



Application Pack

Specialist Subject Leader (Primary Curriculum)



We would like to take this opportunity to thank you for your interest in the advertised role of Specialist Subject Leader (Primary Curriculum). Emmaus CAT (Diocese of Salford) is a growing Catholic Academy Trust with a footprint covering Manchester, Oldham, Stockport, Tameside and Trafford.

We believe that the Specialist Subject Leader (Primary Curriculum) will contribute significantly to the strategic direction of Emmaus CAT over the coming months and years, and we are excited for the future of the Emmaus Catholic family of schools.

Emmaus Catholic Academy Trust is one of three Catholic Academy Trusts serving the Diocese of Salford. The Diocese of Salford provides Catholic Academy Trusts, schools and colleges for the following reasons:

- To assist in the mission of making Christ known to all people;
- To assist parents, who are the prime educators of their children, in the education and religious formation of their children;
- To be of service to the local Church – the Diocese – the Parish and the Christian home;
- To be of service to society.

Working with the Primary Director of Education and our Education team, we are very much looking forward to recruiting an effective Specialist Subject Leader (Primary Curriculum). The successfully appointed Specialist Subject Leader (Primary Curriculum) will join our central team to develop the strategic conversion process for schools joining Emmaus CAT and further project management across a number of areas within Emmaus CAT, ensuring that pupils get the very best Catholic formation and education for years to come.

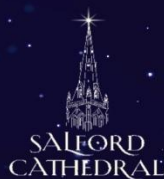
Emmaus CAT is an integral part of The Right Rev John Arnold, Bishop of Salford's vision for the Diocese of Salford to 'Rebuild the Church, fit for future generations'. Our team looks forward to working collaboratively with the successful candidate, providing a wide range of support and training to strengthen our schools.

Yours sincerely

Catherine Anderson
Chair of Directors

Daniel Copley
CSEL/CEO

Emmaus Catholic Academy Trust, an educational constellation.



MISSION

The Diocese provides schools and colleges for the following reasons:

- To assist in the mission of making Christ known to all people;
- To assist parents, who are the prime educators of their children, in the education and religious formation of their children;
- To be of service to the local Church – the Diocese – the Parish and the Christian home;
- To be of service to society

VISION

We will enable our schools to provide great Catholic education across Greater Manchester.

As one Catholic Academy Trust we will work collegially to ensure that children get the very best Catholic education and faith formation.

STRATEGY

Strategic Focus 1

Mission. To promote a distinctive Catholic Mission and culture to ensure Emmaus CAT continues to be Strong in Faith.

Strategic Focus 2

Quality of Education. To ensure Emmaus CAT enables great schools to provide an ambitious curriculum for all pupils to flourish and Serve Society.

Strategic Focus 3

Academy Improvement. To build strong and sustainable infrastructure, making effect use of resources, enabling the Emmaus CAT school communities to Serve Society.

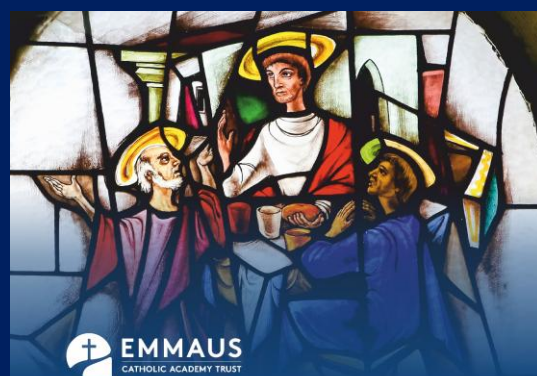
The Emmaus Catholic Academy Trust Prayer

Meet us, Lord, on the road to Emmaus,
Guide us on the path toward our destination,
and renew our strength as we continue to walk and commune
with you.

Open our eyes, so we see the signs of your presence around
us;

open our hearts, so we may receive your peace
and love; and empower us to pass on to others
the grace you have shared with us so freely.

Amen.



SALFORD
CATHEDRAL



6 CRITICAL QUESTIONS

At Emmaus CAT we focus on the following six critical questions.

1) Why do we exist?

Our Mission

The mission of Emmaus Catholic Academy Trust is to provide great Catholic education across Greater Manchester.

1. To assist in the mission of making Christ known to all people;
2. To assist parents, who are the prime educators of their children, in the education and religious formation of their children;
3. To be of service to the local Church – the Diocese – the Parish and the Christian home;
4. To be of service to society.

