

Person Specification

Academy Principal

1. Qualifications

- 1.1 Must be a practising Roman Catholic.
- 1.2 A first degree and appropriate teaching and qualification (i.e., PGCE or equivalent)
- 1.3 An appropriate leadership qualification (e.g., NPQH), or demonstrable readiness to undertake one
- 1.3 Evidence of recent relevant further study and continuing professional development.

2. Experience

- 2.1 Successful teaching across an education sector age range (e.g., primary, or secondary).
- 2.2 Experience leading and managing the work of others.
- 2.3 Successful budget management (e.g., Key Stage, subject or departmental)
- 2.4 Coaching, mentoring, or supporting other staff or a team of staff resulting in successful and effective teaching, learning and faith outcomes.
- 2.5 Knowledge of and experience in ensuring statutory requirements are met in an area or areas
- 2.6 Knowledge and training in respect of safeguarding, together with experience of safeguarding procedures and standards.
- 2.7 Knowledge of and the ability to set appropriate targets to raise achievement for discrete sets of pupils, particularly 'closing the gap' for all those regarded as 'vulnerable' and/or of socially disadvantaged backgrounds.

3. Competencies and Skills

- 3.1 To accept and respond effectively to line management and Trust-wide policy developments.
- 3.2 To meet or exceed operational imperatives and act proactively for the benefit of the academy, its pupils, community and allied to the needs of the Trust overall.
- 3.3 To operate within a sustainable budget plan so that the academy remains increasingly viable.
- 3.4 To deliver an effective response to key issues affecting pupil achievement, progress, attainment, and faith.
- 3.5 To action plan effectively based on identified organizational and professional development priorities.
- 3.6 To take on targets set regarding teaching, learning and faith, monitoring and evaluating these in ways that motivate colleagues.
- 3.7 Ability to help develop and implement policy so that it works for the benefit of pupils and staff across the academy.
- 3.8 To model and encourage the effective application of information and communication technologies so that teaching and support staff are inspired, and standards of attainment and progress raised.

4. Commitment

- 4.1 Dedication to the Catholic ethos and identity of the academy, Gospel values and the constant promotion of all pupils' spiritual and moral development.
- 4.2 Committed to delivering a learning and faith environment focused on raising 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.