**PRINCIPAL – ST. BRIGID’S CATHOLIC PRIMARY SCHOOL**

PERSON SPECIFICATION

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| **st. BRIGID’S catholic primary school** |
| **JOB TITLE:** | **principal** | **GRADE**: | L18-24 |
| **RESPONSIBLE TO:** | THE BOARD OF DIRECTORS, LUMEN CHRISTI CATHOLIC MULTI ACADEMY |
| **LINE MANAGEMENT RESPONSIBLE FOR:** | Vice Principal, Assistant Principals, Teachers, Support Staff |

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|  | Essential | Desirable |
| **FAITH COMMITMENT** | * A committed and **practising Catholic.**
* Secure understanding of the distinctive nature of the Catholic school and catholic education
* Understanding of leadership role in spiritual development of pupils and staff
* Understanding of the school’s role in the parish and wider community and promoting community cohesion
 | * Evidence of participation in faith life of the community
* Experience in leading acts of worship in Catholic schools
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| **QUALIFICATIONS** | * Qualified Teacher Status.
 | * Postgraduate level qualification
* NPQH award or Leadership Pathways certification
* Further professional qualifications.
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| **EXPERIENCE** | * Experience as an effective Deputy Headteacher
* Successful experience of leading one or more subject areas
* Substantial, successful teaching experience
 | * Recent experience in a Catholic voluntary aided school or Academy
* Experience as a Deputy Headteacher
* Teaching experience in at least 2 of the 3 key stages: Foundation Stage, KS1 and KS2
* Curriculum leadership in one or more core subjects
* Experience of teaching in more than one school
* Experience of teaching mixed age classes
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| **PROFESSIONAL DEVELOPMENT** | * Evidence of continuing professional development relating to school leadership and management, and curriculum/teaching and learning
 | * Evidence of continuing professional development relating to Catholic ethos, mission and religious education
* Experience of working with other schools/organisations/agencies
* Experience of leading/co-ordinating professional development opportunities
* Ability to identify own learning needs and to support others in identifying their learning needs
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| **STRATEGIC LEADERSHIP** | * Ability to articulate and share a vision of primary education within the context of the mission of a Catholic school
* Ability to inspire and motivate staff, pupils, parents and governors to achieve the aims of Catholic education
* Evidence of successful strategies for planning, implementing, monitoring and evaluating school improvement
* Ability to analyse data, develop strategic plans, set targets and monitor/evaluate progress towards these
* Knowledge of what constitutes quality in educational provision, the characteristics of effective schools and strategies for raising standards and the achievement of all pupils
* Understanding of and commitment to promoting and safeguarding the welfare of pupils
 | * Knowledge of the role of the governing body in a Catholic school or Academy
* Evidence of having successfully translated vision into reality at whole-school level
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| **TEACHING & LEARNING** | * A secure understanding of the requirements of the National Curriculum and Early Years development
* Knowledge and experience of a range of successful teaching and learning strategies to meet the needs of all pupils
* A secure understanding of assessment strategies and the use of assessment to inform the next stages of learning
* Experience of effective monitoring and evaluation of teaching and learning
* Secure knowledge of statutory requirements relating to the curriculum and assessment
* Understanding of the characteristics of an effective learning environment and the key elements of successful behaviour management
 | * A secure understanding of the requirements of the Curriculum Directory for Religious Education
* Understanding of successful teaching and learning in religious education across the key stages
* Successful experience in creating effective learning environments and in developing and implementing policy and practice relating to behaviour management
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| **LEADING & MANAGING STAFF** | * Experience of working in and leading staff teams
* Ability to delegate work and support colleagues in undertaking responsibilities
* Experience of performance management and supporting the continuing professional development of colleagues
* Understanding of effective budget planning and resource deployment
 | * Experience of working with ‘governors’ to enable them to fulfil whole-school responsibilities
* Successful involvement in staff recruitment, appointment/induction, understanding needs of a Catholic school
* Understanding of how financial and resource management enable a school to achieve its educational priorities
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| **ACCOUNTABILTY** | * Ability to communicate effectively, orally and in writing to a range of audiences e.g. staff pupils, parents, governors, parishioners and clergy
* Experience of effective whole-school self-evaluation and improvement strategies
* Ability to provide clear information and advice to staff and governors
* Secure understanding of strategies for performance management
 | * Experience of presenting reports to governors
* Understanding the criteria for the evaluation of a Catholic school
* Leading sessions to inform parents
* Experience of offering challenge and support to improve performance
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| **SKILLS, QUALITIES & ABILITIES** | * High quality teaching skills
* Strong commitment to the mission of a Catholic school
* Commitment to their own spiritual formation and that of pupils
* High expectations of pupils’ learning and attainment
* Strong commitment to school improvement and raising achievement for all
* Comprehensive knowledge of safeguarding policies and procedures
* Ability to build and maintain good relationships
* Ability to remain positive and enthusiastic when working under pressure
* Ability to organise work, prioritise tasks, make decision and manage time effectively
* Empathy with children
* Good communication skills
* Good interpersonal skills
* Stamina and resilience
* Confidence
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| **REFERENCE** | * Positive and supportive faith reference from priest where applicant regularly worships
* Positive recommendation in professional references
* Satisfactory health and attendance record
 | * Faith reference without reservation
* Professional reference without reservation
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