

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
Faith Commitment		
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	V A, I	
Ability to demonstrate care, compassion and reconciliation	V A	
Ability to lead acts of worship in the Catholic school	V	
Qualifications and Training		
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)		V D
Willingness to undertake CCRS within 2 years of appointment	V A	
Experience		
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	
Professional Knowledge and Understanding		
Understanding the expectations in the Ofsted Framework about what makes an effective school.	√ Al	Understanding of the expectations of the S.48 denominational Inspection

accountability A,R,I model excellent teaching Ability to analyse data, develop strategic plans, set targets and achieve desired outcomes V Thorough knowledge and understanding of current educational issues V Ability to develop policies and procedures that demonstrate the Catholic veltos of the school and a commitment to equal opportunities for all A,I, R V Promoting the welfare of children V 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 V Professional Skills and Abilities V Evidence of working effectively with the Headteacher , staff, governors and parents V Ability to communicate effectively in writing and orally to a range of audiences including pupils, parents, staff, governors, clergy, fellow professionals and the media I, R Ability to produce clear reports, information and advice to staff and governors and to provide clear information to the Diocese and the CES V With the ability to enthuse and motivate others and develop effective partnerships. R,I Staffing and nergy and resilience; confidence R,I Optimistic outlook R Commitment to own work/life balance as well as that of others A,I Other V Understand and support the Catholic ethos of ou	Working knowledge of school planning, evaluation, assessment and	V	The ability to role
Ability to analyse data, develop strategic plans, set targets and achieve V A,I Ability to analyse data, develop strategic plans, set targets and achieve V A,I Thorough knowledge and understanding of current educational issues V A,I Ability to develop policies and procedures that demonstrate the Catholic V A,I Ability to develop policies and procedures that demonstrate the Catholic V A,I Promoting the welfare of children V A,I A good understanding of up to date policy and practice with regard to V I Safeguarding. Commitment to the safeguarding and well-being of staff and pupits V I Professional Skills and Abilities V V A,I Evidence of working effectively with the Headteacher , staff, governors and pupits V A,I Ability to communicate effectively in writing and orally to a range of A,I V 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 V A,I Evidence of leading by example, demonstrating good interpersonal skills, V R,I P Catholic school Personal Qualities RI R,I I I Cath			
Ability to analyse data, develop strategic plans, set targets and achieve V A,I A,I Thorough knowledge and understanding of current educational issues V Ability to develop policies and procedures that demonstrate the Catholic V Ability to develop policies and procedures that demonstrate the Catholic V Promoting the welfare of children A,I A good understanding of up to date policy and practice with regard to V Safeguarding. Commitment to the safeguarding and well-being of staff I and pupils Professional Skills and Abilities V Evidence of working effectively with the Headteacher , staff, governors V A,I Ability to communicate effectively in writing and orally to a range of V A,I audiences including pupils, parents, staff, governors, clergy, fellow I, R Understanding governors and to provide clear information to the Diocese and the CES I, R Understanding when required R,I R,I Catholic school Personal Qualities I R I Evidence of leading by example, demonstrating good interpersonal skills, with the ability to enthuse and motivate others and develop effective partnerships. R,I I			
desired outcomes A,I Thorough knowledge and understanding of current educational issues V Ability to develop policies and procedures that demonstrate the Catholic V Ability to develop policies and procedures that demonstrate the Catholic V Approach A,I Promoting the welfare of children V A good understanding of up to date policy and practice with regard to V Safeguarding. Commitment to the safeguarding and well-being of staff V and pupils Professional Skills and Abilities V Evidence of working effectively with the Headteacher , staff, governors V R,I Ability to communicate effectively in writing and orally to a range of V A,I Ability to produce clear reports, information and advice to staff and I, R Understanding governors and to provide clear information to the Diocese and the CES V Atholic school Personal Qualities V R,I Catholic school Evidence of leading by example, demonstrating good interpersonal skills, vithen the ability to enthuse and motivate others and develop effective partnerships. R,I Catholic school Stamina, energy and resilience; confidence R,I Commitment to own work/life balance as well as that o	Ability to analyse data, develop strategic plans, set targets and achieve	V	0
Thorough knowledge and understanding of current educational issues V Ability to develop policies and procedures that demonstrate the Catholic V Ability to develop policies and procedures that demonstrate the Catholic V Promoting the welfare of children A,I, R Promoting the welfare of children V Agood understanding of up to date policy and practice with regard to V Safeguarding. Commitment to the safeguarding and well-being of staff I and pupils Professional Skills and Abilities Professional Skills and Abilities V Evidence of working effectively with the Headteacher , staff, governors V Aphility to communicate effectively in writing and orally to a range of V Ay,I A,I Ability to produce clear reports, information and advice to staff and I, R governors and to provide clear information to the Diocese and the CES V when required V,I Evidence of leading by example, demonstrating good interpersonal skills, V R,I Dytimistic outlook R Commitment to own work/life balance as well as that of others A,I Other Understand and support the Catholic ethos of our Catholic School, M,I,R <td< td=""><td>desired outcomes</td><td>A,I</td><td></td></td<>	desired outcomes	A,I	
