



Corpus Christi Catholic Primary School

Person Specification RE Lead (Senior Leadership Team)

Source Key: A = Application form, I = Interview, T = Tasks,
P = Presentation, R = References, CC = Checking Certificates

Note: any candidate failing to meet any of the essential criteria will automatically be excluded

<u>Criteria</u>	<u>Essential</u>	<u>Desirable</u>	<u>Source</u>
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A. Faith and Commitment

1.	Practising committed Catholic	E		A/I/R
2.	Involvement in their parish community		D	A/I/R

To be able to demonstrate their knowledge and understanding of the following in the context of a Catholic school

3.	Demonstrate an understanding of the distinctive nature of the Catholic school and Catholic education	E		A/I/R
4.	Ability to support and lead Catholic identity and nurture the children's spiritual development, including the ability to lead collective school worship	E		A/I/R

B. Qualifications

1.	Qualified teacher status	E		A/CC
2.	Degree	E		A/CC
3.	Successful completion of Catholic Leadership Programme, or a commitment to do so	E		A/I/CC
4.	Masters in Leadership, or a commitment to do so		D	A/I/CC

C. Professional Development

1.	Evidence of educational theory and best practice, school systems and statutory policy	E		A/CC
2.	Successfully undertaken Designated Safeguarding Officer (DSO) training		D	A/CC

D. School Leadership and Management Experience

1.	A member of the Senior Leadership Team or a Senior Teacher		D	A/I/R/T
2.	Demonstrates a knowledge, if not experience of best practice and innovation in education	E		A/I/R/T
3.	Experience of leading or managing significant change in school		D	A/I/R/T
4.	Experience of policy development and implementation		D	A/I/R/T
5.	Evidence of successfully leading school improvement		D	A/I/R/T
6.	Evidence of deploying strategies to review, evaluate and improve the quality of teaching and learning, motivating and supporting all	E		A/I/R/T
7.	Experience of curriculum development	E		A/I/R/T
8.	Experience of delivering a staff meeting and/or an INSET	E		A/I/R
9.	Experience of teacher performance appraisals		D	A/I/R/T
10.	Experience of whole school communication with all stakeholders		D	A/I/R/T

13.	Experience of working effectively with other leaders to continually move the school forward	E		A/I/R/T
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E. Experience and Knowledge of Teaching

1.	Outstanding class teaching of primary age school children	E		A/I/R
2.	Experience as a qualified teacher in more than one school		D	A/I/R
3.	To possess working and current knowledge of EYFS, KS1 and KS2 primary phases		D	A/I/R
4.	Experience of providing professional challenge and support to teaching staff		D	A/I/R
5.	Evidence of effective use of data in the assessment and target setting to raise standards and identify areas of need	E		A/I/R
6.	To be able to demonstrate how the needs of all pupils including vulnerable groups or individuals have been met through consistent high quality teaching	E		A/I/R
7.	Experience of meeting the individual needs of the whole child through child centred learning ensuring each child reaches their full potential	E		A/I/R
8.	An inclusive practitioner who understands and has knowledge and experience of working with children with SEND and EAL needs, and has knowledge of what is required to meet those needs	E		A/I/R
9.	Recognise and celebrate the richness and diversity of school communities	E		A/I/R

F. Professional Attributes

1.	Highly motivated with high expectations, an effective communicator to all community members	E		A/I/R
2.	High levels of oral and written articulacy and numeracy	E		A/I/R
3.	Ability to promote and maintain the Catholic life of the school and its place within the parish	E		A/I/R

4.	Resilient, with a positive outlook able to demonstrate focus, consistency and equanimity	E		A/I/R
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G. Personal Qualities

All of the following are considered essential for the post therefore, will be assessed throughout the process.

Ambition, drive and creativity to embrace the present and future challenges in education
Demonstrate a commitment to diversity, equality for all staff, children and families of the school, and all matters relating to diversity
Inspire, challenge motivate and empower teams and individuals to achieve high standard goals
Model personal and professional integrity, including values and vision
Resilient, with a positive outlook able to demonstrate focus, consistency and equanimity
Manage and resolve conflict
Be aware of their own strengths and areas for development. To demonstrate capacity to listen to, reflect constructively on advice or feedback from others and act appropriately
Prioritise, organise and plan themselves and others effectively
Remain unbiased, objective and even-handed, particularly when under pressure and regardless of your own opinion
Show resilience, flexibility and to deal with complexity and challenge

H. Confidential References and Reports

1.	Positive reference from a referee	E		R
2.	Positive and supportive faith reference where the applicant regularly worships	E		R

