

# Arden

## Person Specification – Head of Religious Education



|                                    | Essential  | Desirable  | Methods of Assessment                        |
|------------------------------------|--|--|--|
| <b>Qualifications</b>              | <p>QTS status by the time of the commencement of the post</p> <p>Qualified to Degree Level in a relevant subject</p> <p>Willingness to undertake further training to support curriculum developments in RE</p>   | <p>At least 2.1 level degree in relevant subject</p> <p>Strong A-Level grades in relevant subject(s)</p> <p>Middle leadership qualification, such as NCSL or MLDP</p> <p>Evidence of continuous INSET and commitment to personal development</p> | Application Qualifications                   |
| <b>Experience</b>                  | <p>Ability to teach A Level RE</p> <p>Successful experience as a leader of a curriculum or pastoral area</p> <p>Experience in embedding curriculum developments that have resulted in raised attainments and excellent student progress</p> <p>Successful and relevant secondary teaching experience, across key stages 3 and 4, demonstrably improving student performance</p> <p>Experience of monitoring and giving accurate feedback to colleagues, including observation of teaching, resulting in improved outcomes.</p>   | <p>Experience of leading and managing other team members/members of staff</p>  | Application References Interview             |
| <b>Knowledge and Understanding</b> | <p>Secure knowledge of the GCSE &amp; A Level RE curriculums</p> <p>Excellent subject knowledge and skills as a classroom practitioner</p> <p>Knowledge of current curriculum and pedagogical developments in both your teaching subject and across the wider curriculum</p> <p>Understanding of relevant <b>equal opportunities, health and safety and safeguarding guidance</b> and legislation, and with commitment to 2 keeping up to date with legislative changes affecting schools</p> <p>Knowledge of the regulations around safeguarding and how to address</p> |  | Application References Interview Observation |

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|---------------|--|--|--|
|               | any issues that might arise  |  |  |
| <b>Skills</b> | <p>Commitment to the School's ethos and aims Skills and aptitudes</p> <p>Desire to continuously promote, raise and assess the highest teaching standards across your teaching subject</p> <p>Creative, flexible and open to new ideas to promote teaching and learning to the highest standards</p> <p>Excellent organisational and time management skills</p> <p>Excellent oral and written communication skills</p> <p>Ability to plan, assess and evaluate strategic plans and undertake data analysis</p> <p>Proven ability to motivate, inspire and manage staff and students</p> <p>Ability to establish, lead and develop positive working relationships with students, parents, staff, Governors and local community, setting appropriate personal but professional boundaries</p> <p>Ability to create and develop an ambitious vision for the highest achievement of students and colleagues</p> |  | <ul style="list-style-type: none"> <li>• Application</li> <li>• References</li> <li>• Interview</li> <li>• Observations</li> </ul> |
| <b>Other</b>  | <p>Enhanced DBS clearance</p> <p>Compliance with all School and Trust policies, with a willingness to engage in extra-curricular activities and take responsibility for professional development</p>   |  | <ul style="list-style-type: none"> <li>• Application</li> <li>• Interview</li> <li>• Observation</li> <li>• References</li> </ul>  |