ST ALOYSIUS' COLLEGE

CANDIDATE INFORMATION PACK

HEAD OF JUNIOR SCHOOL











INTRODUCTION

We are looking for an exceptional leader to become the next Head of Junior School at St Aloysius' College. This is an exciting opportunity to make a significant contribution to Catholic education and shape the educational experience of children in the heart of Glasgow.

Our new Head of Junior School will be committed to unlocking the potential of every child, nurturing curiosity, a love of learning and the confidence to develop their individual gifts and talents. They will lead a Junior School where high expectations, excellent teaching and learning, and outstanding pastoral care are underpinned by the College's distinctive Jesuit Mission and Identity.

An accomplished educational leader, the successful candidate will bring a clear vision for learning and teaching, inspiring and empowering colleagues to achieve the highest standards. They will foster a culture of professional collaboration, reflection and continuous improvement, using evidence of learning and pupil progress to strengthen practice and improve outcomes. They will recognise the importance of the Junior School years in shaping children's character, confidence and aspirations, ensuring every pupil feels known, valued and supported to flourish.

Working closely with the Principal and wider College leadership team, they will lead the continued development of the Junior School and strengthen the connections between the Junior and Senior Schools, providing a coherent and enriching educational journey for pupils.

We seek a creative, energetic and forward-thinking leader with the warmth, integrity and communication skills to inspire colleagues, build strong partnerships with families and contribute to the wider College community. Above all, they will be committed to our Jesuit Mission and Identity and to providing an exceptional foundation for every child's future.



JOB PURPOSE

To provide inspirational educational leadership, strategic direction and oversight of the academic, pastoral and spiritual development of the Junior School, its pupils and staff.

To provide exceptional leadership, building on the current strengths of the Junior School, celebrating its rich heritage as part of a Catholic, Jesuit school, and leading its continued development and improvement in learning, teaching and the formation of the whole person, for the greater glory of God and the common good.

To take responsibility for all matters connected to Junior School life, including Kindergarten and wrap-around care, and work closely with the Junior School Leadership Team and College Leadership Team to provide an outstanding educational experience and a coherent journey for pupils from Kindergarten through to the Senior School.

To be responsible to the Principal for promoting and developing the Catholic and Jesuit Mission and Identity of the Junior School, ensuring that these are reflected in its culture, curriculum, relationships and daily life.

MAIN DUTIES AND RESPONSIBILITIES

Strategic Vision and Direction

- Develop a clear and compelling vision for the future of the Junior School, in consultation with the Principal.
- Develop and implement a strategic plan that translates this vision into clear priorities, measurable objectives and sustained improvement.
- Communicate this vision effectively with all College stakeholders, building shared understanding, commitment and enthusiasm for the future of the Junior School.
- Work with the Senior Leadership Team to ensure a coherent and progressive 3-18 curriculum that builds on prior learning, meets the needs of all learners and supports a successful transition between the Junior and Senior Schools.



- Develop a culture of excellence in all areas of school life, where high expectations are matched by a commitment to innovation, reflection and continuous improvement.
- Lead the Junior School's self-evaluation and improvement planning, using evidence of learning, teaching and pupil experience to identify priorities and demonstrate progress.
- Ensure that all required arrangements are in place to facilitate inspections of the Junior School, leading preparation, professional engagement and follow-through on improvement priorities.
- Maintain and monitor an environment that promotes and safeguards the welfare of pupils and staff, with the safety, wellbeing and dignity of every child at the centre of decision-making.
- Promote high levels of attainment, progress and achievement for every learner, recognising and developing the different strengths, interests and potential of individual pupils.
- Ensure excellent support for all pupils, especially those with Additional Support Needs, so that appropriate support, challenge and opportunities are in place for every child to flourish.
- Create a culture of welcome and flourishing for all pupils, whatever their circumstances or background, fostering inclusion, belonging, confidence and aspiration.

Leadership and Management

- Provide overall leadership within the Junior School, embodying the College's Mission and Identity, inspiring colleagues and building a collaborative, inclusive and ambitious staff culture across the whole College.
- Shape and develop an effective Junior School Leadership Team, ensuring that roles, responsibilities, expectations and targets are clear and that leadership capacity is developed throughout the school.