2) How do we behave?

Our habitual Virtues are based on Luke 24: 'Stay with us Lord, on our Journey...'

Humility – Faithfulness - Service



3) What do we do?

We enable our schools to provide great Catholic education across Greater Manchester.

Emmaus CAT is one of three Catholic Academy Trusts within the Diocese of Salford. The footprint of the Emmaus CAT serves the Roman Catholic schools within the areas of Manchester, Oldham, Stockport, Tameside and Trafford.

As one Catholic Academy Trust we work collegially as a family of schools serving local parishes and communities to ensure children and pupils get the very best Catholic education and faith formation.

By the time children leave our schools, we want every pupil to have the curriculum knowledge, skills and character education to be of service to society.

Our schools are aligned in our mission and share our philosophy of working together to develop meaningful relationships between schools, parishes, families, communities, and the Diocese of Salford by continually supporting school improvement, faith formation and serving society.

Our Vision

To provide great Catholic education across Greater Manchester.

The key strength of all the schools is that they are all distinctive and rooted within their parish communities. We intend to maintain the distinctive nature of each of the schools whilst sharing recognised good practice across the board to build an established Catholic Academy Trust of excellence.

Emmaus CAT will enable a school to continue its journey in a truly collaborative and collegial environment with like-minded schools where children and pupils come first, are nurtured in such a way that they are able to develop fully, contribute positively to society and acquire a true sense of responsibility and freedom. We are proud to work both with our fellow Catholic CATs across the Diocese of Salford and a wide range of other schools, local education partners, and MATs (Multi Academy Trusts) across the region. In Emmaus CAT we share our unconditional support of the vulnerable and the challenged. Our commitment to parents is to care for, support and educate their child to the highest possible standards.

By joining Emmaus CAT, we support school leaders to share collaborative strategies on school improvement, curriculum, staff development; provide initial teacher training, planning and strengthen the capacity of individual schools.



4) How will we succeed?

Our Philosophy – Aligned Agency

Our philosophy is aligned agency. We are aligned in our mission, vision and virtues as one community. We promote agency by recognising the unique context and ethos of each individual school serving their local parish community.

It is fundamentally important to us that we share the same mission, vision, virtues, and values. All Emmaus pupils and staff should benefit from our best collective practices. And we will all benefit from the collective resources, brand, and reputation of Emmaus Catholic Academy Trust.

So why then do we retain the term agency? It is because we believe leadership and personal accountability are founded on ownership and self-direction. A culture of conformity can kill innovation and drive away the best staff. And standardisation fails to respond to changing needs and fails to adapt to a changing environment. The distinctive context of each school in Emmaus CAT is unique and must be fully embraced and understood. Every school has strength and capacity. Every school has a part to play in developing the future strategy for Emmaus CAT.

At Emmaus CAT we think it is the concept of aligned agency that is to be the foundation of our success: we are aligned on our mission, vision, virtues, and values – these are our non-negotiables. Nonetheless, because we are determined to create a healthy Christ centred and child centred community, the people who serve and work for and with us must also have agency and self-determination.

At Emmaus CAT, we passionately believe in schools having their own individuality underpinned by common principles, schools' benefit from maintaining their own identity with access to shared best practise across a range of schools. This enables schools to focus on the key priorities of teaching and learning, whilst the Emmaus CAT central team leads on financial, operational and resource management and provides high quality core and universal support for school improvement. With the educational landscape changing at such an unprecedented rate, Emmaus CAT aims to work by means of collegiality to ensure that each school within Emmaus CAT continues to thrive, leading to improved educational outcomes and formation for all.

Ambitious curriculums and character education

All pupils are entitled to a curriculum and to the powerful knowledge which maximises life chances. Children need powerful knowledge and character education to understand and interpret the world. All our pupils will leave our schools ready to be of service to society. Our purpose is to provide the best possible school experience for every child and pupil in our schools. Emmaus CAT will work alongside our schools to enable this to happen, through collegiality and collaboration, peer-coaching, support and challenge, all in the spirit of becoming the best we can be and contributing to the creation of a society that is highly educated, skilled and cultured.

Talent, and supporting our people to flourish

We are committed to building a healthy Catholic community where our staff are valued, encouraged to work collegiately, are empowered to make a difference and provided with clear opportunities to progress and develop. By creating an environment where our people can give of their best and excel professionally, personally and in faith, we will achieve the best outcomes for our pupils. The People and Culture Strategy is structured around four guiding principles which summarise our priority areas of focus for building a healthy Catholic community, where colleagues are valued and utilise their strengths and skills to contribute to its success: attract and recruit, include, nurture and develop & retain.



