellent reputation and continually strives for outstanding provision for its young people.

Governors are seeking an individual who will lead staff and governors to build upon the school's strengths and ensure that the school is well positioned to enable its pupils to be the best they can possibly be.

School Mission Statement

"At St John Vianney School we celebrate the uniqueness of every child and the God given gifts they bring each day to our learning community.

Inspired by the example of Jesus Christ we are a school where every child and young person is highly valued and encouraged to give of their best.

Building on our Roman Catholic foundations we aim to foster an engaging, nurturing and safe environment, within which our children thrive and achieve their full potential.

Our St John Vianney family is dedicated to fostering independence and educating resilient, lifelong learners, who are empowered to enrich their own lives and those of others.

Mission & Ethos

The key areas of responsibility will be to:

- To lead and support the school's Catholic mission by being an exemplary role model in demonstrating the school's mission and values in all aspects of the role of Head Teacher.
- To ensure that the school's mission and values are demonstrated across the school and positively led by all staff.
- To support the Head of RE and Chaplain in developing and delivering Religious Education and Chaplaincy Programmes, which are soundly based upon the teachings of the Roman Catholic Church and promote understanding, reverence and community cohesion in a manner which fully engages pupils and staff.

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Senior Leadership Team & Governing Body

The key areas of responsibility will be to:

- To lead senior managers in the determination and oversight of the strategic direction of the school.
- To lead and coordinate senior managers on matters relating to all aspects of the school's general management including strategic planning, curriculum design and delivery, teaching and learning, pupil outcomes and resource deployment.
- To inform and advise the Governing Body and its committees on matters relating to all aspects of the school's general management including strategic planning, curriculum design and delivery, teaching and learning, pupil outcomes and resource deployment.

Strategic Planning

The key areas of responsibility will be to:

- To lead the school's strategic planning on a regular and timely basis to ensure provision is of an outstanding quality.
- To effectively identify and respond to pupil needs and external drivers.
- To ensure that plans are financially viable and supported by cost-benefit analysis.
- To manage the effective and rigorous monitoring of progress against objectives and targets within strategic plans.
- To lead senior staff in the preparation and production of the school's self-evaluation form (and associated action plans) and to monitor its implementation and delivery, leading to continuous improvement.
- To keep governors fully informed of the school's proposed strategic plans, gain their steerage, recommendations and support.

Leadership & Management

The key areas of responsibility will be to:

- To be responsible for the effective management of the school on a day-to-day basis, including ensuring the high quality of pupil aspiration and behaviour.
- To act as the line manager for senior managers.
- To carry out the recruitment, selection, deployment and discipline of managers, teaching and support staff.
- To encourage and promote effective appraisals and associated professional development of staff across all areas of the school.

Curriculum Development & Delivery

The key areas of responsibility will be to:

- To lead the continued development and delivery of a broad and innovative curriculum, which is tailored to the needs and abilities of pupils.
- To identify and develop opportunities for new programmes which meet the needs of pupils.
- To promote innovation and creativity in the design and delivery of all aspects of the school's curriculum, whilst maintaining high standards and producing outstanding outcomes.
- To maintain and further develop strong and productive collaborative links with a range of partners as a means of delivering a broad, high-quality curriculum for all pupils.
- To effectively use e-learning to make teaching and learning exciting, engaging and stimulating.

Teaching, Learning and Attainment

The key expectations will be to:

- To provide leadership to senior managers and subject leaders in ensuring that colleagues consistently deliver outstanding teaching and learning.
- To bring about continuous improvements in the standard of teaching and learning in all areas of the school.
- To utilise management information and data to monitor, analyse and improve the attainment and progress of pupils.
- To set challenging targets for all subject teams in order to promote consistently outstanding performance.