- Set and communicate high expectations for professional practice, supporting colleagues to excel through constructive challenge, coaching and appropriate accountability.
- Build a culture of continual professional development, professional enquiry, collaboration and the sharing of effective practice.
- Build excellent relationships with staff, pupils, governors and parents, fostering trust, mutual respect and a shared commitment to the development of the Junior School.
- Be a visible and approachable leader, maintaining a strong presence in classrooms and throughout the life of the school.
- Manage competing priorities effectively, making sound, timely decisions and providing clear direction during periods of change.
- Identify and develop future leaders, delegating effectively and enabling colleagues to take ownership of initiatives and improvement.

Marketing, Communication and Engagement

- Act as a figurehead and be personally visible and actively involved in Junior School events.
- Engage regularly and openly with parents and carers, building positive, trusting relationships and communicating clearly about pupils' learning, wellbeing and development.
- Along with the College Leadership Team, contribute to a strong and effective admissions strategy, supporting the recruitment and retention of pupils through the quality of the educational experience and the strength of the Junior School community.
- Further develop networks and partnerships in Glasgow, including relationships with relevant local authority, educational, community and charitable organisations.
- Maintain excellent relationships with the Jesuit network of schools and the wider network of Catholic independent and state schools, sharing practice, developing partnerships and drawing on opportunities for collaboration.
- Work with College Governors to formulate, develop and review the College strategy and how this will be delivered, contributing the Junior School perspective to the long-term development of the College.
- Represent the Junior School and College confidently and positively, communicating their distinctive educational offer to prospective families and the wider community.



Academic and Educational Leadership

- Provide clear, ambitious and evidence-informed leadership of learning and teaching, setting a vision for excellent classroom practice and consistently high-quality learning experiences.
- Promote outstanding academic progress and achievement by all learners at all stages, setting appropriately high expectations and using evidence to identify and address barriers to progress.
- Ensure valid, reliable and robust approaches to assessing pupils' knowledge and understanding of the curriculum, using assessment information to inform teaching, provide appropriate challenge and support and monitor progress over time.
- Lead the quality assurance of teaching and learning to maintain the highest standards, including through classroom visits, lesson observations, professional dialogue, work scrutiny and the evaluation of pupil progress.
- Establish a culture in which feedback, professional reflection and collaboration help teachers continually strengthen their practice.
- Create a culture where all pupils can flourish, whatever their circumstances or background, with high expectations for every child and appropriate provision to meet diverse learning needs.
- Maintain an environment that promotes outstanding and inspirational teaching and stimulating and effective learning.
- Determine, organise, implement and monitor the academic curriculum and extra-curricular programme, ensuring breadth, progression, coherence and alignment with the College's educational vision.
- Implement a clear process of self-evaluation for all staff, supporting professional growth and accountability through clear objectives, constructive feedback and regular review.
- Ensure outstanding provision for co-curricular activities, recognising the importance of sport, music, drama, creativity, service and wider experiences in the formation of the whole person.

- Encourage staff to develop and share innovative and creative teaching strategies and methodologies, evaluating their impact and supporting the adoption of approaches that improve learning.
- Promote a curriculum that nurtures curiosity, independence, critical thinking, creativity and a lifelong love of learning.
- Work closely with colleagues across the College to develop continuity in curriculum, assessment, pedagogy and pupil support from Kindergarten through to the Senior School.

Religious Leadership

- Shape a culture in which young Aloysians are formed as people of faith who are women and men for others, committed to service, compassion, justice and the common good.
- Ensure arrangements are in place for daily worship and the spiritual life of the Junior School, integrating the College's Jesuit traditions and spirituality into the everyday experience of pupils and staff.
- Oversee the sacrament preparation programme, working collaboratively with College chaplaincy, clergy, families and parish communities.
- Seek opportunities to invite parents and carers into school liturgies and events to enhance and enrich the Junior School as a faith community.
- Promote an understanding of Jesuit education, including cura personalis, the formation of the whole person, reflection and service, in ways that are meaningful and age-appropriate for younger pupils.
- Ensure that the College's Catholic and Jesuit identity is evident not only in worship and religious education, but also in the quality of relationships, the care shown to each child and the values expressed in daily school life.

Management of School Finance and Operations

- Work with the Principal, Director of Finance and Operations, and other members of the College Leadership Team to ensure the appropriate deployment and management of all resources across the Junior School in support of the vision.
- Contribute to budget planning, resource allocation and operational decision-making, ensuring that resources are used effectively to support pupils' learning, wellbeing and wider development.
- Maintain oversight of the operational requirements of the Junior School, including Kindergarten, wrap-around care, staffing, timetabling, facilities and regulatory compliance.
- Balance educational ambition with sound stewardship of the College's resources, identifying opportunities to improve provision and value for money.



