



Pope Francis
Catholic Multi Academy Trust



Head of Governance

"Unity happens when we walk together"

Pope Francis

Welcome to Pope Francis Catholic Multi Academy Trust

Thank you for your interest in our Trust. We currently have four secondary schools (including an associate member) and four primary schools with a number of schools set to join the Trust this year.

We are at an exciting turning point in our development journey. The recent White Paper has provided clarity to schools across the country and reinforced the centrality of Trusts within our educational landscape. At the same time, the imminent launch of the Archdiocese of Liverpool's Academisation Strategy means that we will be growing significantly. This provides a real opportunity for our Trust to build its capacity and help our schools provide the best possible Catholic education for every child in every school.

Our Trust is committed to supporting schools to provide the best possible Catholic education which:

- Enables pupils to grow in their love of God and their neighbour in an environment rich in worship
- Recognises the uniqueness of each child by being highly inclusive
- Focuses on every child becoming a reader and confident with numbers
- Secures high attendance to enable all to flourish and secure high outcomes
- Has a well-qualified and motivated team of adults in which the unique contribution of each is recognised and that staff are developed professionally and empowered
- Is outward facing and a place where the joy of the Gospel is lived out
- Enables children to learn in safe, clean, warm and well-maintained buildings with modern ICT facilities
- Is in a financially robust position that is monitored carefully, thus ensuring limited resources have the highest impact for all

We have a distinct approach in trying to work towards this goal. We understand that each school is unique and has its own distinctive community to serve with its own priorities. At the same time, we are a Trust and being part of a Trust family will help bring about school improvement in so many different ways but especially by collaboration. Our model is not a transactional one or one of entitlement but one of accompaniment, support and challenge within a family of schools.

Warm regards

Andrew Dawson
CEO



Our community

We are a family of Catholic schools, established by the Archbishop of Liverpool to serve children, families and communities through the mission of the Church. We currently have four secondary schools (including an associate member) and four primary schools with a number of schools set to join the Trust this year.

We are proud to serve:



8
Schools



3792
Children



528
Colleagues



Our mission and values

“Unity happens when we walk together.”

Pope Francis

Inspired by the Gospel and the teachings of Pope Francis, we are united in our mission to provide the very best Catholic education that encourages every person to strive, achieve and flourish, mindful of the needs of others, with no one left behind.

Our values, inspired by Pope Francis’ ministry and responding to the needs of those who we serve in our schools, are our way of working, learning, serving, and being. They inform our decisions, and guide us in our actions. They are our starting point for our future and our reflections on our past.



Joy

We believe that Christian joy flows from knowing we are loved by God.

Joy shapes our schools and our Trust as places of hope, excellence, celebration and encouragement, where learning is meaningful and pupils find joy in doing their best and achieving.



Mercy

We place compassion at the heart of our communities.

Guided by mercy, we respond with forgiveness, restoration and understanding, always believing in the God-given potential for growth and change in all people.



Service

We are called to serve others with humility and generosity. Through servant leadership, we put the needs of children, families and communities first, forming young people who use their gifts for the good of others.



Dignity

Every person is made in the image and likeness of God and has inherent worth and unique gifts. We honour dignity by welcoming all, listening deeply, and ensuring that everyone knows they are valued, included, and supported to flourish.



Solidarity

We are many parts, one body. We work together for the common good, standing alongside one another - especially the vulnerable - acting with unity, responsibility and shared purpose to achieve our goals.



Stronger schools and better outcomes

By joining Pope Francis in this role, you will help to drive and lead a Trust that is already starting to have impact - but we are excited by the fact that we can achieve more.

In the last 12 months we have started to see real progress and momentum:

Primary School Improvement

Building on momentum and strengthening consistency

Our primary improvement strategy continues to gather pace, with collaborative networks, evidence informed practice, and strong cross school support driving outcomes. This year's priorities focus on embedding excellence in core curriculum areas and deepening our collaborative infrastructure.

What we are doing to enhance primary outcomes:

- Building on Trust wide gains in maths through daily retrieval practice and shared pedagogy.
- Rolling out targeted Reading intervention training across all schools.
- Developing schools as future host hubs to share specialist expertise (e.g., early years, reading).
- Establishing an Early Years Hub to support high quality early development.

