

OUR LADY OF LOURDES CATHOLIC MULTI ACADEMY



HEAD OF RELIGIOUS EDUCATION PERSON SPECIFICATION

CATEGORY	ESSENTIAL	DESIRABLE
Faith commitment	<p>Must be a practising Catholic who can inspire and live the teachings of the Faith.</p> <p>The passion to share faith with others in teaching.</p>	Evidence of participation in faith life of the community.
Qualifications	<p>Qualified teacher status,</p> <p>Experience of teaching RE in school.</p>	<p>CCRS or equivalent.</p> <p>Evidence of further study in Religious education.</p> <p>Alpha course</p>
Experience	<p>Experience of an effective classroom teacher across Key stages.</p> <p>A Sound knowledge of RE programmes of study.</p> <p>A keen interest in ongoing development in Religious Education.</p> <p>Solid understanding and teaching of RE curriculum at KS3/4/5</p>	Ability to assess the strengths and weaknesses of RE programmes of study across all sectors.
Professional Development	<p>Evidence of commitment to own professional development.</p> <p>Evidence of potential to lead and manage an area of the RE curriculum and staff.</p> <p>Evidence of a vision of the BDES.</p>	<p>Recent in service training in leadership and management.</p> <p>Evidence of leading / managing an initiative.</p> <p>Ability to demonstrate an impact of CPD.</p>
Strategic Leadership	<p>Ability to share a vision of BDES to our Catholic schools.</p> <p>Successful evidence of motivating staff.</p> <p>Evidence of leading a development within RE department and the successful outcome.</p>	<p>To be able to articulate the BDES strategic plan of Academies and what is required.</p> <p>Knowledge of the role of RE Link Governor / Director in a Catholic School.</p>

	<p>Ability to demonstrate analysis of data. Ability to articulate how to monitor and evaluate RE curriculum and development plans.</p> <p>Evidence of managing curriculum changes.</p> <p>Demonstrate understanding of requirements of S48.</p> <p>Demonstrate knowledge of Safeguarding and Health and Safety and GDPR.</p>	
Teaching and Learning	<p>Proven track record of successful teaching and learning and leading to positive improvement.</p> <p>A secure understanding of the requirement of the curriculum Directory for Religious Education.</p> <p>Knowledge of experience of a range of successful teaching and learning strategies to meet the need of students.</p> <p>A secure understanding of assessment strategies and the use of assessment to inform next stage learning in all Key stages.</p> <p>Experience of effective monitoring and evaluation of teaching and learning and feedback.</p> <p>Experience of characteristics of effective learning environments and key elements of successful behaviour management.</p>	Understanding of successful teaching in RE across KS1/2/3/4/5
Leading and Managing Staff	<p>Experience of working with a team of RE staff.</p> <p>Evidence of leading events in RE Department.</p> <p>Evidence of leading Inset for RE staff across the Diocese.</p> <p>Demonstrate understanding of the purpose of performance management and professional development.</p>	Understanding of finance and resource management.
Accountability	Ability to communicate effectively, orally and in writing to a range of audiences.	Understanding of criteria of evaluation of Catholic school.

	<p>Evidence of use of data for self-evaluation and improvement strategies.</p> <p>Ability to give clear information to staff.</p> <p>Secure understanding of strategies for performance management.</p> <p>Demonstrate an awareness of managing underperformance.</p>	Lead sessions to develop knowledge of staff.
Skills, Qualities & Abilities	<p>High quality teaching skills.</p> <p>Strong commitment to the mission of a Catholic school.</p> <p>Commitment to their own spiritual formation and that of pupils and staff.</p> <p>High expectations of pupils' learning and attainment.</p> <p>Strong commitment to school improvement and raising achievement for all.</p> <p>Ability to build and maintain good relationships.</p> <p>Ability to remain positive and enthusiastic when working under pressure.</p> <p>Ability to organise work, prioritise tasks, make decisions and manage time effectively.</p> <p>Good communications skills.</p> <p>Good interpersonal skills.</p> <p>Stamina and resilience.</p>	
References	Positive and supportive faith reference from priest where applicant regularly worships.	Faith reference without reservation.

Our Lady of Lourdes MAC is committed to the safeguarding and welfare of students