5) What is most important, right now?

Strategic Priorities–2024/2025

Strategic Focus Area 1:

Mission

1. To promote a distinctive Catholic Mission and culture to ensure Emmaus CAT continues to be **Strong in Faith**.

Strategic Focus Area 2:

Quality of Education

2. To ensure Emmaus CAT enables great schools to provide an ambitious curriculum for all pupils to flourish and **Serve Society**.

Strategic Focus Area 3:

Academy Improvement

3. To build a strong and sustainable infrastructure, making effective use of resources, enabling the Emmaus CAT school communities to **Serve Society**.

Emmaus CAT currently educates approximately 12,373 children, and employs approximately 1,450 staff.

- Corpus Christi RC Primary School – 349
- English Martyrs RC Primary School – 225
- Holy Family RC Primary School – 214
- Holy Rosary RC Primary School – 234
- Mount Carmel RC Primary School – 455
- Saint John Henry Newman RC College – 1502
- Our Lady of the Rosary RC Primary School – 237
- SS Aidan and Oswald RC Primary School - 363
- St Antony's RC High – 688
- St Anne's RC High School – 642
- St Anne's RC Primary School, Audenshaw – 236
- St Anne's RC Primary School, Oldham – 232
- St Chad's RC Primary School – 230
- St Christopher's RC Primary School, Tameside – 251
- St Cuthbert's RC Primary School – 227
- St Dunstan's RC Primary School – 329
- St Edmund's RC Primary School – 244
- St Edward's RC Primary School – 266
- St Francis RC Primary School – 248
- St Herbert's RC Primary School – 333
- St John Fisher RC Primary School – 246
- St John Bosco RC Primary School – 223

- St John's RC Primary School – 395
- St Joseph's RC Primary School, Oldham – 227
- St Joseph's RC Primary School – 503
- St Kentigern's RC Primary School – 454
- St Malachy's RC Primary School – 233
- St Margaret Mary's RC Primary School – 342
- St Mary's RC Primary School, Stockport – 114
- St Mary's RC Primary School, Failsworth – 458
- St Matthew's RC High School – 1333
- St Monica's RC Primary School – 334
- St Patrick's RC Primary School, Manchester – 200
- St Patrick's RC Primary School, Oldham – 213
- St Stephen's RC Primary School – 410
- St Theresa's RC Primary School, Oldham – 212
- St Winifred's RC Primary School – 401

With the schools below joining 2026/2027 Emmaus CAT will educate approximately 14,350 children and employ approximately 1,750 staff

- St Thomas More RC College – 778
- St Mary's RC Primary School - 371
- St Joseph's RC Primary School, Mossley - 167



Specialist Subject Leader (Primary Curriculum)

Salary: L9 – L14 (£63,070 - £71,330) pending pay award



The Emmaus Catholic Academy Trust (Diocese of Salford) is dedicated to providing an outstanding Catholic Education to our pupils. We are seeking to expand our central team and appoint a Specialist Subject Leader (Primary Curriculum) to support our primary school leadership teams.

As the successful candidate you will be an outstanding and highly motivated teacher and leader who will be a key member of Emmaus CAT's Leadership Group. This post would be suitable for someone who is willing to embrace the distinctive Catholic nature of the schools in our CAT, exceptional teachers, Assistant Headteachers or Deputy Headteachers. The successful post holder will work closely with the Catholic Senior Executive Leader (CSEL/CEO), Director of Primary Education, and school leaders. The role will be to support strategic leadership and hold accountability for implementing the strategy, development, improvement, performance and quality across our primary schools. We are looking for an exceptional teacher with high expectations for the achievement of all pupils. The successful candidate will have exceptional skills in one or more of these areas and will significantly contribute to the strategic direction of all our pupils

This is a high-profile role for an inspirational individual. With a flexible and calm approach, you will share best practice across our schools, draw on the talents of staff and pupils, and build on our many strengths. The post holder will have a track record of addressing performance, driving change and raising the standards, engagement and aspirations of all members of a school community.

They will need the humility, credibility and integrity to deliver in challenging circumstances and the ability to communicate a vision that inspires, motivates and enthuses staff, pupils and the community as a whole.

