

## PERSON SPECIFICATION

### PRINCIPAL

#### Our Lady's Catholic Primary School

CATEGORY	ESSENTIAL	DESIRABLE
<b>Faith Commitment</b>		
A practising and committed 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 in promoting community cohesion	*	
Evidence of participation in faith life of the community	*	
Experience in leading acts of worship in Catholic schools	*	
<b>Qualifications</b>		
Qualified teacher status	*	
Degree (or equivalent)	*	
Postgraduate level qualification		*
CCRS or equivalent		*
NPQH award		*
Evidence of recent professional and leadership development	*	
<b>Experience</b>		
Recent experience as an effective senior leader at HT/ DHT/SAHT/AHT (Principal where appropriate) At least two Catholic primary schools.		*
Evidence of recent effective system leadership such as NLE/ DfE TSIO/ DfE Behaviour Hubs, TSA/ Teaching Hub or other relevant experience.		*
Having been part of a high performing primary school with significantly above outcomes.		*
Successful teaching and middle leadership experience in a primary school	*	
Evidence of responsibility for the allocation and monitoring of financial resources (CLFP)	*	

A full understanding of how this role fits within the leadership structure of a Multi Academy such as Our Lady of the Magnificat		*
Evidence of recent successful strategies to improve pupil outcomes at EYFS, Yr1 PCS, KSI and KS2	*	
Evidence of monitoring, evaluating, and reviewing performance through a robust performance appraisal system,	*	
Evidence of a having a major impact on the development of a school.	*	
Evidence of an ability to effectively implement safeguarding procedures and policies and develop a culture of safeguarding, risk assessment and management.	*	
<b>Professional Knowledge and Understanding</b>		
Evidence of continuing professional development relating to school leadership and management, and curriculum / teaching and learning/ Catholic ethos, mission, and religious education	*	
A clearly articulated philosophy of Catholic primary education.	*	
Experience of working with other schools /organisations/agencies	*	
Knowledge of working in an academy system and its approach as a collective group of primary and secondary schools, overseen by an Executive and Board of Directors.		*
Experience of leading / coordinating professional development opportunities		*
Ability to identify own learning needs and to support others in identifying their learning needs		*
<b>Strategic Leadership</b>		
Ability to articulate and share a vision of primary education within the context of the mission of a Catholic school	*	
Evidence of having successfully translated vision into reality at whole-school level	*	
Ability to inspire and motivate staff, pupils, parents/carers, and governance to achieve the aims of Catholic education	*	
Ability to analyse data, 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 governance in a Catholic academy		*

<b>Quality of Education</b>		
A secure understanding of the requirements of the Primary National Curriculum, the CES guidance and Ofsted Framework	*	
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 an effective learning environment and in developing and implementing policy and practice relating to behaviour management		*
<b>Leading and Managing Staff</b>		
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 governance and the Executive to enable them to fulfil whole-school responsibilities		*
Successful involvement in staff recruitment/induction and understanding needs of a Catholic primary school		*
Understanding of how financial and resources management enables a school to achieve its educational priorities	*	
<b>Accountability</b>		
Ability to communicate effectively, orally and in writing to a range of audiences – e.g. staff, pupils, parents, governors, the community, 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 to the Executive and Governance		*
Understanding the criteria for the evaluation of a Catholic school		*
Leading sessions to inform parents/carers	*	
Experience of offering challenge and support to improve performance	*	
<b>Skills, Qualities &amp; Abilities</b>		
Being a role model for Catholic education.	*	
Stamina, resilience, good health, reliability, and integrity.	*	
Strong commitment to the mission of a Catholic school	*	
A strong moral purpose to educate and care for all pupils in the 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	*	
Ability to build and maintain positive relationships with stakeholders.	*	
Ability to remain positive and enthusiastic when working under pressure	*	
Ability to organise work, prioritise tasks, make decisions and manage time effectively	*	
Empathy with children and their parents/carers.	*	

**Our Lady of the Magnificat Multi Academy Company is committed to the safeguarding and wellbeing of pupils.**