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| **Person Specification – Head of Religious Education** |
| Head of Religious Education |

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| **KEY – STAGE IDENTIFIED** |
| A | Application Form | R | References |
| I | Interview | CC | Checking Certificates |

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| **Essential Criteria** | **Criterion No.** | **Attribute** | **Stage Identified** |
| Qualifications | E1E2 | Qualified teacher statusDegree | A/I/CCA/I/CC |
| Faith Commitment | E3E4E5 | Must be a practising Catholic who can inspire and live the teachings of the faithThe passion to share faith with others in teachingEvidence of participation in faith life of the community  | A/I/RA/I/RA/I/R |
| PROFESSIONAL EXPERIENCE | E6E7E8E9E10E11E12E13 | Qualified Teacher who has undertaken appropriate training and has the necessary knowledge to undertake the duties of the postThe ability to devise and teach appropriate courses throughout the schoolThe ability to develop strategies for supporting pupils’ individual needs in and beyond the classroomA commitment to pastoral care as a positive support to learningThe ability to establish successful relationships at all levels and can work as a member of a teamExcellent classroom practitionerA sound knowledge of RE programmes of studyA keen interest in the ongoing development in Religious Education | AA /IA /IA /IA, I/RI/RA /IA /I |
| Professional Development | E14E15E16E17 | Has demonstrated a commitment to own developmentHas the potential for further developmentEvidence of potential to lead and manage an area of the RE curriculum and staffEvidence of leading/managing an initiative | A/I/RA/I/RA/IA/I |
| STRATEGIC LEADERSHIP | E18E19E20E21E22E23E24 | Ability to share a vision of our Catholic Secondary EducationSuccessful evidence of motivating staffEvidence of leading a development within RE department and the successful outcomeAbility to demonstrate analysis of data and ability to articulate how to monitor and evaluate RE curriculum and development plansEvidence of managing curriculum changesDemonstrate understanding of requirements of Catholic School InspectionDemonstrate knowledge of Safeguarding, Health and Safety and GDPR | A/IA/IA/IA/IA/IA/IA/I |
| TEACHING AND LEARNING | E25E26E27E28E29 | Proven track record of successful teaching and learning leading to positive improvementA secure understanding of the requirement of the Curriculum Directory for Religious EducationKnowledge or experience of a range of successful teaching and learning strategies to meet the need of studentsA secure understanding of assessment strategies and the use of assessment to inform next stage learning in all key stagesExperience of characteristics of effective learning environments and key elements of successful behaviour management | A/IA/IA/IA/IA/I |
| LEADING AND MANAGING STAFF | E30E31 | Evidence of leading events in RE departmentDemonstrate understanding of the purpose of performance management and professional development | A/I/RA/I/R |
| Accountability | E32E33E34E35 | Ability to communicate effectively, orally and in writing to a range of audiencesEvidence of use of data for self-evaluation and improvement strategiesDemonstrate an awareness of managing underperformanceUnderstanding of the criteria of evaluation of Catholic school | A/IA/IA/IA/I |
| SKILLS, QUALITIES and abilities | E36E37E38E39E40E41 | Strong commitment to the mission of a Catholic schoolCommitment to their own spiritual formation and that of pupils and staffHigh expectation of pupils’ learning and attainmentStrong commitment to school improvement and raising achievement for allAbility to build and maintain good relationshipsAbility to remain enthusiastic when working under pressure | A/IA/IA/IA/IA/IA/I |
| Application Form and Supporting Statement | E42 | The form must be fully completed and legible. The supporting statement should be clear, concise (within the required word count) and related to the specific post | A |
| OTHER | E43E44 | An understanding of and an ability to contribute to the daily mission of the schoolThe capacity to contribute to the wider life of the school | A/IA/I |

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| **Desirable Criteria** | **Criterion No.** | **Attribute** | **Stage Identified** |
| qualifications | D1 | Catholic Certificate in Religious Studies | A/I/CC |
| professional experience | D2D3D4D5 | Management experienceExperience of teaching RE in a Catholic schoolAbility to assess the strengths and weaknesses of RE programmes of studyCoordination and delivery of PHSE, SRE and Citizenship | A/I/RA/IA/IA/I |
| professional development | D6D7 | Recent in-service training in leadership and managementAbility to demonstrate an impact of CPD across the RE department | A/IA/I |
| teaching and learning | D8 | Experience of effective monitoring and evaluation of teaching and learning and feedback | A/I |
| leading and managing staff | D9 | Understanding of finance and resource management | A/I/R |
| accountability | D10 | Lead sessions to develop knowledge of staff | A/I |

