

HEADTEACHER PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE	EVIDENCE
FAITH COMMITMENT	<ul style="list-style-type: none"> ▶ Practising Catholic with evidence of participation in the life of a faith community ▶ Ability to articulate a clear vision of the distinctive nature and mission of Catholic education ▶ Clear understanding of the distinctive nature of Catholic and De La Salle schools 	<ul style="list-style-type: none"> ▶ Ability to develop relationships with wider church and faith communities ▶ Ability to model personal faith values to all members of the school community ▶ Experience in leading and evaluating collective acts of worship 	<ul style="list-style-type: none"> ▶ Application form ▶ Interview/task ▶ Three references, to include current employer and parish priest
QUALIFICATIONS & TRAINING	<ul style="list-style-type: none"> ▶ Qualified Teacher Status ▶ Honours graduate or equivalent ▶ Evidence of commitment to continual professional development including recent participation in a range of relevant In-service training 	<ul style="list-style-type: none"> ▶ Catholic Certificate of Religious Studies or equivalent ▶ National Professional Qualification for Headship or equivalent 	<ul style="list-style-type: none"> ▶ Application form ▶ Interview
PHILOSOPHY	<ul style="list-style-type: none"> ▶ Clear understanding of excellent pedagogy leading to high outcomes for all ▶ Clear understanding of how to effect change and improvement in a large school ▶ Clear, exciting and dynamic vision for education across an 'all-through' school ▶ Ability to initiate and support research and debate on effective learning inspiring innovation 		<ul style="list-style-type: none"> ▶ Application form ▶ Interview
TEACHING & SCHOOL LEADERSHIP & MANAGEMENT	<ul style="list-style-type: none"> ▶ Can show a wider understanding of educational issues based on experience ▶ Can use innovative ways to solve complex problems and explain their solutions simply to others ▶ Understanding of the importance of maintaining professional standards ▶ Successful experience of senior leadership at head or deputy head level, including staff and budget management ▶ Active involvement in school self-evaluation and improvement planning with proven impact ▶ Experience of diocesan or local authority participation 	<ul style="list-style-type: none"> ▶ Understanding of the voluntary aided sector ▶ Experience of Ofsted inspection of own school at senior leadership level ▶ Experience of managing change and participating with school leaders and stakeholders to achieve this ▶ Led significant and successful curriculum development ▶ Knowledge and understanding of all key stages from EYFS to KS4 	<ul style="list-style-type: none"> ▶ Application form ▶ Interview

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PERSONAL SKILLS & ABILITIES	<ul style="list-style-type: none"> ▶ Can explain convincingly how they react when faced with continual challenge ▶ Can demonstrate that they can understand other points of view and can persuade others to their perspective by articulating a compelling vision ▶ Ability to look ahead and recognise opportunities for change ▶ Empathy with children and young people of all ages ▶ High quality teaching skills ▶ Ability to inspire and motivate all in the school community ▶ Maintain good relationships through good interpersonal skills ▶ Analyse data, develop strategic plans to achieve desired outcomes ▶ Stamina, energy and resilience 		<ul style="list-style-type: none"> ▶ Application form ▶ Interview ▶ Presentation/task
SAFEGUARDING	<ul style="list-style-type: none"> ▶ Clear commitment to and understanding of child protection matters, safeguarding legislation and practice 		<ul style="list-style-type: none"> ▶ Interview