Contract/Hours of work: Full Time (35hrs per week)
Permanent, all year-round contract
Salary: L9 – L14 (£63,070 - £71,330)

Location:

We operate a hybrid model with a mix of home and office-based working with attendance required in the schools on key dates. This role will involve working in primary schools across the CAT.

Our offices are easily accessible from the M60 (J7), the A56 from Manchester City Centre and are within walking distance from the nearest Metrolink Tram station with exceptional amenities.

Line Management:

The Specialist Subject Leader (Primary Curriculum) will work under the direction of the Director of Primary Education within the Primary Education Team.

Key contacts:

CEO, the Central Executive Team, Headteachers, Emmaus CAT Business Managers, Directors, Professional advisors including Diocesan Department for Education, Auditors, DfE, Ofsted, Regions Group, Solicitors, School Governors, Local Authorities and any other relevant key personnel.

Responsibilities

Working alongside the CSEL/CEO, Director of Primary and central education team to support our primary leadership teams.



Specialist Subject Leader (Primary Curriculum)

The post holders will report directly to the Director of Primary Education.

Main purpose of the job:

This is a new role, so, to a certain extent you will be developing the role once in position.

To provide senior leadership, adding capacity for the implementation of the school improvement strategy, oversight, development, improvement, performance and quality and evaluation for Emmaus CAT primary provision in order to:

- Provide expert support for the strategic direction for inclusive curriculum practice across the CAT.
- Provide expertise in curriculum design and development
- Support curriculum design and implementation through the modelling of effective teaching strategies and pedagogical approaches
- Support the Director of Career and Professional Development to develop curriculum and teacher training materials.
- Support the Director of Career and professional development to deliver high quality CPD.
- Support the achievement of all learners.
- Ensure that all schools engage in the high quality, research led CPDF that enables staff to know what Catholic excellence looks like in all aspects of school life.
- Support a cycle of continuous collaboration across schools at all levels of leadership that is quality assured, impact led and fit for purpose for each organisation.
- Support Emmaus CAT to ensure staff are attracted to work for Emmaus CAT, through a cycle of continuous learning, high quality appraisal and a mission led approach to all work.
- Deliver inspirational senior leadership that enables leaders to develop a high-quality primary education that engages pupils.
- Support improvement in attendance, behaviour and well-being across all Emmaus CAT primary schools so that they are all achieving in the top quartile of performance.
- Promote the highest possible standards of care, aspiration and success for all our young people, whilst seeking to ensure each school has a positive impact on the communities and parishes that they serve.
- Work effectively to build strong relationships between schools and pupils and their families to support attendance and inclusion, including through key transition points.

- Working with the Director of Primary Education to support and secure the long-term success of Emmaus CAT primary schools by championing high quality professional development and opportunities, including maximising potential through the skills and resources available from across the CAT.
- To support primary headteachers and other relevant staff, promoting excellence in recruitment, training and performance.
- The post holder will be accountable to the Director of Primary Education.

Key responsibilities.

Education/School Improvement

- Working with the Director of Primary Education and the Primary Executive Leaders to implement the strategic vision for primary education.
- Work with the Director of Primary Education, Primary Executive Leaders, Directors, primary headteachers, Local Governing Bodies and staff to deliver Emmaus CAT aims and objectives through inspirational and motivational leadership, clear strategic direction, ambitious and measurable targets and supporting development plans.
- Work under the director of the Director of Primary Education and Primary Executive Leaders to provide executive leadership and capacity across the primary phase to support behaviour, attendance, well-being and achievement.
- Work in close partnership with the Director of Primary Education and Primary Executive Leaders to develop a relationship with providers based on openness, transparency and integrity.
- Working under the Primary Director of Education and Primary Executive Leaders, ensure that Directors have access to all relevant data, information and options to support their decision making.
- Act in compliance with the Emmaus CAT Board of Directors Scheme of Delegation.
- Ensure that all tiers of governance, defined in the Emmaus CAT scheme of delegation, are appropriately supported to provide effected governance of the CAT's educational performance, including empowering local governing bodies to provide leverage for improvement.
- Ensure the implementation of systems and ensure that reporting structures are in place so that the Emmaus CAT Board of Directors are able to effectively, appropriately and proportionately govern the strategic and operational educational risks of the CAT.

