**Impington Village College**

**Person Specification**

**Lead Teacher: RE and Philosophy**

**To support your application candidates should be able to show evidence of the following:**

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| **Criteria** | **Essential** | **Desirable** |
| ***Qualifications and Experience:*** |  |  |
| QTS | √ |  |
| Good honours degree, ideally 2:1 or above  | √ |  |
| Successful track record as an outstanding classroom teacher | √ |  |
| Successful experience in a relevant leadership role  | √ |  |
| Relevant CPD focused improving the practice of others  | √ |  |
| Ability to teach RE and Philosophy to all key stages and abilities | √ |  |
| Experience of leading a faculty or large team of teachers in the subject |  | √ |
| Masters or similar level study  |  | √ |
| Knowledge of the IB or a willingness to learn about IB programmes | √ |  |
| ***Knowledge and understanding :*** |  |  |
| A range of successful teaching and learning styles  | √ |  |
| Strategies to raise standards of student attainment especially pupil premium and SEN | √ |  |
| What a good curricular experience looks like and able to lead and manage its development across a large team | √ |  |
| How to safeguard and promote the welfare of young people  | √ |  |
| Use of data and intervention to improve student outcomes | √ |  |
| The work of the IB and other examination boards |  | √ |
| The National Curriculum  |  | √ |
| ***Personal & Professional Attributes***  |  |  |
| Demonstrate good organisational skills and meet deadlines | √ |  |
| A genuine commitment to inclusive comprehensive education and the strategic aims of Impington Village College  | √ |  |
| Student-centred educational principles rooted in a willingness to continuously improve learning and teaching across the College  | √ |  |
| A growth mind-set and commitment to life-long learning | √ |  |
| A readiness to innovate and an ability to articulate a vision | √ |  |
| Openness, flexibility, calmness, integrity, resilience, good judgement, approachability | √ |  |
| Willingness to engage in outreach work with other Faculties and partner schools | √ |  |
| High profile with students, parents, staff and other stakeholders | √ |  |
| ***Applicants should be able to show evidence of …..*** |  |  |
| An educational philosophy for an inclusive secondary school and a commitment to comprehensive education | √ |  |
| Motivate and inspire both children and adults | √ |  |
| The ability to lead and manage others as a team  | √ |  |
| Communicate highly effectively with a wide range of audiences orally and in writing | √ |  |
| Demonstrate best practice classroom learning and teaching to a range of audiences | √ |  |
| Make most effective use of ICT, including ICT for effective learning and teaching | √ |   |
| See yourself as a role model in terms of hard work, commitment to best practice in learning and teaching, personal presentation demeanour and attitude to all members of the school community  |  |  |
| Professionally develop other colleagues | √ |  |
| Lead CPD and other training sessions in order to develop colleagues effectively | √ |  |
| Potential for leadership at a senior level |  | √ |
| The academic background and desire to study for a higher level |  | √ |
| **Safeguarding and Promoting the welfare of children:****At interview candidates should be able to demonstrate:** |  |  |
| Demonstrate the ability to form and maintain appropriate relationships and personal boundaries with children | √ |  |
| Emotional resilience in working with challenging behaviours  | √ |  |