



*The school's Instrument of Government states that it is part of the Catholic Church and is to be conducted as a Catholic school in accordance with Canon Law, the teachings of the Roman Catholic Church and the Trust Deed of the Diocese of Shrewsbury. At all times the school is to serve as a witness to the Catholic Faith in Our Lord Jesus Christ. The post therefore requires a practising Catholic who can show by example and from experience that he or she will ensure that the school is distinctively Catholic in all its aspects.*

*This school (name of school) is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.*

*The applicant will be required to safeguard and promote the welfare of children and young people.*

Source Key: A = Application Form I = Interview R = References CC = Checking Certificates

Note: **Candidates failing to meet any of the essential criteria will automatically be excluded**

**[A] Faith Commitment**

		Essential	Desirable	Source
1.	Practising Catholic	E		A/I/R
2.	Involvement in parish community		D	A/I/R

**To be able to demonstrate their knowledge and understanding of the following in the context of a Catholic school.**

		Essential	Desirable	Source
3.	Leading school worship	E		A/I
4.	Ways of developing religious education and worship	E		A/I
5.	A commitment to strategic thinking and planning that builds, communicates and carries forward a coherent and shared vision for the Catholic ethos of the school.	E		A/I
6.	How relationships should be fostered and developed between the school, parish and its community and Diocese of Shrewsbury	E		A/I

**[B] Qualifications**

		Essential	Desirable	Source
7.	Qualified teacher status	E		A/CC
8.	Degree	E		A/CC
9.	CCRS/CTC or commitment to obtaining the certificate		D	A/CC/I

**[C] Professional Development**

		Essential	Desirable	Source
10.	Evidence of appropriate professional development for the role of Deputy Headteacher		D	A
11.	Evidence of recent leadership and management professional development	E		A
12.	Has successfully undertaken appropriate safeguarding training and knowledge of legislation for the protection of young people	E		A
13.	Has successfully undertaken Designated Safeguarding Lead Training		D	A/I/CC
14.	Has completed the Catholic Senior Leadership Programme or has a commitment to doing so	E		A/I/CC
15.	Has completed the Catholic Middle Leadership Programme or has a commitment to doing so		D	A/I/CC

**[D] School leadership and management experience**

		Essential	Desirable	Source
16.	To have substantial and current experience as a senior leader in a primary school		D	A/I/R
17.	To have had active and effective leadership of a team / key stage/ curriculum area	E		A/I/R
18.	To have taken an active involvement in school self-evaluation and development of a relevant and effective curriculum	E		A/I/R
19.	To have involvement in or understanding of financial management in a school		D	A/I/R
20.	To have implemented and developed a whole school initiative	E		A/I/R
21.	To have had responsibility for policy development and implementation	E		A/I/R
22.	To have had experience of and ability to contribute to staff development across the primary range. (E.g. coaching, mentoring, INSET for staff)	E		A/I/R
23.	Work positively with parents, carers and governors	E		A/I/R
24.	To demonstrate an awareness of current national educational policy	E		A/I/R

**[E] Experience and knowledge of teaching**

		Essential	Desirable	Source
25.	Experience of teaching in more than one school		D	A/I/R
26.	Experience of teaching in a school in similar circumstances/ serving a similar community		D	A/I
27.	Significant teaching experience and proven excellence in teaching pupils within the primary phase	E		A/I/R
28.	To have a knowledge and understanding of all Key Stages in the primary phase	E		A/I/R
29.	Secure understanding of assessment strategies , data analysis and the use of assessment to maximise achievement	E		A/I/R
30.	To be able to exemplify how the needs of all pupils have been met through high quality teaching	E		A/I/R

**[F] Professional Attributes**

		Essential	Desirable	Source
31.	To be able to demonstrate an understanding, awareness and empathy for the needs of the pupils at this school and how these could be met.	E		I
32.	To be able to demonstrate a clear rationale for behaviour management and a proven track record of the effective implementation of a range of behaviour management strategies.	E		I
33.	To have excellent written and oral communication skills (which will be assessed at all stages of the process)	E		A/I
34.	To be a leader of learning demonstrating, promoting and encouraging outstanding classroom practice	E		A/I/R
35.	Show a good commitment to sustained attendance at work	E		A/I/R

**[G] Professional Skills**

Applicants must be able to demonstrate that they meet the Teachers' Standards (England) which are set out in detail in the current School Teachers' Pay and Conditions Document. The deputy Headteacher must be exemplary and be able to:

- Set high expectations which inspire, motivate and challenge pupils
- Promote good progress and outcomes by pupils
- Demonstrate good subject and curriculum knowledge
- Plan and teach well-structured lessons
- Adapt teaching to respond to the strengths and needs of all pupils
- Make accurate and productive use of assessment
- Manage behaviour effectively
- Fulfil wider professional responsibilities

## [H] Personal Qualities

All of the following are considered essential for the post and will be assessed through interview and reference:

- Continue to promote the school's strong educational philosophy and values
- Inspire, challenge, motivate and empower teams and individuals to achieve high goals
- Inspire trust in the school community
- Communicate clearly and effectively both orally and in written English
- Demonstrate personal enthusiasm and commitment to leadership aimed at making a positive difference to children and young people
- Build and maintain quality relationships through interpersonal skills and effective communication
- Demonstrate personal and professional integrity, including modelling values and vision
- Manage and resolve conflict
- Prioritise, plan and organise themselves and others
- Think analytically and creatively and demonstrate initiative in solving problems
- Be aware of their own strengths and areas for development and listen to, and reflect constructively and act upon as appropriate, feedback from others
- Demonstrate a capacity for sustained hard work with energy and vigour

## [I] Confidential References and Reports

A positive and supportive faith reference from a priest where the applicant regularly worships.	E
Positive recommendation from all referees, including current employer.	E
A supportive reference from the Local Authority, if possible, or a further supportive professional reference	E

The governors reserve the right in exceptional cases to seek additional references from other former employees where this seems appropriate.

The governors reserve the right to withdraw the offer of an interview should a positive and supportive faith reference not be received.

## [J] Important advice regarding faith references

As you are aware the person specification for the post to which you are making an application states that you are asked to provide a faith reference from a priest where you regularly worship.

The Governing Body will be seeking to appoint a practising Catholic who joins in the parish celebration of the Sunday Eucharist and receives the sacraments regularly.

At a time when priests are increasingly assuming responsibility for larger pastoral areas it is becoming increasingly common for priests not to know parishioners as well as they might have in the past. In the light of this we offer the following advice when seeking faith references.

1. Speak to the priest before completing your application and ask if he agrees to your including him as a referee.
2. Provide him with an outline of
  - your involvement in parish life e.g., Eucharistic minister, reader, etc (it may be that currently you are not heavily involved in parish life due to other commitments)
  - your present post – school, areas of responsibility
  - the post to which you are applying – name of school, post, etc

By following the above advice you are able to prepare the priest for the reference request and so ensure it will be completed as fully as possible.

#### **[K] Application Form and Supporting Statement**

The form must be fully completed. The supporting statement should be clear, concise and related to the specific post, *following the guidance outlined in section G above.*

***The CESEW Leadership Application Form must be fully completed. The supporting statement should not exceed 1300 words in length, be clear, concise and related to the post and setting applied for.***