

*In our school every day we learn, love and pray.*

### PERSON SPECIFICATION – SENIOR LEADER

Category	Essential	Desirable
<b>1 Faith Commitment</b>	<ul style="list-style-type: none"> <li>Understanding of the distinctive nature of the Catholic school and Catholic education</li> </ul>	<ul style="list-style-type: none"> <li>Understanding of leadership role in spiritual development of pupils and staff</li> <li>Understanding of the school's role in the parish and wider community</li> </ul>
<b>2. Qualifications</b>	<ul style="list-style-type: none"> <li>Qualified teacher status</li> </ul>	<ul style="list-style-type: none"> <li>CCRS or equivalent</li> </ul>
<b>3. Experience</b>	<ul style="list-style-type: none"> <li>Successful experience of leading one or more subject areas</li> <li>Substantial, successful teaching experience</li> </ul>	<ul style="list-style-type: none"> <li>Recent teaching experience in a Catholic school</li> <li>Recent teaching experience in Key Stage 2</li> <li>Curriculum leadership in one or more core subjects</li> <li>Experience of teaching in more than one school</li> <li>Experience of teaching in more than one key stage</li> </ul>
<b>4. Professional Development</b>	<ul style="list-style-type: none"> <li>Evidence of continuing professional development relating to curriculum / teaching and learning</li> </ul>	<ul style="list-style-type: none"> <li>Experience of working with other schools or organisations/agencies</li> <li>Ability to identify own learning needs and to support others in identifying their learning needs</li> </ul>

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<b>5. Strategic Leadership</b>	<ul style="list-style-type: none"> <li>• Ability to inspire and motivate staff, pupils, parents and governors</li> <li>• Understanding of and commitment to promoting and safeguarding the welfare of pupils.</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of successful strategies for planning, implementing, monitoring and evaluating school improvement.</li> </ul>
<b>6. Teaching and learning</b>	<ul style="list-style-type: none"> <li>• A secure understanding of the requirements of the National Curriculum</li> <li>• Understanding of successful teaching and learning across the key stages</li> <li>• Knowledge and experience of a range of successful teaching and learning strategies to meet the needs of all pupils</li> <li>• A secure understanding of assessment strategies and the use of assessment to inform the next stages of learning</li> <li>• Secure knowledge of statutory requirements relating to the curriculum and assessment</li> <li>• Understanding of the characteristics of an effective learning environment and the key elements of successful behaviour management</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding of successful teaching and learning in a core subject across the key stages</li> <li>• Successful experience in creating an effective learning environment and in developing and implementing policy and practice relating to behaviour management.</li> <li>• Experience of effective monitoring and evaluation of teaching and learning</li> <li>• A secure understanding of the requirements of the Early Years development</li> </ul>
<b>7. Leading and Managing Staff</b>	<ul style="list-style-type: none"> <li>• Ability to support colleagues in undertaking responsibilities</li> <li>• Experience of supporting the continuing professional development of colleagues</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working in and leading staff teams.</li> </ul>

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<b>8. Accountability</b>	<ul style="list-style-type: none"> <li>• Ability to communicate effectively, orally and in writing to a range of audiences — e.g., staff, pupils, parents, governors, parishioners, and clergy</li> <li>• Ability to provide clear information and advice to staff, parents and governors</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of whole-school self- evaluation and improvement strategies</li> <li>• Experience of offering challenge and support to improve performance</li> </ul>
<b>9. Skills, Qualities &amp; Abilities</b>	<ul style="list-style-type: none"> <li>• High quality teaching skills</li> <li>• Strong commitment to the mission of a Catholic school</li> <li>• High expectations of pupils' learning and attainment</li> <li>• Strong commitment to school improvement and raising achievement for all</li> <li>• Ability to build and maintain good relationships</li> <li>• Ability to remain positive and enthusiastic when working under pressure</li> <li>• Ability to organise work, prioritise tasks, make decisions and manage time effectively</li> <li>• Empathy with children, parents and carers</li> <li>• Good communication skills</li> <li>• Good interpersonal skills</li> <li>• Stamina and resilience</li> <li>• Confidence</li> </ul>	
<b>10. References</b>	<ul style="list-style-type: none"> <li>• Positive recommendation in professional references</li> </ul>	<ul style="list-style-type: none"> <li>• Professional reference without reservation</li> </ul>
<b>Safeguarding</b>	<ul style="list-style-type: none"> <li>• St Edmund's Catholic Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.</li> </ul>	

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	<ul style="list-style-type: none"><li>• A DBS check is required for all successful applicants</li></ul>	
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It is advised to focus on determining whether the candidates meet the requirements in relation to the ten broad categories, rather than in relation to the individual criteria that are used to illustrate them.

The criteria may be evidenced across a broad continuum, ranging from evidence that is minimal through to evidence that is substantial and secure.

It is expected that evidence of meeting these criteria will be gathered from scrutinising the candidate's application and observing all the various aspects of the interview process.