



St Patrick's Catholic Primary School



"We strive for excellence within a caring and diverse community, nurturing the Catholic faith, respecting each other, living, working and growing together as part of God's family."

PERSON SPECIFICATION

Appointment of Headteacher for St Patrick's Catholic Primary School

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

	Essential	Desirable
Qualifications and Training		
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 either as a headteacher, or as a deputy head teacher	✓ AD	NPQH or NPQSL or Post Grad level qualification or MA in Catholic School Leadership
4. Catholic Certificate in Religious Studies (CCRS)		✓ D

5.	Expectation that a CCRS will be undertake within 2 years of appointment	√ AI	
Experience			
6.	A record of substantial, successful teaching experience (minimum 5 years)	√ ARI	Experience in a variety of schools Experience of teaching more than one key stage in a primary school
7.	Experience as a successful headteacher or deputy headteacher,	√ ARI	
8.	Experience of effecting change in teaching, learning or curriculum either at phase or whole school level	√ ARI	
9.	Experience of teaching within a Catholic school		√ ARI
Professional Knowledge and Understanding			
10.	The ability to role-model excellent teaching	√ ARI	
11.	An understanding of the expectations in the Ofsted Framework about what makes an effective school	√ AI	
12.	An understanding of the expectations of the new Catholic school inspection	√ AI	
13.	Working knowledge of school planning, evaluation, assessment and accountability	√ ARI	
14.	Ability to analyse data, develop strategic plans, set targets and achieve desired outcomes	√ ARI	
15.	Ability to develop policies and procedures that demonstrate the Catholic ethos of the school and a commitment to equal opportunities for all	√ ARI	
16.	Well developed understanding of working in a diverse community	√ ARI	
17.	Managing resources effectively including finance and staff development	√ ARI	
Promoting the welfare of children			
18.	A good understanding of up to date policy and practice with regard to Safeguarding. Commitment to the safeguarding and well-being of staff and pupils	√ I	
Professional Skills and Abilities			

19.	Evidence of working effectively with the staff, governors and parents	√ ARI	
Personal Qualities			
20.	Evidence of leading by example, demonstrating good interpersonal skills, with the ability to enthuse and motivate others and develop effective partnerships.	√ RI	
21.	Determination and resilience; confidence with a positive attitude to challenges; growth mindset	√ RI	
Other			
22.	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	√ ARI	
23.	Evidence of a strong commitment to Catholic education	√ ARI	

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

References

- Positive and supportive reference from the Priest where the applicant regularly worships; in good standing with the Church; reference without reservation.
- Positive recommendations in professional references, without reservation.