



**NEWMAN  
CATHOLIC  
TRUST**

HEART SPEAKS TO HEART

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# PRINCIPAL RECRUITMENT PACK

## ST FRANCIS CATHOLIC PRIMARY SCHOOL

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*“Relationships are a real strength of this school. Pupils show great respect towards staff and each other... and as a result, behaviour and attitudes to learning are good.” CSI 2024*



**Dr Danny Doyle**  
(CEO)

# Welcome from the CEO

Welcome to the St. Francis Family!

We are thrilled to welcome you to St. Francis Catholic Primary School, a vibrant and nurturing community where relationships are a strength and every child is valued. **A Place Where You Belong.**

From the moment you step through our doors, you'll be enveloped by a welcoming atmosphere. Our recent Catholic Schools Inspection (February 2024) highlighted the strong sense of belonging fostered by our dedicated staff. This commitment extends beyond the classroom walls, as we actively support families in need within our local community and cherish every individual.

#### **A Flourishing Environment:**

Our teachers, leaders and governors are deeply committed to the life and mission of the school, ensuring that every child receives a strong foundation in learning. Recently, inspectors noted the excellent behaviour of pupils and celebrated our classrooms where pupils are engaged and learners are enthusiastic. They particularly noted the clear enjoyment students have in their studies and while at school.

**We are inclusive:** SEND pupils benefit from our supportive environment and we are proud of the diverse community we serve. All are welcome at St Francis and we extend our arms to all who wish to be a part of our family or who are in our community.

#### **A Community of Care:**

Staff serve as strong role models, embodying the school's values and actively promoting them. Parents are committed to the school and have great energy to support initiatives, events and celebrations. There's a strong sense of community where everyone looks out for each other.

#### **A Journey of Progress:**

St. Francis has seen strong progress in recent years. The clear vision and leadership from the Trust, school governors and the recent Executive Principal have been instrumental in this development. As part of the Newman Catholic Trust, St Francis ensures the school receives the support resources it needs to continue on its upward trajectory.

We invite you to explore this Welcome Pack and discover more about the exceptional learning environment at St. Francis Catholic Primary School.

We look forward to receiving your application and shaping the future of this great school together!

# About St. Francis Primary School



St. Francis Catholic Primary School is a place where **faith and learning** come together to nurture **resilient and compassionate young minds**. We are a school on a journey, aiming to re-invigorate and re-establish our school. St Francis is a vibrant and thriving community fostered by strong values that deserves to shine as a beacon of excellence in the community.

## A Community on the Rise:

Our **dedicated staff** want the best for the school and work hard to support and enrich school-life. **Pupils relish the opportunities** provided to them and demonstrate a **genuine commitment to their learning and the St Francis community**. Our people – particularly our pupils – are the heart of the school. They are truly special and a privilege to work with.

Following its “Inadequate” Ofsted judgement, the school experienced a period of instability where pupil numbers declined from 209 to 152. The Trust has invested significantly in the school and put a strong focus on stabilising the staffing team and mobilising school improvement.

The Trust and school community are committed to **re-establishing St Francis as a leading Catholic school**. Therefore, we seek a dedicated Principal who will help us to complete this journey and lead the campaign to secure the school’s future and bring families back to St Francis.

## Seeking a Visionary Leader:

We are searching for an exceptional leader to join us on the next chapter of our journey. Someone who shares our **passion for Catholic education** and possesses the **energy and vision to inspire** a love of learning and a **strong sense of community**.

## Are you ready to:

- **Lead by example** as a role model of our values?
- **Ignite** a love of learning and **commitment to excellence**?
- **Collaborate** with staff, parents, and the parish community?
- **Rekindle** the spirit of St. Francis and **re-establish** our school as a beacon of Catholic education?







*“This is a school that has been on a journey of rapid progress over the last two years.*

*The staff are highly committed and care deeply about all their families and in particular those for whom life can be challenging.”*

*CSI Inspection, 2024.*

# Advert

## Principal

**Salary range: 10-16**



St. Francis is more than just a school. It is a vibrant community, a welcoming space and a family.

