



HEADTEACHER PERSON SPECIFICATION

Mission statement

We nourish a happy, safe and supportive school community in which every individual is welcomed, valued and respected for being unique.

We inspire a search for excellence by offering the best possible learning environment.

We provide a Christ-centred education, helping our children to develop and grow in faith and teaching them to promote the Gospel values of love of neighbour, fairness and forgiveness, both in school and in the wider community.

Role of Headteacher

The core purpose of the Headteacher is to provide leadership in the context of a community rooted in the Catholic faith. It is an essential requirement that the person appointed has a strong, personal faith and recognises the opportunities and challenges facing a Catholic school as a vibrant part of the mission of the Church in education.

Person requirements
Faith commitment
Practising and committed Catholic
Secure understanding of the distinctive nature of the Catholic school, the pastoral role and the school's role in the Catholic and wider community
Ability to lead acts of worship in the Catholic school
Qualifications and Training

Degree and Qualified Teacher Status
Evidence of continuing professional development, including leadership; qualification in Catholic teaching desirable
Experience and professional knowledge
Proven, successful track record of teaching in at least two key stage areas and leading on one or more subject areas or whole school curriculum initiatives
Experience as a successful headteacher, head of school, deputy or assistant headteacher or equivalent
Experience of identifying and implementing evidence-based approaches to drive improvement
Thorough knowledge and understanding of current educational issues, progressive teaching practices and commitment to the delivery of an inspiring curriculum
Strategic leadership
Ability to lead co-production, shared-ownership and implementation into practice of a vision and mission for this Catholic school
Evidence of successful strategies for planning, monitoring, reviewing and evaluating school improvement
Ability to develop and maintain a positive culture of high expectation and performance across the school community (staff, students and parents/carers)
Teaching and Learning
Ability to foster outstanding teaching and learning by building an inspiring curriculum and providing an effective learning environment
Experience of and commitment to use of technology and blending learning
Demonstrate a secure understanding of the statutory requirements of the curriculum
Experience of effective monitoring and evaluation of teaching and learning
Leading and managing staff
Ability to delegate, motivate and support colleagues to build a strong senior team and staff groups
Ability to effectively performance manage staff, to determine professional development needs and provide mentoring opportunities
Experience of budget planning, staff deployment and effective use of resources, both financial and human resources

Accountability and school management
An understanding of the relationship between the headteacher and the governing board
Ability to communicate effectively orally and in writing to a wide range of audiences including pupils, parents, staff, governors, clergy and fellow professionals
Ability to set clear targets and allocate appropriate resources to achieve them
Ability to promote the school in the Catholic and wider communities
Ensuring compliance with all safeguarding requirements
Commitment to prioritising health and wellbeing of staff and pupils, and understanding the wider impact on education