- Work with leaders at all levels to challenge, motivate and empower them to attain ambitious outcomes that maximise the educational, personal development and formation of pupils and meet the demands of the wider communities served.
- Advise and support the Director of Primary Education and Primary Executive Leaders on developing and implementing the Emmaus CAT strategy for improvement.
- Support the delivery of excellent teaching and learning throughout all primary schools within Emmaus CAT through the promotion of high-level professional standards, and rigorous monitoring and evaluation of behaviour, attendance and well-being.
- Inspire leaders to achieve remarkable education by delivering the executive education functions of Emmaus CAT and the education performance of the CAT. Specifically, supporting the thinking and impact of primary headteachers.
- Provide inspiration and strong senior leadership to ensure that primary schools continue to deliver the highest standards of curriculum development and teaching and learning pedagogy across the CAT.
- Work in close partnership with curriculum leaders in the school to ensure the highest quality provision for all young people.
- Ensure that Emmaus CAT activities remain consistent with the Catholic objectives of the CAT and support the Director of Primary Education and Primary Executive Leaders to ensure local governance is compliant with the spirit and letter of the CAT's articles of association and charity and company law more generally
- Work under the direction of and in partnership with the Director of Primary Education and Primary Executive Leaders, to provide an outward face of Emmaus CAT and to be responsible for promoting an external world view of the CAT that reflects its objectives, its Catholic values and secures its positive reputation.
- Remain abreast of educational developments impacting on Emmaus CAT and its schools, both locally and nationally, and ensure senior leaders are well briefed and operate within a flexible environment that is responsive to change.
- Work closely with the Director of Primary Education and Primary Executive Leaders, and in time, to ensure the responsible and sustainable management of financial and capital resources of the CAT.
- Operate within the financial limits that have been approved, act in a financially responsible manner and consistently with the principles of good public financial management and charity financial management.
- Contribute to Emmaus CAT's quality assurance framework assessment of the effectiveness of the CAT's education functions and its use to inform priorities for development planning.
- To work with primary headteachers to ensure that primary schools are improving and are at least 'good' or better in their next Ofsted inspection and are well prepared for regular external review.
- To ensure leaders respond swiftly to recommended actions that arise from reviews.
- Ensure that education performance data informs priorities for action at all levels of the CAT.
- Alongside the CSEL/CEO, ensure that systems confirm that each school maintains an accurate and up-to-date assessment of each academy educational strengths and weaknesses.
- Support, build and develop leadership capacity in all schools and across Emmaus CAT.
- Lead, motivate and develop senior leaders to promote an inclusive culture of shared learning and a practice which creates a positive educational climate through the distribution of leadership (teams and individuals) in each of the primary schools across Emmaus CAT.
- Put in place effective communication mechanisms to ensure all headteachers across each school understand how to implement the strategic vision and operational plans.
- Work with headteachers to translate the strategic vision into agreed objectives and operational plans for each primary school.

Safeguarding

- Be a contact for all headteachers and designated safeguarding leads for advice if they are concerned about a child protection or safeguarding issue (this may occasionally require being available outside of the normal school day when required).
- Draw attention to best practice in Emmaus CAT to support other schools and encourage links with local agencies that may deliver additional resources to the schools or families.
- Disseminate national and local safeguarding updates and information to headteachers and central CAT staff as needed.
- Ensure that all schools comply with safer recruitment procedures and that induction includes a specific focus on safeguarding; ensure that Single Central Records are comprehensive and maintained by schools to current standards.
- Emmaus CAT is committed to safeguarding and promoting the welfare of children and young persons at all times. The post holder is required to obtain a satisfactory Enhanced Disclosure and Barring Service (DBS).



General

- Actively contribute to and promote the overall ethos and values of each school and the wider CAT.
- Participate in training and other learning activities and performance development as required.
- Maintain consistently high standards of professional conduct, tact and diplomacy at all times in dealing with pupils, parents, staff and colleagues, external agencies and any other visitors to the school or Emmaus CAT.
- Maintain absolute confidentiality and exercise discretion with regard to staff/pupil information and the CAT's business at all times.
- Act as an ambassador for the Diocese, schools and the wider CAT within the local community and beyond, ensure that the ethos and values of Emmaus CAT are promoted and upheld at all times.
- Undertake any other reasonable tasks and responsibilities requested by the Emmaus CAT Board, CEO or Trust Central Executive team which fall within the scope of the post.

Other

The above list is not exclusive or exhaustive, and the Emmaus CAT may require the post holder to undertake duties commensurate with the level of the role. As part of your wider duties and responsibilities, you are required to promote and actively support the Emmaus CAT's responsibilities towards safeguarding.