Imagine guiding young minds not just academically but also fostering a strong moral compass rooted in Catholic values. Imagine witnessing children blossom into compassionate, responsible leaders who make a real difference in their community. **This is the impact you'll make at St. Francis!**

We are seeking an inspirational leader who will help lead our school through a period of change and re-establish it as the leading academic institution it once was. Empowered by the Newman Catholic Trust, ably supported by the experienced and dedicated governors and willed on by our passionate parents, **you won't be alone on this journey.** St. Francis offers a collaborative and supportive environment. You will lead a dedicated team of educators and governors who share your passion for Catholic education. Together, you'll build upon the school's strong foundation and propel it towards an exceptional future.

Are you a visionary leader, energised by the prospect of nurturing young minds, inspiring a vibrant community and leading our school family? If so, this is a wonderful opportunity for you.

**This post offers the opportunity to work in schools with:**

- talented and highly committed teaching teams,
- exceptional pupils who care about their learning and their community,
- families who care deeply about the identity of their school,
- strong and supportive governors and Board of Directors.

**We are looking for a dedicated, committed Catholic who:**

- has a firm commitment to school improvement and collaboration,
- has a proven track record in teaching and experience of leadership,
- has the experience or appetite for leading the school through change,
- a visionary leader who can work to help re-establish St Francis as a leading school,
- and can compellingly communicate their vision for their school and inspire a community.

**We can offer:**

- highly competitive remuneration and strong support from the Trust and its schools,
- an opportunity to excel and further develop the skills required to pursue an ambitious career path,
- an opportunity to contribute to the strategic development of the school and wider Trust,
- a committed and motivated strategic leadership team.

Further details are available on the school ([www.st-francis.n-somerset.sch.uk](http://www.st-francis.n-somerset.sch.uk)) and MAT ([www.newmancatholictrust.com](http://www.newmancatholictrust.com)) websites or from the St. Francis office.

Application is via a CES application form accompanied by a cover letter to the Chair of the MAT Board (no more than two sides of A4) stating:

- suitability for the role
- strengths and self-identified developmental needs,
- previous experience linked to key areas of the job description,
- how you will contribute to the effectiveness of the school, particularly in the areas identified above.

The application can be sent to:

[enquiries@newmancatholictrust.com](mailto:enquiries@newmancatholictrust.com)

[ceo@newmancatholictrust.com](mailto:ceo@newmancatholictrust.com)

or handed in directly to the school.

*Visits to the school would be highly welcome and can be made by appointment.*

**Closing Date** and shortlisting: 17<sup>th</sup> of May at 3 pm.

**Interviews** for candidates: 23<sup>rd</sup> and 24<sup>th</sup> of May.

*The Cardinal Newman Catholic Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. The successful candidate will be subject to all the necessary pre-employment checks, including an Enhanced DBS; Prohibition Check; Social Media Check; Childcare Disqualification (where applicable) qualifications (where applicable) medical fitness; identity and right to work.*

*All applicants will be required to provide three suitable references. We promote equal opportunities for all.*



# PRINCIPAL JOB DESCRIPTION - roles and responsibilities

<b>Post holder:</b>	<b>Job Title: Principal</b>
<b>Service: Substantive leadership post under CES contract, terms and conditions</b>	<b>Responsible to:</b> Overall, the Trust Board of Directors. Directly, the CEO and Local Governing Committee.
<b>Leadership area and designation:</b> Whole-school responsibility for operational and strategic leadership of St Francis	<b>Grade:</b> L10-16
<b>Primary contacts:</b> Local Governing Committee, Senior Leaders, teachers, administrative staff, all school staff and wider school stakeholders.	<b>Location:</b> St Francis Catholic Primary School, Nailsea, North Somerset.
<b>Working arrangement:</b> Full Time	

