# PERSON SPECIFICATION – PHASE LEADER / CORE SUBJECT LEADER

|  |  |  |
| --- | --- | --- |
| **Category**  | **Essential**  | **Desirable**  |
| **1. Faith Commitment**  | * A person committed to the Catholic mission, vision and values of the school
* 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
 | * Experience in leading acts of worship in Catholic schools
 |
| **Qualifications and training** | * Qualified teacher status
* Evidence of professional development relevant to this role
 | * NPQML or similar
 |
| **Experience** | * Teaching within the primary phase, including evidence of outstanding teaching directly linked to key stage applied for
* Team leadership, linked to school development
* Developing and delivering staff CPDF
* Implementing teaching and learning strategies to improve quality and pupil attainment
* Effective analysis of class data
* Effective leadership of one or more subjects
 | * Responsibility for whole-school key stage leadership or subject leadership, providing strategic and practical oversight
* Experience of external scrutiny e.g. Ofsted
 |
| **Skills and knowledge** | * Expert knowledge of the National Curriculum and guidance on curriculum requirements and key stage delivery
* Outstanding classroom practice, constantly showing a positive and resilient approach to pupils and staff
* Excellent communication and organisational skills
* Good Computing skills
* Effective communication and interpersonal skills
* Ability to communicate a vision and inspire others
* Ability to build effective working relationships with staff and other stakeholders
 |  |
| **Personal qualities** | * High expectations for all pupils and belief in bringing out the best in all
* Commitment to upholding and promoting the ethos and values of the school
* Commitment always to act with integrity, honesty, loyalty and fairness to safeguard the assets, financial integrity and reputation of the school
* Ability to work under pressure and prioritise effectively
* Commitment to maintaining confidentiality at all times
* Commitment to equality
 |  |