"Thanks to our partnership with the Trust, we are starting to see real and tangible impacts across outcomes at all levels of our school. Our high aspirations are becoming a reality."

Secondary School Improvement

A clearer, more codified model of challenge and support

Our aim is to ensure every secondary school benefits from informed, structured and accountable support, enabling leaders to drive improvements with clarity and confidence.

What we are doing to enhance secondary improvement:

- Weekly visits to each school with a clear, priority driven agenda.
- Half termly accountability meetings with the CEO.
- Termly academy review meetings following a structured Standards Improvement (SI) model.
- A robust QA process that reflects the evolving Ofsted framework.
- A strengthened appraisal process that combines celebration, challenge, and tailored development targets.
- Strong SEND leadership and support
- Introduction of a Head of Secondary School Improvement, a Head of Teaching and Learning and Foundational Literacy and a Head of Mathematics and Foundational Numeracy to support learning and outcomes

Driving outcomes through teaching & learning

Creating a shared model of excellence

We continue to embed a shared Trust approach to teaching and learning - one that is high challenge, evidence informed and rooted in strong subject expertise.

What we are doing to raise outcomes

- Collective work on maths, science, English and RE curriculum development.
- A strengthened RAG culture where progress, prediction accuracy and next steps are regularly reviewed.
- Establishing professional learning communities in all core subject areas.
- Consistent Teaching & Learning frameworks implemented and adapted appropriately by each school.
- Developing coaching programmes and layered CPD (whole school, departmental and individual).



Inspiring enrichment opportunities

We are committed to offering a wide, exciting mix of co-curricular and enrichment experiences for all children in our schools.

During the past academic year, students of all ages have enjoyed activities such as inspiring author visits, theatrical performances and international adventures. A vibrant range of clubs and events have also been on offer - deepening learning and encouraging new interests.

We also host a range of cross-Trust curricular and enrichment events which bring together our schools, creating opportunities for us all to learn and celebrate together.



Archdiocesan Public Speaking Competition



Prom



Chaplaincy students altar server training



Hamilton trip



Archdiocesan Public Speaking Competition



Bringing home Gold in Sefton Schools Athletics Event



Y7-8 Girls Football win League



Prayer with Fr. Lius Orlando, a Jesuit Priest from Mexico



Spanish Trip



Silver DofE



EYFS VE Day



Science Club exploring Chromatography



Y10 Cooking with Jamie Oliver breaking Guinness World Record



Y10 Exploring Sacred Objects in Churches



Writing messages of friendship to SEST



Cinema Trip (Polar Express) + Train



Y7 Summer camp

About the role

Job Title: Head of Governance

Pay Scale: NJC SCP 36-41

Location: Central Office with travel across Trust sites

Contract: Permanent, full time (36 hours per week)

Report to: Chief Finance and Operations Officer and Chair of Trust Board

We are a Catholic academy trust who prides itself on investing in our young people. If you are passionate about education and transforming children's lives this role is for you!

The Head of Governance will provide strategic leadership and operational oversight of governance administration and governance development across Pope Francis Catholic Multi Academy Trust. The postholder will ensure that governance arrangements across the Trust are effective, compliant, professionally supported and aligned with the Trust's Catholic mission and values.

The role will act as the principal governance adviser to the Trust Board, its committees and Local Governing Bodies, ensuring high standards of governance practice, accountability and stakeholder engagement.

