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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. |