Other Senior Leadership Responsibilities

- Ensure the implementation of College policies and contribute to their review and development where appropriate.
- Oversee staff attendance and absence management, supporting staff wellbeing while maintaining continuity of provision.
- Support the Kindergarten Manager in the development of effective partnership working with the Care Inspectorate and other relevant regulatory bodies in relation to Kindergarten and wrap-around care.
- Oversee wrap-around care provision and Kindergarten, ensuring high-quality provision, effective leadership and compliance with relevant requirements.
- Undertake line management and Professional Review and Development (PRD) of relevant staff.
- Undertake lesson observations and other quality assurance activities to support excellent teaching, professional development and improvement.
- Lead the development and management of the Junior School timetable, ensuring effective deployment of staff and appropriate learning opportunities for pupils.
- Identify and promote professional development opportunities that respond to school priorities, individual staff needs and emerging developments in education.
- Undertake other responsibilities appropriate to the seniority and scope of the role, as agreed with the Principal

The Person

The successful candidate will be an inspirational educational leader who engages and works collaboratively with all stakeholders to promote the identity and mission of the College, building on its many achievements to date.

This is an opportunity for an ambitious and accomplished educational leader to shape the next chapter of the Junior School's development. We welcome applications from candidates with a range of leadership

backgrounds who can demonstrate educational vision, professional credibility and the capacity to lead an excellent school. Applicants need not currently hold a Headteacher or Principal position. We are interested in the quality of their leadership, their impact on learning and teaching, and their readiness to take on this important role.

Essential Criteria

Qualifications, Experience and Professional Commitment

- A practising Roman Catholic with a commitment to Catholic education and a willingness to develop a deep understanding of Jesuit education and the College's distinctive Mission and Identity.
- A recognised teaching qualification and substantial experience in education, including experience of senior or middle leadership with clear evidence of the capacity to lead at Head of Junior School level.
- Demonstrable experience of leading or contributing significantly to the improvement of learning and teaching, curriculum development and pupil outcomes in a primary or junior school setting.
- Evidence of successfully leading, developing and motivating colleagues, with the ability to establish high expectations and build a collaborative professional culture.
- Demonstrable ability to build positive and productive relationships with pupils, staff, parents and carers, and other members of the wider school community.
- A sound and current understanding of safeguarding, child protection, safer recruitment, health and safety, and relevant regulatory and inspection requirements, with a commitment to maintaining the highest standards of pupil welfare.
- Registration with the General Teaching Council for Scotland (GTCS), or eligibility and willingness to obtain registration before taking up the appointment.
- Where an appropriate headship qualification is not already held, a willingness to undertake relevant professional development or a recognised qualification in school leadership, as agreed with the Principal.

Knowledge, Skills and Attributes

- A clear educational vision and the ability to translate that vision into practical priorities, effective improvement planning and measurable progress.



- A strong understanding of effective teaching, learning, assessment and curriculum development, together with the ability to evaluate their impact on pupil progress and achievement.
- The ability to inspire, support and challenge colleagues, delegate effectively and develop leadership capacity throughout the school.
- Excellent verbal and written communication skills, with the ability to build trust, communicate difficult messages constructively and engage a wide range of audiences.
- Strong decision-making and problem-solving skills, including the ability to balance competing priorities and remain calm, fair and purposeful under pressure.
- A commitment to inclusive education, pastoral care and the development of the whole child, recognising the importance of academic, social, emotional, spiritual and physical growth.
- Energy, initiative and enthusiasm for working with pupils and staff, together with a visible, approachable and engaging leadership style.
- A commitment to professional reflection, innovation and continuous improvement, with the ability to evaluate new approaches and use evidence to inform decisions.
- A strong alignment with the values of Jesuit education and a willingness to contribute actively to the wider life and mission of the College.

Desirable Criteria

The following would strengthen an application but are not essential to appointment.

- Experience of leading or contributing to successful school inspections, external evaluations or quality assurance processes.