Safeguarding is about keeping people safe and protecting people from harm, neglect, abuse and injury. It is about creating safe places, being vigilant and doing something about any concerns you might have. It is not just about the very old and the very young, it is about everyone who may be vulnerable.

Method of Working

Emmaus Catholic Academy Trust expects all staff to work effectively as part of a team or teams. As a minimum, this requires a clear appreciation of the Catholic faith, our special ethos and commitment to serving society, dealing with people politely and tactfully, communicating with colleagues both formally and informally, modelling the Catholic Education Service and the Emmaus CAT's Code of Conduct and reflecting the Diocesan values. You must carry out your duties with due regard to current and future policies, procedures and relevant legislation. These will be drawn to your attention in your induction, ongoing performance reviews and through Emmaus CAT communications. All staff are required to maintain confidentiality as required.

Public Relations

Considerable importance is attached to the public relations aspect of all work undertaken by Emmaus CAT staff.

It is a prime objective therefore that staff will at all times project to the public the image of the Emmaus CAT as keen to assist wherever possible, and positively promote the work that is carried out.

This job description forms part of the contract of employment of the person appointed to the post. It reflects the position at the present time only and may be reviewed in negotiation with the employee in the future. This appointment is subject to the current conditions of employment in Conditions of Service for School Teachers in England and Wales (the Burgundy Book)





Person Specification

Qualifications	Essential/Desirable
Qualified Teacher Status	E
Educated to degree level, with evidence of continuing professional development	E
NPQSL or other relevant advanced qualification	E
Regular CPD and engagement with professional bodies such as NASEN	E
Experience	
Successful career experience, a proven track record as a senior leader and knowledge of outstanding primary practice that supports SEND and inclusion	E
Proven track record as an exceptional primary teacher	E
Experience of reviewing, developing and inclusive curriculum strategy	E
Understands the principles of designing an engaging and ambitious inclusive curriculum	E
Detailed and up-to-date knowledge in national policy, classroom management strategies, inspection procedures and statutory requirements	E
Has led whole-school training and initiatives to bring about demonstratable improvements in attendance and behaviour for both vulnerable pupils and those with SEND	E
Knowledge and understanding of research informed approaches to support better attendance and behaviour	E
Strong track record of performance managing senior professional staff, driving morale, raising standards and promoting a team ethos	E
Proven success in building effective partnerships and links including with central government, schools and local authorities to maximise networks and opportunities	D
Ability to create and maintain an environment which promotes good behaviour, discipline and a culture of celebrating success	E
Understanding the factors which create barriers to learning and the ability to implement appropriate strategies that address this	E

Knowledge of child-safeguarding issues and the successful use of the measures that promote and ensure the safeguarding of children, including those with SEND	E
Skills and Aptitudes	
A strategic thinker who can work with the schools, CAT leaders and the Emmaus CAT Central Team	E
Committed to the ethical servant leadership	E
Well-developed presentation, IT and written skills and comfortable with public speaking	E
Understanding of how to use IT systems that include: SIMS, FFT. Power BI and Microsoft Excel	E
Analytical ability to communicate effectively with a variety of audiences, acting as an effective ambassador for Emmaus CAT	E
Able to capitalise on appropriate sources of external support and expertise	D
Ability to manage employee relations	E
Able to negotiate and manage conflict, providing appropriate support	E
Deployment of staff and resources	
Ability to set, interpret, monitor and manage budgets	E
Ability to manage, monitor and review the use of all available resources, ensuring best value through Curriculum Led Financial Planning	E
Experience managing HR processes to bring about appropriate outcomes	E
Ability to uphold the vision and values of Emmaus CAT	E
Practising Catholic	D
Involvement in parish community	D



HOW TO APPLY



EMMAUS
CATHOLIC ACADEMY TRUST

EMMAUS Catholic Academy Trust

2nd Floor Crossgate House, 47 – 55 Cross Street, Sale, M33 7FT

0161 470 5114

CSEL/CEO - Daniel Copley

enquiries@emmauscat.com
Company No. 12206105

www.emmauscat.com

@EmmausCAT



To apply for this role, please use our online recruitment portal which can be accessed using the link below:

[Emmaus Central Team | SAMpeople Recruit](#)

Closing date: Thursday 8th October 2026 at 9am

We will be shortlisting on Tuesday 13th October and successful candidates will be informed in due course.

Interviews will take place on: Thursday 22nd October 2026



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