**Source Key:** A = Application Form, I = Interview, R = References, CC = Checking Certificates

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| **Faith commitment** | **Essential** | **Desirable** | **Source** |
| A practicing Catholic in good standing with the Catholic church | 🗸 |  | A/I/R |
| Secure understanding of the distinctive nature of the Catholic school and Catholic education | 🗸 |  | A/I/R |
| Understanding of the leadership role in spiritual development of pupils and staff | 🗸 |  | A/I/R |
| Understanding of the school’s role in the parish and diocese | 🗸 |  | A/I/R |
| Involvement in parish community |  | 🗸 | A/I |
| Leading school worship | 🗸 |  | A/I |

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| **Qualifications** | **Essential** | **Desirable** | **Source** |
| Qualified teacher status | 🗸 |  | A/CC |
| Degree | 🗸 |  | A/CC |
| Postgraduate level qualification |  | 🗸 | A/CC |
| CCRS/CTC (or equivalent) or commitment to obtaining the certificate within two years of appointment | 🗸 |  | A/CC/I |
| National Professional Qualification for Headship (NPQH) |  | 🗸 | A/CC |

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| **Professional development** | **Essential** | **Desirable** | **Source** |
| Evidence of appropriate professional development for the role of headteacher | 🗸 |  | A |
| Evidence of professional development relating to Catholic ethos, mission and religious education | 🗸 |  | A/I/CC |
| Evidence of recent leadership and management professional development | 🗸 |  | A |
| Evidence of working with other schools/organisations/agencies | 🗸 |  | A/I/CC |
| Evidence of appropriate safeguarding training at senior leadership level | 🗸 |  | A/I/CC |

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| **School leadership and management experience** | **Essential** | **Desirable** | **Source** |
| Ability to articulate and share a vision for education within the context and mission of a Catholic school | 🗸 |  | A/I/R |
| Ability to inspire and motivate staff, pupils, parents and the board to achieve the aims of Catholic education | 🗸 |  | A/I/R |
| To have successful experience as an effective deputy headteacher and be able to talk about his/her impact | 🗸 |  | A/I/R |
| To have taken a key role in school self-evaluation and development planning | 🗸 |  | A/I/R |
| Knowledge of the role of the governing body in a Catholic school | 🗸 |  | A/I/R |

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| **Experience and knowledge of teaching** | **Essential** | **Desirable** | **Source** |
| Secure understanding of the requirements of the Religious Education Curriculum Directory and the National Curriculum | 🗸 |  | A/I |
| Secure knowledge of statutory requirements relating to the curriculum and assessment | 🗸 |  | A/I |

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| **Professional attributes** | **Essential** | **Desirable** | **Source** |
| To have excellent written and oral communication skills (which will be assessed at all stages of the process) | 🗸 |  | A/I |

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| **Application form and supporting statement** |
| The form must be fully completed and legible. The supporting statement should be clear, concise and related to the specific post |