

Our Lady's Catholic Primary School

PERSON SPECIFICATION –Inclusion: SEND and Pastoral

ESSENTIAL	DESIRABLE
1. FAITH COMMITMENT	
<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • Evidence of participation in faith life of the community • Experience in leading acts of worship in Catholic schools • A practising and committed Catholic
2. QUALIFICATIONS AND TRAINING	
<ul style="list-style-type: none"> • Degree equivalent qualifications • Evidence of a strong further professional development record • SENDCO qualification / NPQ qualification 	<ul style="list-style-type: none"> • Qualified Teacher Status • Postgraduate qualification • Designated safeguarding lead qualification • Other safeguarding qualifications •
3. EXPERIENCE	
<ul style="list-style-type: none"> • Leading and developing cohesive and positive teams in a school environment • Working in partnership with stakeholders • Successfully leading and managing whole school initiatives • Experience of monitoring and evaluating the effectiveness of teaching and learning, including its outcomes in terms of standards, achievement, personal development and well-being • Demonstrate the ability to work strategically and successfully at senior level • Proven track record of utilising strategies to enhance teaching and learning to raise achievement levels • Proven track record as a successful teacher • Holding staff to account for their work and impact on outcomes • Proven impact in the following areas: <ul style="list-style-type: none"> - Effective conflict and complaint resolution - Narrowing students' performance gaps - Securing and maintaining the respect of different stakeholders • Understanding of and commitment to promoting and safeguarding the welfare of pupils' • Ability to analyse data, develop strategic plans, set targets and monitor/evaluate progress towards these 	<ul style="list-style-type: none"> • Experience of budget control and the ability to develop additional funding resources • Led, planned and evaluated change which has had a significant impact at whole school level • Working with Trustees • Appraising others effectively to improve performance and develop staff • Experience working with colleagues in other schools • Knowledge of what constitutes quality of educational provision, the characteristics of effective schools and strategies for raising standards and the achievement of all pupils

	Essential	Desirable
4. Professional Development	<ul style="list-style-type: none"> • Evidence of continuing professional development relating to school leadership and management, and curriculum/ teaching and learning 	<ul style="list-style-type: none"> • 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
5. Strategic Leadership	<ul style="list-style-type: none"> • Ability to inspire and motivate staff, pupils, parents and 'governors'¹ to achieve the aims of Catholic education 	<ul style="list-style-type: none"> • Evidence of successful strategies for planning, implementing, monitoring and evaluating subject improvement
6. Teaching and Learning	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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

<p>7. Leading and Managing Staff</p>	<ul style="list-style-type: none"> • Experience of working in and leading staff teams • Ability to delegate work and support colleagues in undertaking responsibilities • Understanding of effective budget planning and resource deployment 	<ul style="list-style-type: none"> • Experience of working with 'governors' to enable them to fulfil whole-school responsibilities • Experience of performance management and supporting the continuing professional development of colleagues • 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
<p>8. Accountability</p>	<ul style="list-style-type: none"> • Ability to communicate effectively, orally and in writing to a range of audiences – e.g. staff, pupils, parents, 'governors', parishioners and clergy • Secure understanding of strategies for performance management 	<ul style="list-style-type: none"> • Ability to provide clear information and advice to staff and '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 • Experience of effective whole-school self-evaluation and improvement strategies
<p>9. Skills, Qualities & Abilities</p>	<ul style="list-style-type: none"> • 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 • Ability to build and maintain good relationships • 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 • Good communication skills 	<ul style="list-style-type: none"> • Ability to provide high quality liturgically based worship for pupils and staff • High quality teaching skills

	<ul style="list-style-type: none"> • Good interpersonal skills • Stamina and resilience • Confidence 	
10. References	<ul style="list-style-type: none"> • Positive and supportive faith reference from priest where applicant regularly worships • Positive recommendation in professional references • Satisfactory health and attendance record 	<ul style="list-style-type: none"> • Faith reference without reservation • Professional reference without reservation