***This job description is a guide to the work you will initially be required to undertake and may be reviewed from time to time to meet changing circumstances.***

## Introduction

This appointment is with the Board of Directors of the Multi Academy under the terms of the Catholic Education Service contract signed with the Board of Directors as employers. The Board of Directors will appoint a practising Catholic who, by personal example and professional leadership, will ensure that the Catholic ethos, rooted in the teachings of Jesus Christ and the Catholic Church, permeates all aspects of the life of the school. The appointment is subject to the current conditions of service for headteachers contained in the School Teachers' Pay and Conditions document and other current education and employment legislation. In carrying out his/her duties, the principal shall consult, where appropriate, the Board of Directors, the diocese, the staff of the school, the parents of its pupils and the parish/es served by the school.

This job description may be amended at any time, following consultation between the principal and the Board of Directors and will be reviewed annually.

## Core Purpose of the Principal

The core purpose of the principal is to provide professional leadership and management for a school. This will promote a secure foundation from which to achieve high standards in all areas of the school's work. To gain this success, a principal must establish high-quality education by effectively managing teaching and learning and using personalised learning to realise the potential of all pupils. Principals must establish a culture that promotes excellence, equality and high expectations of all pupils. This will include ensuring that:

- the school is conducted as a Catholic school in accordance with the teachings of the Catholic Church and Canon Law, and in accordance with the Trust Deed of the Clifton Diocese;



- **religious education is in accordance with the teachings, doctrines, discipline** and general and particular norms of the Catholic Church;
- religious worship is in accordance with the rites, practices, discipline and liturgical norms of the Catholic Church;
- the school provides high quality teaching and learning that leads to successful outcomes for pupils in terms of spiritual and moral growth, achievement, attitudes to learning, behaviour and personal development;
- the school will promote and safeguard the welfare of all children, enabling every child, whatever their background or their circumstances, to have the support they need to develop fully as persons and to recognise their own dignity and the dignity of others as children of God;
- all statutory requirements are met and the work of the school is effectively monitored, evaluated and reviewed.

The principal is the leading professional in the school. Accountable to the Board of Directors and the Local Governing Committee, the principal provides vision, leadership and direction for the school and ensures it is managed and organised to meet the aims and targets. The principal working with others is responsible for evaluating the school's performance to identify the priorities for continuous improvement; raising standards; ensuring equality of opportunity for all; developing policies and practices; ensuring that resources are efficiently and effectively used to achieve the school's aims and objectives and for the day-to-day management, organisation and administration of the school.

As one of the principals in a multi academy, the principal will support the board of directors in ensuring that they and their school collaborate with the other schools in the multi academy for their mutual benefit in enhancing the Catholic life of the multi academy and improving standards.

The principal, working with and through others, secures the commitment of the wider community to the school by developing and maintaining effective partnerships with, for example, schools, other services and agencies for children, the local authority, higher education institutions and employers. Through such partnerships and other activities, principals play a key role in contributing the development of the education system as a whole and collaborate with others to raise standards locally.

Drawing on the support provided by members of the school community, the principal is responsible for creating a productive learning environment, which is engaging and fulfilling for all pupils.

### **General Duties and Responsibilities**

To carry out the duties of a Principal as set out in the current School Teachers' Pay & Conditions Document.

### **Key Areas of Responsibility**

#### **Creating the Vision**

The 'preferred future', expressed in the strategic vision and development of a Catholic school, stems from the educational mission of the Church, which is reflected in the school's mission statement and school improvement plan.

The principal, working with the Board of Directors and the Local Governing Committee and others, is expected to draw on the person, life and teachings of Jesus Christ to create a shared vision and strategic plan, which inspires and motivates pupils, staff and all other members of the community. The vision should explore Gospel values, moral purpose and be inclusive of stakeholders' values and beliefs. The strategic planning process is critical to sustaining school improvement and ensuring that the school moves forward for the benefit of its pupils.