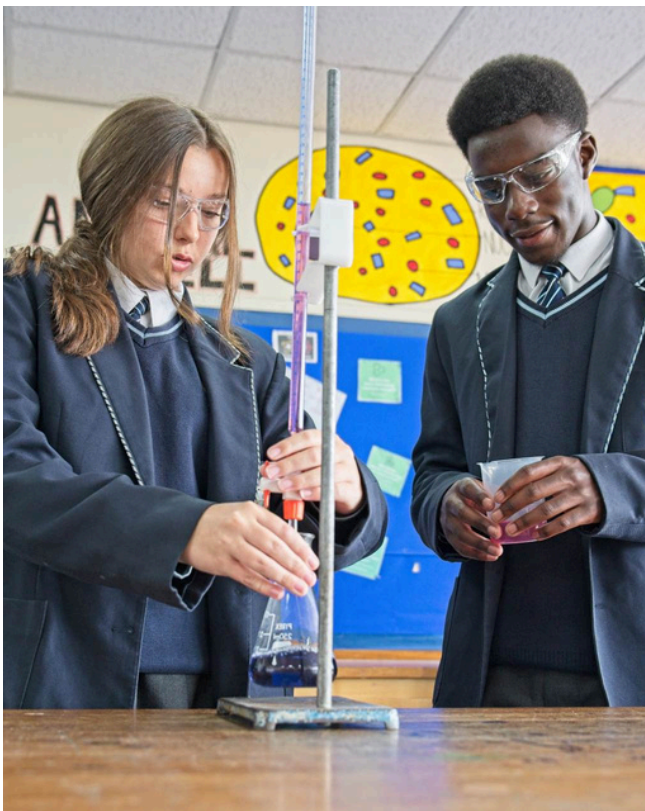




Job Description

Governance Leadership and Administration

- Provide professional governance support to the Trust Board and its committees.
- Support Local Governing Bodies and governance forums across the Trust.
- Maintain governance structures, schemes of delegation and terms of reference.
- Develop and maintain annual governance calendars.
- Ensure agendas, papers and reports are produced to agreed timelines and professional standards.
- Ensure accurate minutes, action logs and governance records are maintained.
- Maintain statutory governance registers including:
 - Register of Interests
 - Attendance records
 - Skills audits
 - Governance records for Companies House and DfE systems





Governor Recruitment and Development

- Lead recruitment and succession planning for Directors and Governors.
- Coordinate appointment, induction and onboarding processes.
- Ensure governance training and development programmes are effective.
- Identify CPD needs and coordinate governor development opportunities.
- Promote effective governance practice across the Trust.

Governance Advisory Support

- Provide guidance to senior leaders and governance colleagues on governance practice and accountability.
- Develop governance templates, guidance materials and toolkits.
- Support governance self-evaluation and continuous improvement.
- Ensure governance sections of school websites remain compliant.

General Responsibilities

- Maintain confidentiality and professionalism at all times.
- Attend evening governance meetings where required.
- Undertake additional duties appropriate to the role.

Person Specification

Qualifications & Experience	Essential/ Desirable
Degree level qualification or equivalent experience	E
Relevant governance CPD	E
Chartered Governance qualification (CGI/ICSA)	D
Governance qualifications	D
Significant governance experience	E
Supporting Boards and Committees	E
Agenda planning and minute taking	E
Working with confidential information	E
Experience within academies or MATs	D
Experience within Catholic education	D
Governance culture development	D

Skills and Knowledge	Essential/ Desirable
Excellent written communication	E
Strong organisational skills	E
Ability to influence senior stakeholders	E
Strong IT and administrative skills	E
Experience using GovernorHub/NGA systems	D
Ability to deliver governance training	D

Personal Qualities	Essential/ Desirable
Integrity and professionalism	E
Strong interpersonal skills	E
Calm and solution-focused approach	E
Commitment to Catholic education and Trust values	E
Commitment to continuous improvement	E



Pope Francis Catholic Multi-Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

This post is subject to satisfactory references which will be requested prior to interview, an enhanced Disclosure and Barring Service (DBS) check, medical check, evidence of qualifications plus verification of the right to work in the UK.

Pope Francis Catholic Multi-Academy Trust is committed to ensuring that the Trust complies with all legislative requirements on safeguarding and child protection and that the Trust actively promotes diversity, unity and community cohesion and that it supports pupils to become successful, compassionate citizens. The Trust will ensure a continual focus on equality as measured by pupil progress and outcomes.

Whilst every effort has been made to outline the key duties and responsibilities of the role, it is not an exclusive list. The duties and responsibilities of the role may vary from time to time, commensurate with and without changing the general character or the level of responsibility entailed and would not in itself justify a reconsideration of the grading of the post.

How to apply

Closing Date: Monday 29th June 2026 ay 5pm
Interviews: Tuesday 7th July

For further information about the role, please contact Louise Jones at louise.jones@pfcmat.org

Please visit www.joinpfcmat.co.uk and download the relevant application forms.

Applications must be made on the CES Application Form and the supporting statement should be set against the criteria laid out in the Person Specification. It must not exceed 1300 words. No other information will be considered.





Pope Francis

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