**Post of Head Teacher, St Mary’s Catholic Primary School, Flint, Flintshire**

### PERSON SPECIFICATION / SELECTION CRITERIA

*Candidates must meet the essential criteria listed*

**[A] TRAINING AND QUALIFICATIONS**

**The person sought will be:**

|  |  |  |
| --- | --- | --- |
|  | **Essential** | **Desirable** |
| A Practising Catholic | **✓** |  |
| Have Qualified teacher status | **✓** |  |
| Have NPQH or is currently undergoing NPQH. *Candidates already on the NPQH programme would be considered on an acting headship basis.* | **✓** |  |
| Post entry qualifications and training, including for Catholic Leadership |  | **✓** |

**[B] TEACHING EXPERIENCE AND SCHOOL LEADERSHIP**

|  |  |  |
| --- | --- | --- |
| Leadership experience at senior management level | **✓** |  |
| Appropriate teaching experience in primary education | **✓** |  |
| Experience in leading initiatives (e.g. school planning, review and target setting, best practice teaching, policy development ) | **✓** |  |

**[C] PROFESSIONAL KNOWLEDGE, UNDERSTANDING AND SKILLS:**

**With reference to the Welsh National Standards and to Catholic teaching candidates will have**

|  |  |  |
| --- | --- | --- |
| Skills to promote and sustain high standards across the school and overall school effectiveness | **✓** |  |
| Knowledge of the remit and standards required for school leadership | **✓** |  |
| Knowledge of the Welsh language and culture |  | **✓** |
| Knowledge of current priorities in Welsh education, national policies | **✓** |  |
| An understanding of the curriculum in Wales and bi-lingual education | **✓** |  |
| An understanding of the roles of the Governing Body and Local Education Authority in a Catholic Voluntary Aided school | **✓** |  |
| A Grasp of Church teaching on Catholic education | **✓** |  |
| Strategies for strengthening a school’s links with the parish, the parents, Catholic schools, diocese and wider Catholic community | **✓** |  |
| Concern for the local and wider community and support for the common good | **✓** |  |
| The provision for and development of Additional Learning Needs | **✓** |  |
| Safeguarding arrangements | **✓** |  |

**[D] PERSONAL AND PROFESSIONAL QUALITIES AND ATTRIBUTES**

|  |  |  |
| --- | --- | --- |
| Inspire, challenge, motivate and empower others to carry forward the shared vision | **✓** |  |
| Communicate well to a wide range of audiences and through a range of media | **✓** |  |
| Promote good relationships, lead a fair and equitable culture, listen and give feedback, act wisely, valuing everyone | **✓** |  |
| Show generosity of spirit and give witness to the school’s values and beliefs, so building on the strength of the school, the parish and wider community | **✓** |  |

**[E] OTHER REQUIREMENTS**

|  |  |  |
| --- | --- | --- |
| CES Application form completed in full | **✓** |  |
| Clear and concise letter in support of the application that addresses the criteria identified in the person specification | **✓** |  |
| An Enhanced DBS check via Flintshire County Council | **✓** |  |