Person Specification

The selection process will assess candidates against the criteria below through the application, conversations, references and final assessment activities as appropriate.

Essential

- Successful senior leadership experience within a school.
- Strong educational leadership and a clear commitment to excellent outcomes for children.
- Ability to set strategic direction and translate this into practical delivery.
- Strong understanding of safeguarding and the responsibility of school leaders to create an effective safeguarding culture.
- Experience of leading, developing and motivating staff.
- Excellent communication and relationship-building skills.
- Sound judgement and the ability to make difficult decisions.
- Understanding of effective governance and the respective roles of Headteacher and Trustees.
- Ability to understand budgets, priorities and the financial consequences of decisions.
- Commitment to supporting and developing the Catholic ethos of the school.
- A leadership approach centered on the welfare, development and best interests of every child.

Desirable

- Previous Headteacher or Deputy Headteacher experience.
- Experience within an independent school.
- Experience of inspection and regulatory compliance.
- Experience leading a school through significant organisational change.
- Experience within a Catholic or other faith-based educational environment.

What we will particularly value

Alongside professional expertise, Trustees will look for a leader who brings calm authority, honesty, empathy and the confidence to listen, challenge and make decisions. The successful candidate should be able to build trust while maintaining high expectations and clear accountability.