## Actions

- Ensure the vision for the school is clearly articulated, shared, understood and acted upon effectively by all.
- The vision must reflect its distinctive Catholic character, in accordance with the provisions of the Diocesan Trust Deed, based on what it means to be fully human as revealed in the person, life and teachings of Jesus Christ.
- Work within the school community to translate the vision into agreed objectives and operational plans, which will promote a self-improving school system.
- Establish a commitment amongst pupils, staff and parents to the school's mission in partnership with the Board of Directors, the Local Governing Committee and through personal conviction.
- Demonstrate the vision and values in everyday work and practice. Motivate and work with others to create a shared culture and positive climate.
- Create a distinctively Catholic ethos that is inclusive and applies Catholic values, attitudes and practices in all aspects of school life, and that life is lived explicitly and consciously in the presence of God.
- Ensure there is planned worship, and appropriate liturgy in accordance with the rites, practices, discipline and liturgical norms of the Catholic Church.
- Ensure creativity, innovation and the use of appropriate new technologies to achieve excellence.
- Ensure that the strategic planning takes account of the diversity, values and experience of the school and community at large.

## Leading Teaching and Learning

In a Catholic school the search for excellence is expressed in learning and teaching, which responds to the needs and aspirations of all its pupils and acknowledges their individual worth as children of God.

Principals have a central responsibility for raising the quality of teaching and learning and for pupils' achievement. This implies enabling pupils to achieve their God-given potential, setting high expectations and monitoring and evaluating the effectiveness of learning outcomes. A successful learning culture will enable pupils to become effective, enthusiastic, independent learners, committed to life-long learning.

## Actions

- Ensure a consistent and continuous school-wide focus on pupils' achievement, using data and benchmarks to monitor progress in every child's learning.
- Ensure that learning is at the centre of strategic planning and resource management.
- Secure high quality religious education for all pupils in accordance with the teachings and doctrines of the Catholic Church.
- Ensure high quality Personal, Social, Cultural, Moral and Values Education in accordance with the teachings and doctrines of the Catholic Church.
- Ensure quality provision for pupils' spiritual, moral, social and cultural education in line with the distinctive Catholic nature, purposes and aims of the school.
- Establish creative, responsive and effective approaches to learning and teaching.
- Create and maintain effective partnerships with parents to support and improve pupils' achievement and personal development and further the distinctive Catholic nature, purposes and aims of school.
- Develop effective links with the parish and wider Catholic community, including local partnership arrangements, to extend the curriculum and enhance teaching and learning.
- Ensure a culture and ethos of challenge and support where all pupils can achieve success and become engaged in their own learning.
- Demonstrate and articulate high expectations and set stretching targets for the whole school community.
- Implement strategies that secure high standards of behaviour and attendance.
- Determine, organise and implement a diverse, flexible curriculum and implement effective assessment framework.

- Take a strategic role in the development of new and emerging technologies to enhance and extend the learning experience of pupils.
- Monitor, evaluate and review classroom practice and promote improvement strategies.
- Challenge underperformance at all levels and ensure effective corrective action and follow-up.

### **The Self Improving School System and Working with Others**

In a Catholic school the role of principal is one of leadership of a learning community rooted in faith. The principal's leadership should take Christ as its inspiration. The principal's management of staff should demonstrate an awareness of their unique contribution as individuals, valued and loved by God.

The principal must manage themselves and their relationships well. Being a principal is about building a professional learning community, which enables others to achieve their potential as a child of God. Through performance management and effective continuing professional development practice, the principal should support all staff to achieve high standards. To equip themselves with the capacity to deal with the complexity of the role and range of leadership skills and actions required of them, principals should be committed to their own continuing professional development.