A,IA,IAbility to develop policies and procedures that demonstrate the Catholic ethos of the school and a commitment to equal opportunities for all A,I, RVPromoting the welfare of childrenVA good understanding of up to date policy and practice with regard to Safeguarding. Commitment to the safeguarding and well-being of staff and pupilsVProfessional Skills and AbilitiesVEvidence of working effectively with the Headteacher , staff, governors and parentsVAbility to communicate effectively in writing and orally to a range of audiences including pupils, parents, staff, governors, clergy, fellow professionals and the mediaVAbility to produce clear reports, information and advice to staff and governors and to provide clear information to the Diocese and the CESVPersonal QualitiesVEvidence of leading by example, demonstrating good interpersonal skills, with the ability to enthuse and motivate others and develop effective partnerships.VStamina, energy and resilience; confidenceR,IOptimistic outlookRCommitment to own work/life balance as well as that of othersA,IOtherUnderstand and support the Catholic ethos of our Catholic School, including the spiritual development of the pupils and the school's role within the community.VEvidence of a strong commitment to Catholic education;V			
Ability to develop policies and procedures that demonstrate the Catholic ethos of the school and a commitment to equal opportunities for all V Promoting the welfare of children V 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 V Professional Skills and Abilities V Evidence of working effectively with the Headteacher , staff, governors and parents V Ability to communicate effectively in writing and orally to a range of audiences including pupils, parents, staff, governors, clergy, fellow professionals and the media V Ability to produce clear reports, information and advice to staff and governors and to provide clear information to the Diocese and the CES I, R Understanding the criteria for evaluating a Catholic school Personal Qualities I R,I Understanding the criteria for evaluating a Catholic school Potimistic outlook R R,I I Optimistic outlook R I I Commitment to own work/life balance as well as that of others A,I V A,I,R A,I,R I I Evidence of a strong commitment of the pupils and the school's role A,I I Evidence of leading by example, demon			
ethos of the school and a commitment to equal opportunities for all A,I, R Promoting the welfare of children V A good understanding of up to date policy and practice with regard to V Safeguarding. Commitment to the safeguarding and well-being of staff and pupils V Professional Skills and Abilities V Evidence of working effectively with the Headteacher , staff, governors and parents V Ability to communicate effectively in writing and orally to a range of audiences including pupils, parents, staff, governors, clergy, fellow V 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 Personal Qualities 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 I Optimistic outlook R I Other 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. V/ Vision for the catholic education; V V	Ability to develop policies and procedures that demonstrate the Catholic		
Promoting the welfare of children V A good understanding of up to date policy and practice with regard to V Safeguarding. Commitment to the safeguarding and well-being of staff I and pupils Professional Skills and Abilities V Professional Skills and Abilities V R,I Evidence of working effectively with the Headteacher , staff, governors and parents V 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 V 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 V R,I Personal Qualities V R,I V R,I Evidence of leading by example, demonstrating good interpersonal skills, with the ability to enthuse and motivate others and develop effective partnerships. V R,I Stamina, energy and resilience; confidence R,I Commitment to own work/life balance as well as that of others A,I Optimistic outlook R V A,I,R V Evidence of a strong commitment to Catholic education; V A,I,R		-	
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 V Professional Skills and Abilities V Evidence of working effectively with the Headteacher , staff, governors and parents V Ability to communicate effectively in writing and orally to a range of audiences including pupils, parents, staff, governors, clergy, fellow V 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 Personal Qualities V Evidence of leading by example, demonstrating good interpersonal skills, partnerships. V Stamina, energy and resilience; confidence R,I Optimistic outlook R Commitment to own work/life balance as well as that of others A,I,R Understand and support the Catholic ethos of our Catholic School, within the community. V Evidence of a strong commitment to Catholic ducation; V			
Safeguarding. Commitment to the safeguarding and well-being of staff and pupils I Professional Skills and Abilities V Evidence of working effectively with the Headteacher , staff, governors and parents V Ability to communicate effectively in writing and orally to a range of audiences including pupils, parents, staff, governors, clergy, fellow professionals and the media V Ability to produce clear reports, information and advice to staff and governors and to provide clear information to the Diocese and the CES I, R Understanding the criteria for evaluating a Catholic school Personal Qualities V R,I Evidence of leading by example, demonstrating good interpersonal skills, partnerships. V Stamina, energy and resilience; confidence R,I Optimistic outlook R Commitment to own work/life balance as well as that of others A,I 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. V Evidence of a strong commitment to Catholic ducation; V	-	V	
