



### Subject Leader of RE and PSHE– Person Specification

		Essential/ Desirable	Evidence
Qualifications:	A RE or PSHE specialist with a good honours degree. QTS. Evidence of further professional study.	<b>E</b> <b>E</b> <b>D</b>	<b>A</b> <b>A</b> <b>AR</b>
Experience:	Recent and relevant teaching experience across the age and ability range KS3 to 4.	<b>E</b>	<b>AR</b>
	Proven record as a teacher whose students reach high standards of learning and achievement.	<b>E</b>	<b>AR</b>
	Significant TLR/Leadership experience.	<b>D</b>	<b>AR</b>
	Experience as a Form Tutor.	<b>E</b>	<b>AR</b>
	Excellent management of student behavior.	<b>E</b>	<b>ARI</b>
	Contribution to the development of extra-curricular activities.	<b>E</b>	<b>ARI</b>
CPD:	Recent CPD to support this position.	<b>E</b>	<b>AI</b>
	Committed to CPD of others.	<b>E</b>	<b>ARI</b>
	Leadership and/or management training.	<b>D</b>	<b>ARI</b>
	Evidence of providing training and development opportunities to other staff.	<b>D</b>	<b>ARI</b>
Curriculum Knowledge:	Wide knowledge and understanding of subject specialism.	<b>E</b>	<b>ARI</b>
	Knowledge of current educational issues.	<b>E</b>	<b>I</b>
	Awareness of educational developments in RE and PSHE.	<b>E</b>	<b>AI</b>
	Locally agreed RE syllabus/ PSHE association guidance.	<b>E</b>	<b>I</b>
	Future changes in the KS4 curriculum 14-19 pathways.	<b>E</b>	<b>AI</b>
	RSE statutory guidance.	<b>E</b>	<b>AI</b>
	Ability to use data effectively to understand the strengths and weakness of the curriculum area inform appropriate actions.	<b>E</b>	<b>I</b>
	A range of teaching and learning styles.	<b>E</b>	<b>AI</b>
	Understanding of inclusion and intervention.	<b>E</b>	<b>I</b>
	Awareness of what constitutes outstanding pedagogy and practice.	<b>E</b>	<b>ARI</b>
	Understanding of school improvement and Ofsted inspection.	<b>E</b>	<b>ARI</b>
	Understanding changes to examination specifications and their implications.	<b>E</b>	<b>RI</b>
Skills & Attributes:	Excellent communicator with drive and determination.	<b>E</b>	<b>RI</b>
	Ability to lead a team and develop the department.	<b>E</b>	<b>RI</b>
	Ability to lead, be a role model and contribute to and share quality practice with the team.	<b>E</b>	<b>ARI</b>
	Ability to prioritise and work effectively.	<b>E</b>	<b>RI</b>
	Ability to motivate and relate to students, staff and parents/carers.	<b>E</b>	<b>ARI</b>
	Skills in coaching and improving performance of others.	<b>E</b>	<b>RI</b>
	Good organisational skills and the ability to meet deadlines.	<b>E</b>	<b>ARI</b>

#### Key

A – Application form

R – Reference

I – Interview

E – Essential

D - Desirable