#### **Actions**

- Treat people fairly, equitably and with dignity and respect to create and maintain a positive school culture consistent with the Catholic ethos of the school and its mission.
- Build a collaborative learning culture within the school and actively engage with other schools to build effective learning communities.
- Develop and maintain effective strategies and procedures for staff induction (including understanding the nature of the school as a Catholic community), professional development and performance review.
- Ensure effective planning, allocation, support and evaluation of work undertaken by teams and individuals, ensuring clear delegation of tasks and devolution of responsibilities.
- Acknowledge the responsibilities and celebrate the achievements of individuals and teams.
- Develop and maintain a culture of high expectations for self and for others and take appropriate action when performance is unsatisfactory.
- Regularly review own practice, set personal targets and take responsibility for own personal development.
- Manage own workload and that of others to allow an appropriate work/life balance.

### **Creating Systems and Processes to Manage the Organisation**

In a Catholic school all deployment of staff, finance, material resources, time and energy should promote the common good of the community in accordance with the school's mission.

The principal needs to provide effective systems and processes which are fit for purpose and which uphold the principles of transparency, integrity and probity. The principal should also seek to build a successful organisation through effective collaboration with others.

#### **Actions**

- Create an organisational structure which reflects the school's values, and enables the management systems, structures and processes to work effectively in line with legal requirements.
- Produce and implement clear, evidence-based improvement plans and policies for the development of the school and its facilities.
- Ensure policies and practices take account of national/local circumstances, policies and initiatives.
- Manage the school's financial and human resources effectively and efficiently to achieve the school's educational goals and priorities.
- Recruit, retain and deploy staff appropriately to achieve the vision and goals of the school, implement rigorous and fair systems for managing the performance of all staff, addressing any underperformance, supporting staff to improve and valuing excellent practice.

## Ensuring accountability

In a Catholic school the principal fulfils his/her responsibilities in accordance with the mission of the school. The principal supports the board of directors in fulfilling its responsibilities under Canon Law to the Diocesan Trustees and in accordance with national legislation.

With Gospel values at the heart of his/her leadership, the principal has a responsibility to the whole school community. In carrying out this responsibility, the principal is accountable to a wide range of groups, particularly pupils, parents, carers, governors, the DFE and the DES. He/she is accountable for ensuring that pupils enjoy and benefit from a high quality education, for promoting collective responsibility within the whole school community and for contributing to the education service more widely. The principal is legally and contractually accountable to the board of directors for the school, its environment and all its work.

## Actions

- Fulfil commitments arising from contractual accountability to the board of directors.
- Develop the Catholic ethos so that everyone understands the mission of the school, which enables everyone to work collaboratively, share knowledge and understanding, celebrate success and accept responsibility for outcomes.
- Ensure individual staff accountabilities are clearly defined, understood and agreed and are subject to rigorous review and evaluation.
- Work with the Board of Directors and the Local Governing Committee (providing information, objective advice and support) to enable it to meet its responsibilities, including securing the distinctive Catholic character of the school.
- Develop and present a coherent, understandable and accurate account of the school's performance to a range of audiences including governors, parents and carers.
- Reflect on personal contribution to school achievements and take account of feedback from others.

## Building Community

In a Catholic school there is a special relationship with the parish and the church, as well as the local community with its distinctive social context.

The principal needs to commit to engage with the internal and external school community to secure equity and entitlement. The principal should collaborate with other schools in order to share expertise and bring positive benefits to their own and other schools. The principal should work collaboratively at both strategic and operational levels with parents, carers and across multiple agencies for the well-being of all pupils. The principal shares responsibility for leadership of the wider educational system and should be supportive of a self-improving school system.

## Actions

- Build a school culture and curriculum, based on Gospel values and the teachings of Jesus Christ and the Catholic Church, which takes account of the richness and diversity of the school's communities.
- Build a relationship with the local church and parish communities, seeing participation in the celebration of the Eucharist as a crucial point of reference and stability.
- Create and promote positive strategies for challenging racial and other prejudice and dealing with racial harassment.
- Ensure learning experiences for pupils are linked into and integrated with the wider community and promote commitment to serving the common good and communion with the wider-world.
- Collaborate with other agencies in providing for the academic, religious, spiritual, moral, social, emotional and cultural well-being of pupils and their families.
- Create and maintain an effective partnership with parents and carers, as the prime educators, to support and improve pupils' growth in the knowledge and love of God and neighbour, their achievement and personal development.

