

HEADTEACHER PERSON SPECIFICATION

Source Key: A = Application Form, I = Interview, R = References, CC = Checking Certificates

Faith commitment	Essential	Desirable	Source
A practising Catholic	✓		A/I/R
Secure understanding of the distinctive nature of the Catholic school and Catholic education	✓		A/I/R
Understanding of the leadership role in spiritual development of pupils and staff	✓		A/I/R
Understanding of the school's role in the parish and diocese	✓		A/I/R
Involvement in parish community		✓	A/I
Leading school worship	✓		A/I

Qualifications	Essential	Desirable	Source
Qualified teacher status	✓		A/CC
Degree	✓		A/CC
Postgraduate level qualification		✓	A/CC
CCRS/CTC or commitment to obtaining the certificate		✓	A/CC/I
National Professional Qualification for Headship (NPQH)		✓	A/CC

Professional development	Essential	Desirable	Source
Evidence of appropriate professional development for the role of headteacher		✓	A
Evidence of professional development relating to Catholic ethos, mission and religious education		✓	A/I/CC
Evidence of recent leadership and management professional development	✓		A
Evidence of working with other schools/organisations/agencies	✓		A/I/CC
Evidence of appropriate safeguarding training at senior leadership level	✓		A/I/CC

School leadership and management experience	Essential	Desirable	Source
Ability to articulate and share a vision for education within the context and mission of a Catholic school	✓		A/I/R
Ability to inspire and motivate staff, pupils, parents and the board to achieve the aims of Catholic education	✓		A/I/R
To have successful experience as an effective deputy headteacher in a secondary school	✓		A/I/R
To have taken a key role in school self-evaluation and development planning	✓		A/I/R
Knowledge of the role of the board in a Catholic school	✓		A/I/R

Experience and knowledge of teaching	Essential	Desirable	Source
Secure understanding of the requirements of the Religious Education Curriculum Directory and the National Curriculum	✓		A/I
Secure knowledge of statutory requirements relating to the curriculum and assessment	✓		A/I

Professional attributes	Essential	Desirable	Source
To have excellent written and oral communication skills (which will be assessed at all stages of the process)	✓		A/I

Application form and supporting statement
The form must be fully completed and legible. The supporting statement should be clear, concise (within the required word count) and related to the specific post