



# ST MARY'S CATHOLIC PRIMARY SCHOOL

## Headteacher – Person Specification [March 2019]

	Criteria	Essential	Desirable
<b>Faith Commitment/Catholicity</b>			
1	A committed practising Catholic.	✓	
2	A secure understanding of the distinctive nature of a Catholic school.	✓	
3	A personal vision for a Catholic school and the ability to share and enact that vision with all those who make up the school and the wider community.	✓	
4	The ability to strengthen faith commitment and worship in the school community and lead, by example, the faith journey in Christ.	✓	
<b>Qualifications</b>			
5	Degree level qualification or equivalent and Qualified Teacher Status.	✓	
6	National Professional Qualification for Headteachers (NPQH).		✓
7	Evidence of recent and relevant continuing professional development on school leadership, curriculum and learning and teaching.	✓	
8	Catholic Certificate in Religious studies.		✓
9	Up to date safeguarding training.	✓	
<b>Experience</b>			
10	Successful experience in a senior leadership role in the primary phase.	✓	
11	Experience as a headteacher.		✓
12	Evidence of successful leadership of teaching to improve pupil outcomes and ensure high quality provision.	✓	
13	Experience of managing change and meeting challenges successfully.	✓	
14	Experience of building, motivating and leading effective teams, respecting contributions and feedback in order to secure the best possible outcomes for pupils.	✓	
15	Experience of identifying emerging talent and motivating staff to continually improve their own practice.		✓
16	Knowledge and experience of successful financial/resource management.		✓
<b>Knowledge and Skills</b>			
17	Outstanding classroom practitioner with a deep understanding of learning and teaching.	✓	
18	Understanding of and ability to discuss local and national trends in education and school systems.		✓
19	Ability to foster and maintain successful working relationships with all stakeholders, involving them in the school's development and in transforming vision into practice.	✓	
20	Commitment to managing the wellbeing of all and an ability to identify ways to reduce unnecessary workload for staff.	✓	

21	Ability to interpret, analyse and use a wide range of data and information effectively, to drive school improvement.	✓	
22	Understand issues relating to managing a school including safeguarding, inclusion and equality policies and their implementation. [Including an awareness of child protection procedures, health and safety legislation, equal opportunities, race relations, disability, human rights and employment legislation.]	✓	
23	Understanding of how to effectively support vulnerable children and pupils with special education needs.	✓	
<b>Personal Qualities</b>			
24	Enthusiasm and a love of learning that enables you to lead the school with drive and passion.	✓	
25	Excellent communication, listening and negotiating skills for a range of purposes and audiences.	✓	
26	Emotional resilience, stamina and flexibility when dealing with challenging issues and circumstances.	✓	
27	High expectations of self and others.	✓	
28	A commitment to inclusive education for all.	✓	
<b>Safeguarding Children: Safer Recruitment and Selection</b>			
29	<p>In addition to candidates' ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:</p> <ul style="list-style-type: none"> <li>• Motivation to work with children and young people;</li> <li>• Ability to form and maintain appropriate relationships and personal boundaries with children and young people;</li> <li>• Emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline.</li> </ul>	✓	