- Seek opportunities to invite parents and carers, the parish, community figures, businesses or other organisations into the school to enhance and enrich the school as a faith community and its value to the wider community.
- Contribute to the development of the education system by, for example, sharing effective practice, working in partnership with other schools and promoting innovative initiatives.
- Co-operate and work with relevant agencies to protect children

### **Safeguarding Children & Safer Recruitment**

This school is committed to safeguarding and promoting the welfare of children and young people as required under the Education Act 2002 and expects all staff and volunteers to share this commitment.

#### **Actions**

The principal should ensure that:

- The policies and procedures adopted by the board of directors are fully implemented and followed by all staff.
- Sufficient resources and time are allocated to enable the designated person and other staff to discharge their responsibilities, including taking part in strategy discussions and other inter-agency meetings, and contributing in the assessment of children.

All staff and volunteers feel able to raise concerns about poor or unsafe practice in regard to children, and such concerns are addressed sensitively and effectively in a timely manner in accordance with agreed disclosure policy.



St. Francis'  
Catholic Primary



# PERSON SPECIFICATION

Category	Essential	Desirable
<b>1. Faith Commitment</b>	<ul style="list-style-type: none"> <li>• A practising and committed Catholic</li> <li>• Secure understanding of the distinctive nature of the Catholic school and Catholic education</li> <li>• Understanding of leadership role in the spiritual development of pupils and staff</li> <li>• understanding of the school's role in the parish and wider community and in promoting community cohesion</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of participation in the faith life of the community</li> <li>• Experience in leading acts of worship in Catholic schools</li> </ul>
<b>2. Qualifications</b>	<ul style="list-style-type: none"> <li>• Qualified teacher status</li> </ul>	<ul style="list-style-type: none"> <li>• Postgraduate level qualification</li> <li>• CCRS or equivalent</li> <li>• NPQH award</li> </ul>
<b>3. Experience</b>	<ul style="list-style-type: none"> <li>• Experience as an effective deputy or assistant headteacher or key stage leader</li> <li>• Successful experience of leading one or more subject areas</li> <li>• Substantial, successful teaching experience</li> </ul>	<ul style="list-style-type: none"> <li>• Recent experience in a Catholic voluntary aided school or academy</li> <li>• Teaching experience in at least 2 of the 3 key stages: Foundation Stage, KS1 and KS2</li> <li>• Curriculum leadership in one or more core subjects</li> <li>• Experience of teaching in more than one school</li> <li>• Experience teaching mixed age classes</li> </ul>
<b>4. Professional Development</b>	<ul style="list-style-type: none"> <li>• Evidence of continuing professional development relating to school leadership and management, and curriculum/ teaching and learning</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of continuing professional development relating to Catholic ethos, mission and religious education</li> <li>• Experience of working with other schools /organisations /agencies</li> <li>• Experience of leading/co-ordinating professional development opportunities</li> <li>• Ability to identify own learning needs and to support others in identifying their learning needs</li> </ul>

