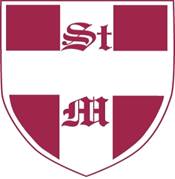
# Person Specification: Headteacher



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|  | Essential | Desirable |
| Faith Commitment | * A practising and committed Catholic * A secure understanding of the distinctive nature of a Catholic School. * Ability to demonstrate care, compassion and reconciliation. * Ability to lead acts of worship in the Catholic School. | * Evidence of participation in parish or Catholic community life. |
| Qualifications and training | * Qualified Teacher status * Honours graduate or equivalent. * Evidence of ability to lead quality professional development opportunities. | * Qualification in Catholic Teaching or Leadership e.g. CCRS or MA in Catholic Education. * NPQH qualification |
| Experience | * Proven successful track record of teaching in a least two key stage areas. * Successful experience at senior leadership at assistant or deputy level or equivalent. * Through knowledge and understanding of current educational issues. * Successful experience of leading one or more subjects’ areas, or whole school curriculum initiatives. | * Recent experience in a Catholic School |
| Strategic Leadership | * Ability to articulate and share a vision for the Catholic School. * Ability to inspire and motivate all in the community * Evidence of successful strategies for planning, monitoring , reviewing and evaluating school improvement. * Ability to analyse data, develop strategic plans, set targets and achieved desired outcomes. * Ability to develop polices and procedures that demonstrate the Catholic ethos of the school and a commitment to equal opportunities for all. * Understanding of the role of the governing body in the Catholic School . * Understanding of and commitment to promoting the safeguarding and welfare of pupils. |  |
| Learning and Teaching | * A secure understanding of the statutory requirements for the curriculum and assessment. * Knowledge and experience of a range of successful learning and teaching strategies to meet pupils’ needs. * A secure understanding of assessment procedures and practices which enhance pupils’ learning. * Experience of effective monitoring and evaluation of learning and teaching. * Successful experience in creating an effective learning environment and developing and implementing policy and practice to ensure excellent pupil behaviour. | * The ability to role model excellent teaching * An understanding of the Curriculum Directory for RE. |
| Leading and Managing staff | * Ability to build and support effective teams * Ability to delegate and support colleagues * Experience of performance management for staff and supporting continuing professional development relevant to the school and individual . * Understanding of budget planning, staff deployment and effective use of resources. * A commitment to the pastoral care of staff. | * Experience of working with governors in strategic areas. * Involvement in staff recruitment, appointment and induction. |
| Accountability | * An understanding of the relationship between the headteacher and the governing body. * Ability to communicate effectively in writing and orally to a range of audiences including pupils, parents, staff, governors, clergy, fellow professional and media. * Ability t produce clear reports, information and advice to staff and governors. * Ability to provide clear information to the Diocese and the CES when required. * Ability to set clear targets and means in which to achieve them. * Ability to present the school at its best in the Catholic and wider communities and in the media. | * Understand the criteria for evaluating a Catholic school. * Experience of presenting reports to governors. |
| Skills, qualities and abilities | * High quality teaching skills * Unreserved commitment to the mission of the Catholic school * High expectation of pupils learning and attainment. * Strong commitment to school improvement through the pursuit of excellence. * Ability to build and maintain good relationships . * Ability to remain positive and enthusiastic when working under pressure. * Ability to prioritise, meet deadlines and manage own time effectively. * Empathy with children. * Good interpersonal skills. |  |
| Personal attributes | * Stamina, energy and resilience * Optimistic outlook * Confidence * Commitment to own work/life balance |  |