



## Person Specification

### Headteacher

#### 1. Qualifications

- 1.1 Must be a practising Roman Catholic.
- 1.2 A first degree and appropriate teaching and leadership qualifications (i.e., PGCE, NPQH).
- 1.3 Evidence of recent relevant further study and continuing professional development (e.g., Post graduate degree).

#### 2. Experience

- 2.1 Successful teaching across an education sector age range (e.g., primary) and across the whole ability range of that sector.
- 2.2 A successful track record leading and managing the work of others.
- 2.3 A successful track record of effective and innovative budget management with evidence of innovative solutions generated and put in place.
- 2.4 Coaching and mentoring for the development of strategies that result in successful and effective teaching, learning and faith outcomes.
- 2.5 In depth knowledge of and experience in ensuring the effective meeting of all statutory requirements, especially in respect of learning and safeguarding, together with substantial experience of safeguarding procedures, training, and standards, and promotion of an effective safeguarding culture.
- 2.6 In depth knowledge and experience of setting appropriate targets to raise achievement for all pupils, particularly 'closing the gap' for all those regarded as 'vulnerable' and/or of socially disadvantaged backgrounds.

#### 3. Competencies and Skills

- 3.1 Ability to accept and respond effectively to line management and Trust-wide policy developments.
- 3.2 Ability to think strategically and act proactively for the benefit of the school.
- 3.3 Ability to develop sustainable budget plans so that the school remains increasingly viable.
- 3.4 Ability to identify and ensure an effective response to key issues affecting pupil achievement, progress, attainment, and faith.
- 3.5 Ability to identify organisational and professional development priorities; and guide effective action planning in response to these priorities.
- 3.6 Ability to set, monitor and evaluate targets that motivate colleagues, regarding teaching, learning and faith.
- 3.7 Ability to contribute to and guide policy development that works effectively for the school.

3.8 Ability to maximize information and communication technologies that inspire leaders and practitioners; and raise standards of attainment and progress.

#### **4. Commitment**

4.1 Dedication to the Catholic ethos and identity of the school, Gospel values and the constant promotion of all pupils' spiritual and moral development.

4.2 Committed to cultivating a learning and faith environment focused on driving up standards through the active engagement of leadership colleagues, teaching and support staff, governance committee members, clergy, and others.

4.3 A demonstrable passion for Gospel values and maintaining the liturgy and the wellbeing of the whole child as central.

4.4 Dedication to preserving successful Catholic education based on sound pedagogy and finance.

4.5 A commitment and ambition to work across the Trust to support in areas as appropriate in relation to the Trust's strategic plan and vision.