Pastoral Support and Care

The key expectations will be to:

- To ensure consistently excellent pastoral support and care for all pupils.
- To lead a community in which all pupils and staff are safe and protected.
- To ensure that communication regarding the support of and welfare for pupils is of the highest order, with both internal and external stakeholders.
- To ensure the design and delivery of the pastoral curriculum is effectively tailored to the needs and abilities of all pupils.
- To oversee systems and activities to ensure that pupils consistently act with respect for others, demonstrate good behaviour and promote community cohesion.
- To lead the identification and development of activities which meet the needs of pupils and support local and national initiatives (e.g., Safeguarding, the Prevent agenda, British Values).

Pupil Recruitment, Retention and Attendance

The key expectations will be to:

- To set and agree pupil recruitment targets and engage with local authority partners, parents and carers to achieve targets.
- To work with local authority partners, parents and carers to ensure the successful entry to the school for its young people
- To implement and monitor strategies to continually improve the attendance and retention of pupils.

Financial, Physical and Human Resources

The key expectations will be to:

- To ensure the sound financial health of the school.
- To manage the school estate and its physical resources to ensure an attractive and safe learning environment for pupils, staff and visitors.
- To deploy and manage staff in order to provide engaging, high performing teaching, learning and support services.
- To ensure all school resources support the health, safety and well-being of pupils.

Miscellaneous

The key expectations will be to:

- To act as a highly visible ambassador for the school and a prominent advocate for its interests, by developing and sustaining excellent links with a wide network of stakeholders within the Greater Manchester area and beyond.
- To ensure the safeguarding and well-being of all young people.
- To promote inclusivity and widening participation by contributing to the implementation and achievement of the school's Equality and Diversity policy.
- To ensure awareness of and compliance with, all health and safety requirements throughout the school.
- To take on any additional responsibilities and duties, commensurate with the post, as required by the Governing Body.

If the post holder has a particular need, every effort will be made to supply all necessary aids, adaptations or equipment to allow them to carry out all the duties of the job. The School will also look to provide any necessary CPD or training to ensure fulfilment of the role.

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Headteacher

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PERSON SPECIFICATION, HEADTEACHER

CRITERION	ESSENTIAL ATTRIBUTES	DESIRABLE ATTRIBUTES	ASSESSED BY
Holds appropriate academic and/or professional qualifications.	- Honours degree or equivalent - Recognised teaching qualification.	- Experience of autistic spectrum educational needs and development - Further management/academic qualification. - National Professional Qualification for Head Teachers	Application form.
Is able to commit to and lead on the Roman Catholic Mission and Ethos of the school.	- A practising Roman Catholic. - An appreciation of how a Roman Catholic School contributes to the development of a young person. - An appreciation of how a Roman Catholic School contributes to the wider community.	Knowledge and experience of working in the Roman Catholic sector.	Application form. Selection process.
Has a proven track record, at a senior level in a school or college.	- Can clearly demonstrate successful curriculum and/or pastoral management at a senior level. - Can clearly demonstrate successful resource management at a senior level. - Experience in setting and meeting challenging targets.	5+ years at a senior management level. - Senior management experience in a school for young people with special educational needs.	Application form. Selection process. References.

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Headteacher Person Specification

CRITERION	ESSENTIAL ATTRIBUTES	DESIRABLE ATTRIBUTES	ASSESSED BY
Is an exceptional leader.	- Has a proven record of leadership at a senior level. - Has demonstrable success in delivering high standards of performance.	- Demonstrable success in leading and managing new initiatives. - Mentoring and coaching skills.	Application form. Selection process. References.
Has the ability to think strategically and play a leading role in the strategic management of the school.	- Proven record of strategic planning responsibilities. - Ability to bring plans to a successful conclusion. - Ability to effectively review and evaluate progress.	- Experience of involvement with governing bodies. - Leadership of/major contribution towards three-year development planning at a whole-school level.	Application form. Selection process. References.
Is able to work effectively within a cohesive senior leadership team.	- Experience of working collaboratively and outside rigid boundary lines. - Experience of working as a member of a senior leadership team.	Experience of working as a member of a senior leadership team in a school for young people with special educational needs.	Selection process. References.
Has a sound understanding of educational policy and funding methodologies and their implications on provision.	- Broad practical experience and thorough knowledge of current and proposed education policy related to young people with special educational needs. - Broad knowledge of educational funding which influences provision for young people with special educational needs.	- Demonstrable success in developing new strategic initiatives. - Experience in developing income-generation opportunities.	Selection process.