- Experience of strategic planning, self-evaluation and the use of attainment, progress and other evidence to inform improvement.
- Experience of staff recruitment, pupil admissions, retention and the development of a school's reputation and educational offer.
- Experience of budget management, resource allocation and operational planning.
- Experience of leading or overseeing Kindergarten, early years education, wrap-around care or provision subject to Care Inspectorate regulation.
- Experience of building partnerships with parents and carers, local organisations, other schools and wider educational networks.
- Experience of leading professional learning, coaching colleagues and developing future leaders.
- Experience of Catholic education, Jesuit education or working within a faith-based school community, alongside a willingness to deepen understanding of the distinctive educational tradition of the College.
- Experience of curriculum development and progression across different stages, particularly in supporting transition between primary and secondary education.
- Experience of developing co-curricular provision and opportunities that support the wider formation of pupils.

How to apply

This is an exceptional opportunity for an inspirational educational leader to shape the future of our Junior School, building on its strong foundations and contributing to the continued success of St Aloysius' College.

If you share our commitment to academic excellence, the formation of the whole person and an education rooted in Catholic Jesuit values, we would be delighted to hear from you.

We welcome applications from ambitious and dedicated individuals who are inspired by the opportunity to lead, nurture talent and make a lasting difference in the lives of young people.

To find out more about career opportunities at St Aloysius' College, please visit the Current Vacancies section of our website.

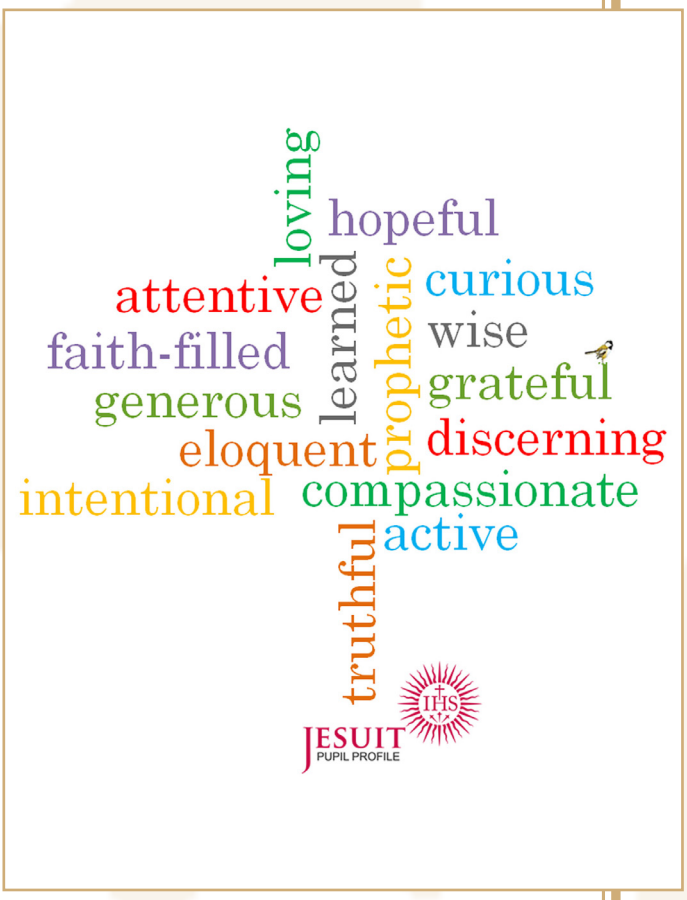
To apply for the position of Head of Junior School, please click here

Closing date for applications: **21 Dec 26**

St Aloysius' College is committed to safeguarding and promoting the welfare of children and young people. All appointments are subject to appropriate safeguarding and pre-employment checks.

WHY JOIN ST ALOYSIUS' COLLEGE?

Since 1859, St Aloysius' College has provided an education rooted in the Jesuit tradition, combining academic excellence with the development of the whole person. Our ethos shapes everything we do, inspiring young people to become confident, compassionate and ambitious individuals who make a positive difference in the world.



Joining St Aloysius' College means becoming part of a welcoming, ambitious and collaborative community, where colleagues are valued, talents are nurtured and every child is known.

The virtues of our Jesuit Pupil Profile guide not only the formation of our pupils but also the way we teach, lead and serve as a College community.

We offer:

- An exciting opportunity to lead and shape the future of our Junior School.
- A welcoming and supportive College community.
- The opportunity to contribute to the strategic direction and development of the wider College.
- A distinctive educational environment rooted in Jesuit values.
- Opportunities for professional growth and development.
- A competitive salary and benefits package.
- Access to staff wellbeing initiatives and benefits.

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