and pupils Professional Skills and Abilities Evidence of working effectively with the Headteacher , staff, governors and parents V Ability to communicate effectively in writing and orally to a range of audiences including pupils, parents, staff, governors, clergy, fellow V Ability to produce clear reports, information and advice to staff and governors and to provide clear information to the Diocese and the CES I, R Understanding the criteria for evaluating a Catholic school Personal Qualities Z Z Z Evidence of leading by example, demonstrating good interpersonal skills, with the ability to enthuse and motivate others and develop effective partnerships. V, R, I Stamina, energy and resilience; confidence R, I I Optimistic outlook R I Other 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. V Evidence of a strong commitment to Catholic education; V A,I,R		1	
Professional Skills and Abilities V Evidence of working effectively with the Headteacher , staff, governors and parents V Ability to communicate effectively in writing and orally to a range of audiences including pupils, parents, staff, governors, clergy, fellow professionals and the media V 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 Personal Qualities V R,I V Evidence of leading by example, demonstrating good interpersonal skills, with the ability to enthuse and motivate others and develop effective partnerships. V Stamina, energy and resilience; confidence R,I R Optimistic outlook R Intervention of the pupils and the school's role within the community. Evidence of a strong commitment to Catholic education; V X,I			
Evidence of working effectively with the Headteacher , staff, governors and parents V R,I Ability to communicate effectively in writing and orally to a range of audiences including pupils, parents, staff, governors, clergy, fellow V 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 Personal Qualities Z Z Z Evidence of leading by example, demonstrating good interpersonal skills, with the ability to enthuse and motivate others and develop effective partnerships. V R,I Optimistic outlook R I Commitment to own work/life balance as well as that of others A,I Other 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. V A,I	Professional Skills and Abilities		
and parentsR,IAbility to communicate effectively in writing and orally to a range of audiences including pupils, parents, staff, governors, clergy, fellow professionals and the mediaVAbility to produce clear reports, information and advice to staff and governors and to provide clear information to the Diocese and the CESI, RUnderstanding the criteria for evaluating a Catholic schoolPersonal QualitiesIR,IIEvidence of leading by example, demonstrating good interpersonal skills, with the ability to enthuse and motivate others and develop effective partnerships.VR,IOptimistic outlookRIICommitment to own work/life balance as well as that of othersA,IIOtherIIIUnderstand and support the Catholic ethos of our Catholic School's role within the community.VA,I,REvidence of a strong commitment to Catholic education;VI		V	
Ability to communicate effectively in writing and orally to a range of audiences including pupils, parents, staff, governors, clergy, fellow professionals and the media V 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 Personal Qualities I R,I Interview Interview Evidence of leading by example, demonstrating good interpersonal skills, with the ability to enthuse and motivate others and develop effective partnerships. V R,I Stamina, energy and resilience; confidence R,I Interview Interview Optimistic outlook R Interview A,I Outderstand and support the Catholic ethos of our Catholic School, including the spiritual development of the pupils and the school's role within the community. V A,I,R Evidence of a strong commitment to Catholic education; V Interview A,I,R		R,I	
audiences including pupils, parents, staff, governors, clergy, fellow professionals and the mediaA,IAbility to produce clear reports, information and advice to staff and governors and to provide clear information to the Diocese and the CES when requiredI, RUnderstanding the criteria for evaluating a Catholic schoolPersonal QualitiesVR,IEvidence of leading by example, demonstrating good interpersonal skills, 	•		
professionals and the mediaUnderstandingAbility to produce clear reports, information and advice to staff and governors and to provide clear information to the Diocese and the CES when requiredI, RUnderstanding the criteria for evaluating a Catholic schoolPersonal QualitiesImage: Catholic schoolImage: Catholic schoolEvidence of leading by example, demonstrating good interpersonal skills, with the ability to enthuse and motivate others and develop effective partnerships.VStamina, energy and resilience; confidenceR,IOptimistic outlookRCommitment to own work/life balance as well as that of othersA,IOtherImage: Catholic School, including the spiritual development of the pupils and the school's role within the community.VEvidence of a strong commitment to Catholic education;V			
Ability to produce clear reports, information and advice to staff and governors and to provide clear information to the Diocese and the CES when requiredI, RUnderstanding the criteria for evaluating a Catholic schoolPersonal QualitiesImage: Catholic schoolVEvidence of leading by example, demonstrating good interpersonal skills, partnerships.VR,IStamina, energy and resilience; confidenceR,IImage: Catholic schoolOptimistic outlookRImage: Catholic school, R,IImage: Catholic school, R,IOuterImage: Catholic ethos of our Catholic School, including the spiritual development of the pupils and the school's role within the community.VEvidence of a strong commitment to Catholic education;V		A,I	
