**PERSON SPECIFICATION – Head of RE (Subject Leader)**

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| 1. Qualification | * Qualifications in Theology/Philosophy
* QTS.
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| 2. Knowledge and understanding | * A clear and well-thought out understanding of current educational issues, theory and practice.
* A detailed knowledge of relevant aspects of the National Curriculum and other statutory documentation.
* An awareness of the recent changes in the RE curriculum at all levels.
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| 3. Requirements | * Excellent subject knowledge of all aspects of RE.
* An ability to teach RE with confidence across key stages 3, 4 and 5.
* Ability to articulate a vision underpinned by targets and goals aligned with an ability to empower others
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| 4. Planning and setting expectations | * Identifies clear teaching objectives, content, lesson structures and sequences appropriate to the subject matter and the students.
* Sets appropriate and demanding expectations for students’ learning and motivation. Sets clear targets for students’ learning, building on prior attainment.
* Identifies groups of students and supports their learning.
* Identifies students who have special educational needs, and takes help in order to give positive and targeted support.
* Implements and keeps records of individual Education Plans (IEPs).
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| 5. Teaching and managing students’ learning | * Ensures effective teaching of whole classes, groups and individuals so that teaching objectives are met, momentum and challenge are maintained, and best use is made of teaching time.
* Uses teaching methods which keep students engaged and stimulate their intellectual curiosity,
* Sets high expectations for students’ behaviour, establishing and maintaining a good standard of discipline through well-focused teaching and through positive and productive relationships.
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| 6. Assessment and evaluation | * Assesses how well learning objectives have been achieved and uses this assessment to inform future teaching.
* Standardises assessments in line with whole school procedures.
* Marks and monitors students’ class and homework, providing constructive oral and written feedback which sets targets for students’ progress.
* Implements ‘improvement time’.
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| 7. Student achievement | * Understands the significance of KS2 data and the use of this in ensuring students make good or better progress.
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| 8. Relations with parents and the wider community | * Knows how to prepare and present informative reports to parents.
* Recognises that learning takes place outside the school context and provides opportunities to develop students’ understanding by relating their learning to real and work-related examples.
* Understands the need to liaise with agencies responsible for students’ welfare.
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| 9. Managing own performance and professional development | * Takes responsibility for their own professional development and keeps up to date with research and developments in pedagogy and in RE.
* Understands their professional responsibilities in relation to school policies and practices.
* Sets a good example to students in their presentation and their personal conduct.
* Evaluates their own teaching critically and uses this to improve their effectiveness.
* Attends appropriate CPD/Twilights.
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| 10. Managing and developing staff and other adults | * Establishes effective working relationships with professional colleagues including, where applicable, associate staff.
* Support tutor colleagues in the preparation of Collective worship and liturgies:
* • Maintain high standards by overseeing members of the department, ensuring effective and appropriate teaching and assessment methods at all levels from KS3 to A Level;
* • Supervise and advise on all aspects of classroom teaching.
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| 11. Managing resources | * Selects and make good use of Class Charts and other resources.
* To ensure the Religious Education curriculum meets the requirements of the Religious Education Curriculum Directory (RED) of the Bishops’ Conference of England & Wales and is at the core of the curriculum. •
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| 12. Other attributes considered desirable at Cardinal Heenan High School | * A positive outlook in general.
* A record of excellent attendance and punctuality.
* Excellent communication and ICT skills.
* An ability to work and contribute effectively within departmental and pastoral-based teams.
* An ability to work actively and effectively with parents, governors and other stakeholders.
* Flexibility and a willingness to be involved and lead in the life of Cardinal Heenan Catholic High School.
* An ability to use own initiative and motivate others.
* A commitment to teaching and lifelong learning and a willingness to continue to further own learning through continuing professional development.
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| 13. Teacher | * A commitment to the School’s Equal Opportunities Policies.
* A range of successful teaching strategies.
* A secure knowledge of the importance of data as a means both to measure and to extend progress, be able to identify gaps in pupil’s knowledge and create resources to fill the gaps.
* A high level of organisational and planning skills.
* A preparedness to create a stimulating visual environment for the classroom.
* An ability to create a dynamic learning environment which values and enables everyone equally.
* A commitment to the Mission and Aims of Cardinal Heenan Catholic High School.
* An awareness of equal opportunities issues.
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| 14. Loyalty | * Loyalty to our students and the school community.
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