

Head of RE and Personal Development: Person Specification

AF – Application Form

SP – Selection Process

Specification	Essential/ Desirable	Method of Assessment
QUALIFICATIONS / PROFESSIONAL MEMBERSHIP		
<ul style="list-style-type: none"> Qualified Teacher Status (QTS) 	E	AF
<ul style="list-style-type: none"> Degree in relevant subject 	E	AF
<ul style="list-style-type: none"> Evidence of continuing professional development 	E	AF
PROFESSIONAL EXPERIENCE		
<ul style="list-style-type: none"> Proven successful teaching experience at KS3 and 4 in subject area (minimum of 3 years) 	E	AF
<ul style="list-style-type: none"> Outstanding classroom practitioner 	E	AF/SP
<ul style="list-style-type: none"> Experience of leadership within a RE, PSHE & Citizenship faculty within secondary education with a clear record of improving learning and raising student achievement 	D	AF
<ul style="list-style-type: none"> Knowledge of current education policy 	E	AF/SP
KNOWLEDGE AND SKILLS		
<ul style="list-style-type: none"> The ability to set and achieve targets, monitor and evaluate performance and review practice 	E	AF/SP
<ul style="list-style-type: none"> The ability to motivate students 	E	AF
<ul style="list-style-type: none"> Ability to initiate and successfully implement change, including raising attainment 	E	AF/SP
<ul style="list-style-type: none"> Ability to create, develop and apply vision within the department 	E	AF/SP
<ul style="list-style-type: none"> Ability to evaluate the history curriculum and its ability to meet the needs of the students and national priorities and to make changes as required 	E	AF/SP
<ul style="list-style-type: none"> Success in promoting high standards of behaviour. 	E	AF/SP

PERSONAL QUALITIES		
<ul style="list-style-type: none"> ▪ To have the ability to create a caring, safe environment with opportunity and encouragement for students to achieve their full potential. 	E	AF/SP
<ul style="list-style-type: none"> ▪ Clear vision and an innovative approach. 	E	AF/SP
<ul style="list-style-type: none"> ▪ Ability to foster an open culture where all are valued and treated fairly. 	E	AF/SP
<ul style="list-style-type: none"> ▪ Excellent communication skills, both written and verbal. 	E	AF/SP
<ul style="list-style-type: none"> ▪ Ability to organise, plan and prioritise time effectively. 	E	AF/SP
<ul style="list-style-type: none"> ▪ To have flexibility and adaptability. 	E	AF/SP
<ul style="list-style-type: none"> ▪ A commitment to your own and others' continuous professional development. 	E	AF
<ul style="list-style-type: none"> ▪ Personal commitment to the College's professional standards, including dress code, as appropriate. 	E	AF
<ul style="list-style-type: none"> ▪ The post will require an enhanced DBS clearance. 	E	SP
<ul style="list-style-type: none"> ▪ To promote Health & Safety, Safeguarding policies and Equality & Diversity across the Trust. 	E	AF

