

Christ the King and St Osmund's Catholic Collaboration
Head of School and Collaboration Catholicity Lead – Person Specification

This person specification is for the post of Head of School within the Catholic Schools Collaboration. The post begins September 2020.

Grade: Leadership Pay Scale – L3-7 depending on experience.

Criteria	Essential (E) Desirable (D)	Identified in Application Form (A), Interview (I), Reference (R)
Qualifications		
Qualified Teacher Status.	E	A/I
Designated Senior Leader for Safeguarding, or a willingness to undertake such training.	E	A/I
Experience		
Baptised, practising Catholic.	E	A/I
Experience teaching in more than one key stage in primary education.	D	A/I
Knowledge/skills/abilities as a leader		
Positive, committed, ambitious, hardworking, someone who takes ownership and sees things through.	E	A/I/R
Strong and secure understanding of the distinctive nature of a Catholic school and the ability to lead strategically and operationally in its development.	E	A/I/R
A strong knowledge of Curriculum RE Age-Related Expectations and GDS at all age groups.	E	A/I/R
The inspirational qualities necessary to command the confidence and respect of children, parents and colleagues.	E	A/I/R
Experience and ability to develop and sustain positive relationships with parents, staff and the community including parishes, rooted in Gospel values.	E	A/I/R
The capacity to lead a team, to realise projects in partnership with them and to contribute to their professional development.	E	A/I/R
Organised, dedicated with high levels of initiative and efficiency in dealing with routine and administrative tasks.	E	A/I/R
Strong, positive behaviour management and the ability to lead by example and CPD in behavioural matters across the school.	E	A/I/R
A leader in school life beyond the classroom.	E	A/I/R
Knowledge/skills/abilities as a class teacher		
Excellent classroom practice.	E	A/I/R
Able to provide a high quality, challenging and effective learning environment which promotes high quality learning experiences for all children.	E	A/I/R
An understanding of a range of strategies used to support teaching and learning, including assessment.	E	A/I/R
An inclusive approach to education.	E	A/I/R
Secure knowledge of the National Curriculum and ability to link learning in exciting ways to deliver a broad, balanced and engaging programme of study.	E	A/I/R
An understanding of phonics and teaching of early reading.	D	A/I/R

Christ the King and St Osmund's Catholic Collaboration
Head of School and Collaboration Catholicity Lead – Person Specification

Other		
A commitment to safeguarding and promoting the welfare and development of young people and a positive attitude to helping them achieve their potential.	E	I/R
Committed to equality and diversity	E	I/R

At St Osmund's, the welfare of the child is paramount. This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

This post is subject to an enhanced DBS clearance and satisfactory references.

All staff should understand their responsibility to safeguarding and promoting the welfare of children and young people. Staff are responsible for their own actions and behaviour and should avoid any conduct which would lead any reasonable person to question their motivation and intentions. Staff should work, and be seen to work, in an open and transparent way.

Attitudes towards promoting and safeguarding the welfare of children and young people will be scrutinised during the selection process for the post that you have applied for. If you are appointed to this post, information in relation to safeguarding and protecting children and young people will be provided at induction. This practical guidance for safe working practice will provide information about which behaviours constitute safe practice and which behaviours should be avoided.