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|  |  **DIOCESE OF ARUNDEL AND BRIGHTON** |
| Person Specification - Head Teacher |

 **ST JOHN THE BAPTIST CATHOLIC PRIMARY SCHOOL**



 *Learning and Growing Together, Unique in God’s Eyes*

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| **ESSENTIAL CRITERIA** |
| **Qualifications and Experience** |
| Qualified teacher status |
| Evidence of outstanding classroom practice and curriculum leadership |
| To have worked in at least two schools and have /Deputy/Assistant headship experience in a primary school for at least three years  |
| Evidence of recent and relevant professional development in leadership and management |
| Experience of work with external partners and other agencies for the well being of all pupils and their families |
| Experience of providing support systems for pupils |
| Demonstrate an understanding of the importance of safeguarding, forming and maintaining appropriate relationships and personal boundaries with children and young people |
| Demonstrate resilience in the leadership role |
| Proven experience of implementing strategies for raising achievement and monitoring progress |
| **Knowledge, Experience and Understanding of the Distinctive Nature of Teaching in a Catholic School** |
| Senior leadership experience in a Catholic school or is able to demonstrate sound understanding of the aims, organisation, leadership and governance of a Catholic school |
| Is a practising and committed Catholic, involved in the life of the church at parish and school level. |
| Has a secure understanding of the distinctive nature of the Catholic school and Catholic education |
| Has an understanding of the leadership role in the spiritual development of pupils and staff |
| Understands the role of the governing body in a Catholic school in preserving and promoting the school’s Catholic ethos and character |
| Has an understanding of the school’s role in the parish and wider community and its contribution to community cohesion |
| Experience in leading acts of worship |
| **Knowledge, Skills and Attributes** |
| Ability to use data analysis and prepare reports to support school improvement, decision making and staff / governor accountability |
| Knowledge of strategic financial planning, budgetary management and principles of best value |
| Ability to lead and empower successful teams to secure school improvement  |
| Ability and experience in supporting and developing staff effectively, including the ability to recognise achievement, monitor and evaluate work and address poor performance, and achieve work-life balance |
| Wide knowledge of the impact of current educational challenges and future trends |
| Ability to communicate effectively with a wide range of audiences |
| Proven experience of implementing strategies for monitoring progress and raising achievement  |
| Ability to manage the school efficiently and effectively, including HR, finance and accommodation  |
| Excellent organisational and interpersonal skills and flexible management style  |
| Commitment to a curriculum which engages and enthuses children and leads to high achievement |
| Proven ability to manage behaviour and create a positive ethos |
| Commitment to the promotion of an inclusive school community |

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| **Desirable Criteria** |
| **Qualifications and Experience** |
| Completion of the NPQH |
| Knowledge of the wider curriculum beyond school and the opportunities it provides for pupils and the school community  |
| Evidence of continuing professional development relating to Catholic ethos, mission and religious education, e.g. CCRS |
| Evidence of participation in the faith life of the community |
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