Deputy Headteacher
with responsibility for Catholic Life and Quality of Education

Person Specification

Area	Essential	Desirable
Catholic Life and Mission	• Practising Catholic as defined by the Archdiocese of Birmingham, committed to the faith and mission of Catholic education. • Ability to provide visible, authentic Catholic leadership and witness to Gospel values. • Understanding of the distinctive nature and purpose of Catholic education. • Experience of supporting Catholic Life and Mission, or demonstrable capacity to do so if working outside Catholic education. • Ability to lead the spiritual and liturgical life of the College and support the formation of others.	• Experience of working in a Catholic school. • CCRS or equivalent, or willingness to undertake.
Qualifications and professional development	• Qualified Teacher Status and a degree or equivalent qualification. • Evidence of relevant professional development and commitment to continued professional and leadership development.	• Relevant leadership qualification, such as NPQH, or equivalent.
Leadership and management	• Successful leadership experience in a secondary school, including contribution to whole-school strategic development. • Evidence of successful leadership and school improvement. • Ability to think strategically, translate priorities into action and use self evaluation and quality assurance effectively. • Experience of leading, developing and holding others to account. • Credibility, judgement and resilience to deputise fully for the Headteacher and work effectively with governors, leaders, parents and partners.	• Senior Leadership Team experience. • Experience of deputising for a Headteacher or leading significant whole-school initiatives. • Experience of developing middle and aspiring leaders.
Teaching and Curriculum	• Strong understanding of curriculum, teaching, learning and assessment. • Successful track record of improving the quality of teaching and curriculum and pupil outcomes. • Experience of developing and challenging subject or curriculum leaders and using quality assurance to improve practice. • Understanding of adaptive teaching and meeting the needs of pupils with SEND, disadvantaged and vulnerable pupils. • Commitment to an ambitious and inclusive curriculum, informed by evidence and research.	—
Disadvantaged Pupils and Pupil Premium	• Strong understanding of the barriers affecting disadvantaged pupils and how these can be addressed through high-quality teaching and wider provision. • Ability to lead, monitor and evaluate an effective whole-school strategy for disadvantaged pupils. • Ability to use evidence and data effectively to evaluate impact and improve outcomes.	• Experience of leading a whole-school disadvantaged or Pupil Premium strategy.

Area	Essential	Desirable
Religious Education and RHE	• Understanding of the central place of Religious Education and commitment to the Religious Education Directory and diocesan requirements. • Understanding of Catholic teaching and the distinctive approach to RHE in a Catholic school. • Ability to lead RHE so that it meets statutory and diocesan requirements and is rooted in Catholic teaching. • Ability to communicate sensitively and confidently with staff, pupils and parents.	—
Developing people	• Successful record of developing teachers and leaders. • Strong understanding of effective professional development and ability to coach, support and challenge colleagues. • Commitment to developing leadership capacity and a culture of reflection, collaboration and continuous improvement.	—
Safeguarding	• Thorough understanding of safeguarding and senior leaders' responsibilities for promoting pupils' welfare. • Sound professional judgement and commitment to a culture in which pupils feel safe, valued and listened to. • Understanding of the contribution of curriculum, pastoral provision and RSHE to safeguarding.	—
Personal and professional qualities	• Integrity, humility and sound professional judgement, with a strong sense of vocation and service. • High expectations, strategic vision and a forward-thinking approach. • Excellent communication and relationship-building skills; able to challenge, support and take difficult decisions. • Resilience and calmness under pressure. • Commitment to the distinctive identity of Blessed Edward Oldcorne Catholic College and to the flourishing of pupils and staff.	—

Applicants currently working outside Catholic education

We warmly welcome applications from practising Catholics currently working outside Catholic education. Previous experience in a Catholic school is not essential. Candidates should demonstrate commitment to the Catholic faith, understanding of Catholic education and the capacity to contribute fully to the Catholic Life and Mission of the College.

Assessment

Criteria may be assessed through the application and supporting statement, references, interview, selection activities and appropriate pre-employment and safer recruitment checks.