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Headteacher Person Specification

CRITERION	ESSENTIAL ATTRIBUTES	DESIRABLE ATTRIBUTES	ASSESSED BY
Is able to represent the school in strategic discussions with a wide range of organisations and bodies.	• Experience of working with key stakeholders such as parents, governors, diocese and local authorities. • Experience of attending and contributing to external forums. • Experience of chairing meetings.	• Experience of chairing external meetings.	Application form. Selection process.
Has a willingness to undertake continuous professional development including coaching and mentoring.	• Evidence of a strong recent CPD track record.	• Evidence of training/development in school business activities, including income generation.	Application form.
Has a strong understanding of key school priorities, e.g. safeguarding, health and safety, equality and diversity, and their impact upon pupils.	• Good general understanding of statutory requirements and best practice within these areas.	• Previous experience of leading on safeguarding, the Prevent agenda, or equality and diversity agendas.	Selection process.

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Headteacher Person Specification

CRITERION	ESSENTIAL ATTRIBUTES	DESIRABLE ATTRIBUTES	ASSESSED BY
Personal Skills.	• Absolute integrity. • Humility. • Leadership skills of the highest order. • Excellent communication and interpersonal skills. • Well-honed analytical ability. • Determination and mental strength. • Energy, enthusiasm and a strong work ethic. • Well-developed sense of humour.	• Ability to effectively use IT as a management and communication tool. • Charisma.	Selection process. References.

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APPLICATION PROCESS



Before applying for this position, please read this application pack in full. It contains key information about the school, Job Description and Person Specification.

APPLICATION DOCUMENTS

Applicants are required to read, complete and submit **all** of the relevant documentation in the table below, returning via email to Lorna Hamilton at L.Hamilton@stjohnvianneyschool.co.uk

DOCUMENT NAME	DESCRIPTION/PROCESS	DOCUMENT
		(click on the link or double click on icon below to open document)
NOTES TO APPLICANTS	To assist in the completion of the application form and supplementary documents. To be read by all applicants before applying.	 Notes to Applicants Jan 2026.docx Notes to applicants
APPLICATION FORM	To be completed in full and submitted with initial application.	 Application_Form_-_Senior_Leadership. Application Form
RECRUITMENT MONITORING FORM	To help schools fulfil their duties under the Equality Act. Not obligatory. To be sent with initial application.	 Recruitment_Monitoring_Form_2026.doc Recruitment Monitoring
DISCLOSURE FORM	Mandatory. To ensure pre-employment checks are conducted in accordance with statutory requirements. To be completed and brought to interview in a sealed envelope and handed to the Interview Panel.	 Disclosure_Form.docx Disclosure Form
EQUALITY ACT, REASONABLE ADJUSTMENTS STATEMENT	To enable school to comply with their duties to make reasonable adjustments as prescribed by the Equality Act 2010. To be read by applicants prior to application.	 Equality_Act_2010_-_Reasonable_Adjust Equality Act
DISQUALIFICATION POLICY	To be read by applicants prior to application and sent in with initial application.	 Disqualification Policy 2026.docx Disqualification Policy
REFERENCE CONSENT FORM	To enable school to take up references listed in the application form. Mandatory. To be sent with initial application.	 Reference Consent Form 2026.docx Reference Consent
CHILD PROTECTION & SAFEGUARDING POLICY	To be read prior to interview.	Child Protection & Safeguarding Policy



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