



Assistant Headteacher Person Specification

Category	Essential	Desirable
Faith Commitment	<ul style="list-style-type: none"> A 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 	<ul style="list-style-type: none"> Evidence participation in faith life of the community Experience in leading acts of worship in Catholic schools
Qualifications	<ul style="list-style-type: none"> Qualified teacher status 	<ul style="list-style-type: none"> Postgraduate level qualification Committed to further CPD Commitment to undertake the Catholic Leadership Programme National Qualification in Special Needs
Experience	<ul style="list-style-type: none"> Outstanding leadership in a key stage with clear evidence of project leadership and school improvement Successful experience of leading one or more subject areas Substantial, successful teaching experience Experience of teaching across different phases with significant experience of KS1 	<ul style="list-style-type: none"> Recent experience in a Catholic voluntary aided school Experience as a Key Stage Leader Teaching experience in Foundation Stage and KS1 Curriculum leadership in one or more core subjects Experience of teaching in more than one school
Professional Development	<ul style="list-style-type: none"> Evidence of continuing professional development relating to school leadership and management, and curriculum / teaching and learning NPQH or currently working towards this 	<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/coordinating professional development opportunities Ability to identify own learning needs and to support others in identifying their learning needs
Strategic Leadership	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> Knowledge of the role of the governing body in a Catholic voluntary aided school Evidence of having successfully translated vision into reality at whole- school level

	<p>for planning, implementing, monitoring and evaluating school improvement</p> <ul style="list-style-type: none"> • 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 • A proven track record of accelerated pupil progress • Understanding of and commitment to promoting and safeguarding the welfare of pupils' 	
Teaching and learning	<ul style="list-style-type: none"> • 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 • A good understanding of Target Tracker and the willingness to coach others and develop staff. 	<ul style="list-style-type: none"> • A secure understanding of the requirements of the Curriculum Directory for Religious Education and the National Curriculum • 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
Skills, Qualities & Abilities (Continued)	<ul style="list-style-type: none"> • Ability to organise work, prioritise tasks, make decisions and manage time effectively • Empathy with children • Good communication skills • Good interpersonal skills • Stamina and resilience • Confidence 	
References	<ul style="list-style-type: none"> • Professional reference without reservation 	