**St Bede’s Catholic Comprehensive School**

**HEADTEACHER CRITERIA FOR APPOINTMENT**

*(A framework for determining the criteria)*

*Please note source of evidence of fulfilled criteria: Application Form - A Letter – L Statement - S References – R Interview - I*

**TRAINING AND QUALIFICATIONS**

|  |  |  |
| --- | --- | --- |
|  | **Essential or Desirable** | **Evidence** |
| Practising Catholic | **E** | **R** |
| Qualified teacher status | **E** | **A** |
| Degree | **E** | **A** |
| National Professional Qualification for Headship  | **D** | **A** |
| CCRS/CTC or commitment to obtain the certificate | **D** | **A** |
| Professional development or training undertaken in preparation for headship in a Catholic School | **D** | **A** |

**EXPERIENCE OF TEACHING AND EDUCATIONAL LEADERSHIP**

|  |  |  |
| --- | --- | --- |
|   | **Essential or Desirable** | **Evidence** |
| Experience of headship  | **D** | **A/S/R** |
| Experience of deputy/assistant headship  | **E** | **A/S/R** |
| Other leadership and management experience | **E** | **A/S/R** |

**PROFESSIONAL KNOWLEDGE AND UNDERSTANDING**

*[Compiled with reference to the National Standards]*

The successful candidate will be able to demonstrate skill, knowledge and understanding in the areas listed below.

|  |  |  |
| --- | --- | --- |
|  | **Essential or Desirable** | **Evidence** |
| **A distinctive personal vision for a Catholic school** |  |  |
| * a clear vision for an effective Catholic school
 | **E** | **A/S/R** |
| * The role of the Headteacher in leading the spiritual development of pupils and staff
 | **E** | **A/S/R** |
| * The central place of Religious Education as a core subject in the school’s curriculum
 | **E** | **A/S/R** |
| * The implications for a Catholic school in a diverse community
 | **E** | **A/S/R** |
| * Current educational issues, including national policies, priorities and legislation and any implications of these for Catholic schools
 | **E** | **A/S/R** |
| * The role of the Governing Body in Catholic Voluntary Aided schools
 | **E** | **A/S/R** |
| * Strategies and procedures to ensure the safeguarding of children and young people
 | **E** | **A/S/R** |
| * Strategies for strengthening a school’s link with the wider community including parents, carers and parish
 | **E** | **A/S/R** |
| * The partnership between the school and the parish community
 | **E** | **A/S/R** |
| * Leading collective worship
 | **E** | **A/S/R** |
| **The process of strategic planning for school improvement** | **E** |  |
| * The principles and practice of effective school self-evaluation including data analysis
 | **A/S/R** |
| * The principles and practice of effective teaching, learning and assessment
 | **E** | **A/S/R** |
| * Strategies to promote and sustain individual and team professional development
 | **E** | **A/S/R** |
| * Having knowledge and understanding of Post 16 Provision and Partnerships
 | **D** | **A/S** |

**PERSONAL AND PROFESSIONAL QUALITIES AND ATTRIBUTES**

The successful candidate will be able to provide evidence of personal capacity to:-

|  |  |  |
| --- | --- | --- |
|  | **Essential or Desirable** | **Evidence** |
| Communicate effectively to a range of audiences and in a range of media  | **E** | **A/S/R** |
| Build and maintain effective relationships* Prioritise, plan and organise themselves and others
* Seek and take account of the views of others
* Develop effective teamwork
 | **E** | **A/S/R** |
| Convey personal enthusiasm and commitment  | **E** | **A/S/R** |

**APPLICATION FORM AND LETTER**

|  |  |  |
| --- | --- | --- |
|  | **Essential or Desirable** | **Evidence** |
| Application form to be completed in full and legible | **E** | **A** |
| Supporting statement to be clear, concise and related to the specific post and appointment criteria *(no more than 1,300 words; font 12; portrait)* | **E** | **L/S** |

**CONFIDENTIAL REFERENCES AND REPORTS**

|  |  |  |
| --- | --- | --- |
|  A positive and supportive written faith reference from a priest where the applicant regularly worships. | **E** | **R** |
| A positive recommendation from current employer or Headteacher | **E** | **R** |
| A second professional reference | **E** | **R** |