# PERSON SPECIFICATION

<b>5. Strategic Leadership</b>	<ul style="list-style-type: none"> <li>• Ability to articulate and share a vision of primary education within the context of the mission of a Catholic school</li> <li>• Evidence of having successfully translated vision into reality at whole-school level</li> <li>• Ability to inspire and motivate staff, pupils, parents and 'governors' to achieve the aims of Catholic education</li> <li>• Evidence of successful strategies for planning, implementing, monitoring and evaluating school improvement</li> <li>• Ability to analyse data, develop strategic plans, set targets and monitor/evaluate progress towards these</li> <li>• Knowledge of what constitutes quality in educational provision, the characteristics of effective schools and strategies for raising standards and the achievement of all pupils</li> <li>• Understanding of and commitment to promoting and safeguarding the welfare of pupils'</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of the role of governance in a Catholic voluntary aided school or Academy</li> </ul>
<b>6. Teaching and Learning</b>	<ul style="list-style-type: none"> <li>• A secure understanding of the requirements of the National Curriculum and Early Years development</li> <li>• Knowledge and experience of a range of successful teaching and learning strategies to meet the needs of all pupils</li> <li>• A secure understanding of assessment strategies and the use of assessment to inform the next stages of learning</li> <li>• Experience of effective monitoring and evaluation of teaching and learning</li> <li>• Secure knowledge of statutory requirements relating to the curriculum and assessment</li> <li>• Understanding of the characteristics of an effective learning environment and the key elements of successful behaviour management</li> </ul>	<ul style="list-style-type: none"> <li>• A secure understanding of the requirements of the Curriculum Directory for Religious Education</li> <li>• Understanding of successful teaching and learning in religious education across the key stages</li> <li>• A secure understanding of the requirements of the Curriculum Directory for Religious Education</li> <li>• Understanding of successful teaching and learning in religious education across the key stages</li> <li>• Successful experience in creating an effective learning environment and in developing and implementing policy and practice relating to behaviour management</li> </ul>
<b>7. Leading and Managing Staff</b>	<ul style="list-style-type: none"> <li>• Experience of working in and leading staff teams</li> <li>• Ability to delegate work and support colleagues in undertaking responsibilities</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working with 'governors' to enable them to fulfil whole-school responsibilities</li> <li>• Successful involvement in staff recruitment, /induction.</li> </ul>

# PERSON SPECIFICATION

	<ul style="list-style-type: none"> <li>• Experience of performance management and supporting the continuing professional development of colleagues</li> <li>• Understanding of effective budget planning and resource deployment</li> </ul>	<ul style="list-style-type: none"> <li>• understanding needs of a Catholic school</li> <li>• Understanding of how financial and resource management enable a school to achieve its educational priorities</li> </ul>
<b>8. Accountability</b>	<ul style="list-style-type: none"> <li>• Ability to communicate effectively, orally and in writing to a range of audiences – e.g. staff, pupils, parents, 'governors', parishioners and clergy</li> <li>• Experience of effective whole-school self-evaluation and improvement strategies</li> <li>• Ability to provide clear information and advice to staff and governors</li> <li>• Secure understanding of strategies for performance management</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of presenting reports to 'governors'</li> <li>• Understanding the criteria for the evaluation of a Catholic school</li> <li>• Leading sessions to inform parents</li> <li>• Experience of offering challenge and support to improve performance</li> </ul>
<b>9. Skills, Qualities &amp; Abilities</b>	<ul style="list-style-type: none"> <li>• High quality teaching skills</li> <li>• Strong commitment to the mission of a Catholic school</li> <li>• Commitment to their own spiritual formation and that of pupils</li> <li>• High expectations of pupils' learning and attainment</li> <li>• Strong commitment to school improvement and raising achievement for all</li> <li>• Ability to build and maintain good relationships</li> <li>• Ability to remain positive and enthusiastic when working under pressure</li> <li>• Ability to organise work, prioritise tasks, make decisions and manage time effectively</li> <li>• Empathy with children</li> <li>• Good communication skills</li> <li>• Good interpersonal skills</li> <li>• Stamina and resilience</li> <li>• Confidence</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>
<b>10. References</b>	<ul style="list-style-type: none"> <li>• Positive and supportive faith reference from priest where applicant regularly worships</li> <li>• Positive recommendation in professional references</li> <li>• Satisfactory health and attendance record</li> </ul>	<ul style="list-style-type: none"> <li>• Faith reference without reservation</li> <li>• Professional reference without reservation</li> </ul>