governors and to provide clear information to the Diocese and the CES when requiredthe criteria for evaluating a Catholic schoolPersonal QualitiesImage: Comparison of the comparison			
when requiredevaluating a Catholic schoolPersonal QualitiesEvidence of leading by example, demonstrating good interpersonal skills, with the ability to enthuse and motivate others and develop effective partnerships.VStamina, energy and resilience; confidenceR,IOptimistic outlookRCommitment to own work/life balance as well as that of othersA,IOtherUnderstand and support the Catholic ethos of our Catholic School, within the community.VEvidence of a strong commitment to Catholic education;V		I, R	-
Personal QualitiesCatholic schoolEvidence of leading by example, demonstrating good interpersonal skills, partnerships.VR,IR,IStamina, energy and resilience; confidenceR,IOptimistic outlookRCommitment to own work/life balance as well as that of othersA,IOtherUnderstand and support the Catholic ethos of our Catholic School, including the spiritual development of the pupils and the school's role within the community.VEvidence of a strong commitment to Catholic education;V			
Personal Qualities Image: Constraint of the pupils and the school's role Evidence of leading by example, demonstrating good interpersonal skills, with the ability to enthuse and motivate others and develop effective partnerships. V Stamina, energy and resilience; confidence R,I Optimistic outlook R Commitment to own work/life balance as well as that of others A,I Other Understand and support the Catholic ethos of our Catholic School, vincluding the spiritual development of the pupils and the school's role within the community. V Evidence of a strong commitment to Catholic education; V	when required		evaluating a
Evidence of leading by example, demonstrating good interpersonal skills, V with the ability to enthuse and motivate others and develop effective R,I 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 Other Understand and support the Catholic ethos of our Catholic School, V understand and support the Catholic ethos of our Catholic School, V within the community. A,I,R Evidence of a strong commitment to Catholic education; V			Catholic school
with the ability to enthuse and motivate others and develop effective partnerships.R,IStamina, energy and resilience; confidenceR,IOptimistic outlookRCommitment to own work/life balance as well as that of othersA,IOtherImage: Community of the catholic ethos of our Catholic School, fincluding the spiritual development of the pupils and the school's roleVWithin the community.Image: VEvidence of a strong commitment to Catholic education;V	Personal Qualities		
partnerships.R,IStamina, energy and resilience; confidenceR,IOptimistic outlookRCommitment to own work/life balance as well as that of othersA,IOtherUnderstand and support the Catholic ethos of our Catholic School, including the spiritual development of the pupils and the school's roleVWithin the community.A,I,REvidence of a strong commitment to Catholic education;V	Evidence of leading by example, demonstrating good interpersonal skills,	V	
Stamina, energy and resilience; confidence R,I Optimistic outlook R Commitment to own work/life balance as well as that of others A,I Other 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. V Evidence of a strong commitment to Catholic education; V	with the ability to enthuse and motivate others and develop effective	R,I	
Optimistic outlook R Commitment to own work/life balance as well as that of others A,I Other Image: Commitment to catholic ethos of our Catholic School, including the spiritual development of the pupils and the school's role within the community. V Evidence of a strong commitment to Catholic education; V	partnerships.		
Commitment to own work/life balance as well as that of others A,I Other Image: Commitment to catholic ethos of our Catholic School, including the spiritual development of the pupils and the school's role within the community. V Evidence of a strong commitment to Catholic education; V	Stamina, energy and resilience; confidence	R,I	
Commitment to own work/life balance as well as that of others A,I Other Image: Commitment to catholic ethos of our Catholic School, including the spiritual development of the pupils and the school's role within the community. V Evidence of a strong commitment to Catholic education; V			
Commitment to own work/life balance as well as that of othersA,IOtherAUnderstand and support the Catholic ethos of our Catholic School, including the spiritual development of the pupils and the school's role within the community.VEvidence of a strong commitment to Catholic education;V	Optimistic outlook	R	
OtherImage: Constraint of the catholic ethos of our Catholic School, including the spiritual development of the pupils and the school's role within the community.VEvidence of a strong commitment to Catholic education;V			
OtherImage: Constraint of the catholic ethos of our Catholic School, including the spiritual development of the pupils and the school's role within the community.VEvidence of a strong commitment to Catholic education;V	Commitment to own work/life balance as well as that of others	A,I	
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.VEvidence of a strong commitment to Catholic education;V	······································		
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.VEvidence of a strong commitment to Catholic education;V	Other		
including the spiritual development of the pupils and the school's role A,I,R within the community. Evidence of a strong commitment to Catholic education; V		V	
within the community. Evidence of a strong commitment to Catholic education; V			
Evidence of a strong commitment to Catholic education; V			
	•	V	
		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.

