Person Specification

Headteacher

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| Essential Criteria | Criterion No. | Attribute | Stage Identified |
| Faith Commitment | E1  E2  E3  E4 | A practising Catholic (fulfilling the requirements of the Diocesan Briefing Note)  Secure understanding of the distinctive nature of the Catholic school and Catholic education  Understanding of the leadership role in spiritual development of pupils and staff  Experience of leading school worship | A/I/R  A/I/R  A/I/R  A/I |
| Qualifications | E5  E6  E7 | Qualified teacher status  Degree  CCRS/CTC (or equivalent) or commitment to obtaining the certificate | A/CC  A/CC  A/CC/I |
| Professional Development | E8  E9  E10  E11  E12 | Evidence of appropriate professional development for the role of headteacher  Evidence of professional development relating to Catholic ethos, mission and religious education  Evidence of recent leadership and management professional development  Evidence of working with other schools/organisations/ agencies  Evidence of appropriate safeguarding training at senior leadership level | A  A/I/CC  A  A/I/CC  A/I/CC |
| School Leadership and Management Experience | E13  E14  E15  E16  E17  E18  E19  E20  E21 | Ability to articulate and share a vision for education within the context and mission of a Catholic school  Understanding of effective curriculum design and development across EYFS, KS1 and KS2.  Ability to inspire and motivate staff, pupils, parents and the governors to achieve the aims of Catholic education  To have successful experience as an effective senior leader  To have taken a key role in school self-evaluation and development planning  An understanding of the relationship between the headteacher and the governors in a Catholic school  Experience of working constructively with parents  Experience of monitoring, evaluation and development of staff  Thorough knowledge and understanding of current educational issues | A/I/R  A/I/R  A/I/R    A/I/R  A/I/R  A/I/R  A/I/R  A/I/R  A/I/R |
| Experience and Knowledge of Teaching | E22  E23 | Secure understanding of the requirements of the Religious Education Curriculum Directory and the relevant National Curriculum  Secure knowledge of statutory requirements relating to the curriculum and assessment | A/I  A/I |
| Professional Attributes | E24 | To have excellent written and oral communication skills (which will be assessed at all stages of the process) | A/I |
| Application Form and Supporting Statement | E25  E26 | The form must be fully completed and legible  The supporting statement should be clear, concise (within the required word count) and related to the specific post | A  A |

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| Desirable Criteria | Criterion No. | Attribute | Stage Identified |
| Faith Commitment | D1  D2 | Involvement in a parish community  Evidence of involvement in home, school, parish links | A/I  A/I |
| Qualifications | D3  D4  D5 | Recent experience in a Catholic school  National Professional Qualification for Headship (NPQH)  Successful completion of Diocesan leadership programme | A/I  A/CC  A/CC  A/CC |

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| Key – Stage Identified | |
| A | Application Form |
| I | Interview |
| R | References |
| CC | Checking Certificates |