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| **Headteacher – Person Specification Category**  | **Essential**  | **Desirable**  |
| Catholic Ethos  |  A practising and committed Catholic.  Secure understanding of the distinctive nature of the Catholic School and Catholic education.  Understanding of the leadership role in the spiritual development of children and staff.  Understanding of the role of the school in the parishes and wider community.  |  Evidence of participation in the faith life of the community.  Experience in leading acts of worship in Catholic schools.  |
| Qualifications  |  Qualified teacher status.  Willingness to undertake CCRS within 2 years if not held already  |  Postgraduate level qualification.  CCRS or equivalent.  Hold NPQH  |
| Experience  |  Experience as a successful Headteacher, Deputy or Assistant Headteacher.  Experience in Catholic education.  Substantial successful teaching experience.  Demonstrate a commitment to the safeguarding and wellbeing of both staff and children, with a knowledge of the procedures and guidance required.  A working knowledge of school planning, evaluation and assessment.  |  Experience of teaching in more than one school.  Experience of teaching in more than one Key Stage.  |
| Professional Development  |  Evidence of continuing professional development relating to school leadership and management and curriculum / teaching and learning.  A willingness to continue their professional development.  |  Evidence of continuing professional development relating to Catholic ethos, mission and religious education.  Experience of working with other schools / organisations / agencies.  Experience of leading or co-ordinating continuing professional development opportunities for others.  Ability to identify own learning needs and to support others in identifying their learning needs.  |
| Strategic Leadership  |  Ability to articulate and share a vision of primary education within the context of the mission of a Catholic school.  Evidence of having successfully translated vision to reality at whole school level.  Ability to enthuse, inspire and motivate children, staff, parents and governors to achieve the aims of Catholic education.  Evidence of successful strategies for planning, implementing, monitoring and evaluating school improvement.  Ability to analyse data, develop strategic plans, set targets and monitor / evaluate progress.  |  Knowledge of the role of the Governing Body in a Catholic Voluntary Aided school.  |