

# HEADTEACHER PERSON SPECIFICATION



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

<b>Faith commitment</b>	<b>Essential</b>	<b>Desirable</b>	<b>Source</b>
A practising Catholic	✓		A/I/R
Secure understanding of the distinctive nature of the Catholic school and Catholic education	✓		A/I/R
Understanding of the leadership role in spiritual development of pupils and staff	✓		A/I/R
Understanding of the school's role in the parish and diocese	✓		A/I/R
Involvement in parish community		✓	A/I
Leading school worship		✓	A/I

<b>Qualifications</b>	<b>Essential</b>	<b>Desirable</b>	<b>Source</b>
Qualified teacher status	✓		A/CC
Degree	✓		A/CC
Postgraduate level qualification		✓	A/CC
CCRS/CTC (or equivalent) or commitment to obtaining the certificate	✓		A/CC/I
National Professional Qualification for Headship (NPQH) or similar national leadership programme.		✓	A/CC

<b>Professional development</b>	<b>Essential</b>	<b>Desirable</b>	<b>Source</b>
Evidence of appropriate professional development for the role of headteacher	✓		A
Evidence of professional development relating to Catholic ethos, mission and religious education		✓	A/I/CC
Evidence of recent leadership and management professional development	✓		A
Evidence of working with other schools/organisations/agencies	✓		A/I/CC
Evidence of appropriate safeguarding training at senior leadership level	✓		A/I/CC

<b>School leadership and management experience</b>	<b>Essential</b>	<b>Desirable</b>	<b>Source</b>
Ability to articulate and share a vision for education within the context and mission of a Catholic school	✓		A/I/R
Ability to inspire and motivate staff, pupils, parents and the Governors to achieve the aims of Catholic education	✓		A/I/R
To have successful experience as an effective deputy headteacher or senior leader	✓		A/I/R
To have taken a key role in school self-evaluation and development planning	✓		A/I/R
Knowledge of the role of the governing body in a Catholic school	✓		A/I/R

<b>Experience and knowledge of teaching</b>	<b>Essential</b>	<b>Desirable</b>	<b>Source</b>
Secure understanding of the requirements of the Religious Education Curriculum Directory and the National Curriculum		✓	A/I
Secure knowledge of statutory requirements relating to the curriculum and assessment	✓		A/I

<b>Professional attributes</b>	<b>Essential</b>	<b>Desirable</b>	<b>Source</b>
To have excellent written and oral communication skills (which will be assessed at all stages of the process)	✓		A/I

<b>Application form and supporting statement</b>
The form must be fully completed and legible. The supporting statement should be clear, concise (within the required 2 page A4 length 11pt text) and related to the specific post