



## PERSON SPECIFICATION

### SS Peter and Paul's Catholic Primary School, Ilford

Please write your supporting statement /letter giving evidence of how you meet each of the essential criteria.

	Essential	Desirable
<b>Faith Commitment</b>		
Practising and committed Catholic in good standing with the Church	✓ R	Evidence of participation in parish or Catholic community life
A secure understanding of the distinctive nature of the Catholic school	✓ A, I	
Understanding of the headteacher's role as pastor	✓ A, I	
Understanding of the school's role in the Catholic and wider community	✓ A, I	
Ability to demonstrate care, compassion and reconciliation	✓ A	
Ability to lead acts of worship in the Catholic school	✓ I	
<b>Qualifications and Training</b>		
Degree + QTS	✓ A,D	
Evidence of continuing professional development in preparation for HT post	✓ A	NPQH Post Grad. level qualification MA in Catholic School Leadership
Catholic Certificate in Religious Studies (CCRS)		✓ D
Willingness to undertake CCRS within 2 years of appointment	✓ A	
<b>Experience</b>		
A record of substantial, successful teaching experience, including teaching more than 1 Key Stage in the primary age range.	✓ A,R,I	Experience in a variety of schools
Experience as a successful Headteacher, Head of School, Deputy or Assistant Headteacher	✓ A,R,I	
Experience of effecting change in teaching, learning or curriculum either at phase or whole school level	✓ A,R,I	
Experience of leadership role within a primary school;	✓ A,R,I	
<b>Professional Knowledge and Understanding</b>		
Understanding the expectations in the Ofsted Framework about what makes an effective school.	✓ AI	Understanding of the expectations of the S.48 denominational Inspection

Working knowledge of school planning, evaluation, assessment and accountability	✓ A,R,I	The ability to role model excellent teaching
Ability to analyse data, develop strategic plans, set targets and achieve desired outcomes	✓ A,I	
Thorough knowledge and understanding of current educational issues	✓ A,I	
Ability to develop policies and procedures that demonstrate the Catholic ethos of the school and a commitment to equal opportunities for all	✓ A,I, R	
<b>Promoting the welfare of children</b>		
A good understanding of up to date policy and practice with regard to Safeguarding. Commitment to the safeguarding and well-being of staff and pupils	✓ I	
<b>Professional Skills and Abilities</b>		
Evidence of working effectively with the Headteacher, staff, governors and parents	✓ R,I	
Ability to communicate effectively in writing and orally to a range of audiences including pupils, parents, staff, governors, clergy, fellow professionals and the media	✓ A,I	
Ability to produce clear reports, information and advice to staff and governors and to provide clear information to the Diocese and the CES when required	I, R	Understanding the criteria for evaluating a Catholic school
<b>Personal Qualities</b>		
Evidence of leading by example, demonstrating good interpersonal skills, with the ability to enthuse and motivate others and develop effective partnerships.	✓ R,I	
Stamina, energy and resilience; confidence	R,I	
Optimistic outlook	R	
Commitment to own work/life balance as well as that of others	A,I	
<b>Other</b>		
Understand and support the Catholic ethos of our Catholic School, including the spiritual development of the pupils and the school's role within the community.	✓ A,I,R	
Evidence of a strong commitment to Catholic education;	✓ A,I,R	

## References

- Positive and supportive reference from the Priest where the applicant regularly worships; in good standing with the Church; reference without reservation.
- Positive recommendations in professional references, without reservation.

A – Application form  
D – Documents  
I – Interview  
R - References