



# ST HELEN'S CATHOLIC PRIMARY SCHOOL



*RESPECT YOURSELF*

*RESPECT EVERYONE IN OUR SCHOOL COMMUNITY*

*RESPECT EVERYONE IN OUR LOCAL COMMUNITY*

*RESPECT EVERYONE IN OUR GLOBAL COMMUNITY*

*BUT MOST OF ALL, RESPECT GOD OUR FATHER IN HEAVEN*

## PERSON SPECIFICATION Appointment of Headteacher

Please write your supporting statement/letter giving evidence of how you meet each of the essential criteria.

	Essential	Desirable
<b>Qualifications and Training</b>		
1. Practising and committed Catholic in good standing with the Church	√ R	Evidence of participation in parish or Catholic community life
2. Degree + QTS	√ AD	
3. Evidence of continuing professional development in preparation for HT post or as a HT	√ AD	NPQH Post Grad level qualification MA in Catholic School Leadership
4. Catholic Certificate in Religious Studies (CCRS)		√ D
5. Willingness to undertake CCRS within 2 years of appointment	√ AI	
<b>Experience</b>		
6. A record of substantial, successful teaching experience, including teaching more than 1 Key Stage	√ ARI	Experience in a variety of schools
7. Experience as a successful Headteacher, Head of School or Deputy Headteacher	√ ARI	
8. Experience of effecting change in teaching, learning or curriculum either at phase or whole school level	√ ARI	
<b>Professional Knowledge and Understanding</b>		
10. Understanding the expectations in the new Ofsted Framework about what makes an effective school.	√ AI	Understanding of the expectations of Catholic School Inspection
11. Working knowledge of school planning, evaluation, assessment, and accountability	√ ARI	The ability to role model excellent teaching

12.	Ability to analyse data, develop strategic plans, set targets and achieve desired outcomes	√ ARI	
13.	Ability to develop policies and procedures that demonstrate the Catholic ethos of the school and a commitment to equal opportunities for all	√ ARI	
<b>Promoting the welfare of children</b>			
14.	A good understanding of up-to-date policy and practice regarding Safeguarding. Commitment to the safeguarding and well-being of staff and pupils	√ I	
<b>Professional Skills and Abilities</b>			
15.	Evidence of working effectively with the Headteacher, staff, governors and parents	√ ARI	
<b>Personal Qualities</b>			
16.	Evidence of leading by example, demonstrating good interpersonal skills, with the ability to enthuse and motivate others and develop effective partnerships.	√ RI	
17.	Stamina and resilience; confidence	√ RI	
<b>Other</b>			
18.	Understand and support the Catholic ethos of our Catholic School, including the spiritual development of the pupils and the school's role within the community.	√ AR	
19.	Evidence of a strong commitment to Catholic education	√ AIR	

A – Application form  
 D – Documents  
 I – Interview  
 R - References