**Love one another as I have loved you**

**Assistant Headteacher**

**Person Specification**

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| **Category** | **Essential** | **Desirable** |
| **Faith Commitment** | * Understanding of the distinctive nature of the Catholic school and Catholic education
* Understanding of the importance of school’s links with the parish and wider community and in promoting community cohesion
 | * A practising and committed Catholic
* Evidence of participation in faith life of the community
* Experience in leading acts of worship in Catholic schools
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| **2. Qualifications** | * Qualified teacher status
 | * Postgraduate level qualification
* CCRS or equivalent
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| **3. Experience** | * Successful experience of leading one or more subject areas and / or a key stage
* Substantial, successful teaching experience
 | * Recent experience in a Catholic voluntary aided school or Academy
* Teaching experience in at least 2 of the 3 key stages: Foundation Stage, KS1 and KS2
* Curriculum leadership in one or more core subjects
* Experience of teaching in more than one school
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| **4. Professional Development** | * Evidence of continuing professional development relating to school leadership and management, and curriculum/ teaching and learning
 | * Evidence of continuing professional development relating to Catholic ethos, mission and religious education
* Experience of leading/co-ordinating professional development opportunities
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| **Category** | **Essential** | **Desirable** |
| **4. Professional Development** **(Continued)** |  | * Ability to identify own learning needs and to support others in identifying their learning needs
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| **5. Strategic Leadership** | * Ability to motivate staff, pupils and parents to achieve the aims of our school
* Ability to analyse data and identify its implications
* Knowledge of what constitutes high quality education and experience of raising standards and the achievement of pupils
* Understanding of and commitment to promoting and safeguarding the welfare of pupils’
 | * Evidence of having successfully brought about improvement at key stage or whole-school level
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| **6. Teaching and Learning** | * A secure understanding of the requirements of the National Curriculum
* Knowledge and experience of a range of successful teaching and learning strategies to meet the needs of all pupils
* A secure understanding of assessment strategies and the use of assessment to inform the next stages of learning
* Experience of effective monitoring and evaluation of teaching and learning
* Secure knowledge of statutory requirements relating to the curriculum and assessment
 | * Understanding of successful teaching and learning in religious education across the key stages
* Successful experience in creating an effective learning environment and in developing and implementing policy and practice relating to behaviour management
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| **6.. Leading and Managing Staff** | * Experience of working in and leading staff teams
* Ability to support colleagues in undertaking responsibilities
 | * Experience of line management
* Experience of supporting the continuing professional development of colleagues
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| **8. Accountability** | * Ability to communicate effectively, orally and in writing to a range of audiences – e.g. staff, pupils, parents
* Ability to provide clear information and advice to staff
* Understanding of performance management
 | * Experience of presenting reports to ‘governors’
* Leading sessions to inform parents
* Experience of offering challenge and support to improve performance
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| **Category** | **Essential** | **Desirable** |
| **9. Skills, Qualities & Abilities** | * A passion for teaching and learning
* High quality teaching skills
* Commitment to the ethos and mission of a Catholic school
* High expectations of pupils’ learning and attainment
* Strong commitment to school improvement and raising achievement for all
* Ability to build and maintain strong relationships with all stakeholders
* Ability to remain positive and enthusiastic when working under pressure
* Ability to organise work, prioritise tasks, make decisions and manage time effectively
* Excellent communication skills
* Excellent interpersonal skills
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| **10. References** | * Positive recommendation in professional references
* Satisfactory health and attendance record
 | * Faith reference without reservation
* Professional reference without reservation
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