**OUR LADY QUEEN OF MARTYRS’, ESH WINNING AND ST JOSEPH’S, USHAW MOOR FEDERATION**

**HEADTEACHER CRITERIA FOR APPOINTMENT**

*Please note source of evidence of fulfilled criteria: Application Form - A 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 | E | A/I |
| Professional development or training undertaken in preparation for headship in a Catholic School | E | A/S |

**EXPERIENCE OF TEACHING AND EDUCATIONAL LEADERSHIP**

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

**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** | E | S/R/I |
| * a clear vision for an effective Catholic school | E | S/R/I |
| * The role of the Headteacher in leading the spiritual development of pupils and staff | E | S/R/I |
| * The central place of Religious Education as a core subject in the school’s curriculum | E | S/R/I |
| * The implications for a Catholic school in a diverse community | E | S/R/I |
| * Current educational issues, including national policies, priorities and legislation and any implications of these for Catholic schools | E | S/R/I |
| * The role of the Governing Body in Catholic Voluntary Aided schools | E | S/R/I |
| * Strategies and procedures to ensure the safeguarding of children and young people | E | S/R/I |
| * Strategies for strengthening the schools links with the wider community including parents, carers and parishes | E | S/R/I |
| * Leading collective worship | E |  |
| **The process of strategic planning for school improvement** | E |  |
| * The principles and practice of effective school self-evaluation including data analysis | S/R/I |
| * The principles and practice of effective teaching, learning and assessment | E |  |
| * Strategies to promote and sustain individual and team professional development | E |  |
| * Understanding and awareness of the principles of collaboration within a federation whilst maintaining the individuality of the schools. | E | S/R/I/A |

**PERSONAL AND PROFESSIONAL QUALITIES AND ATTRIBUTES**

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

|  |  |  |
| --- | --- | --- |
|  | **Essential or Desirable** | **Evidence** |
| Demonstrate commitment equally to both schools | E | S/I/A |
| Communicate effectively to a range of audiences and in a range of media | E | S/I/R/A |
| 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  E  E | S/R/I |
| Convey personal enthusiasm and commitment | E | S/R/I |

**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 *(two sides of A4; font 12; portrait)* | E | S |

**CONFIDENTIAL REFERENCES AND REPORTS**

|  |  |  |
| --- | --- | --- |
| A positive and supportive written faith reference from a priest where the applicant regularly worships. | E | R |
| Reference from current employer/Headteacher (or most recent employer/Headteacher if not currently employed) | E | R |
| A second professional reference | E | R |