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| **Person Specification – Head of Religious Education** |
| Head of Religious Education |

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| **KEY – STAGE IDENTIFIED** | | | |
| A | Application Form | R | References |
| I | Interview | CC | Checking Certificates |

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| **Essential Criteria** | **Criterion No.** | **Attribute** | **Stage Identified** |
| Qualifications | E1  E2 | Qualified teacher status  Degree | A/I/CC  A/I/CC |
| Faith Commitment | E3  E4  E5 | Must be a practising Catholic who can inspire and live the teachings of the faith  The passion to share faith with others in teaching  Evidence of participation in faith life of the community | A/I/R  A/I/R  A/I/R |
| PROFESSIONAL EXPERIENCE | E6  E7  E8  E9  E10  E11  E12  E13 | Qualified Teacher who has undertaken appropriate training and has the necessary knowledge to undertake the duties of the post  The ability to devise and teach appropriate courses throughout the school  The ability to develop strategies for supporting pupils’ individual needs in and beyond the classroom  A commitment to pastoral care as a positive support to learning  The ability to establish successful relationships at all levels and can work as a member of a team  Excellent classroom practitioner  A sound knowledge of RE programmes of study  A keen interest in the ongoing development in Religious Education | A  A /I  A /I  A /I  A, I/R  I/R  A /I  A /I |
| Professional Development | E14  E15  E16  E17 | Has demonstrated a commitment to own development  Has the potential for further development  Evidence of potential to lead and manage an area of the RE curriculum and staff  Evidence of leading/managing an initiative | A/I/R  A/I/R  A/I  A/I |
| STRATEGIC LEADERSHIP | E18  E19  E20  E21  E22  E23  E24 | Ability to share a vision of our Catholic Secondary Education  Successful evidence of motivating staff  Evidence of leading a development within RE department and the successful outcome  Ability to demonstrate analysis of data and ability to articulate how to monitor and evaluate RE curriculum and development plans  Evidence of managing curriculum changes  Demonstrate understanding of requirements of  Catholic School Inspection  Demonstrate knowledge of Safeguarding, Health and Safety and GDPR | A/I  A/I  A/I  A/I  A/I  A/I  A/I |
| TEACHING AND LEARNING | E25  E26  E27  E28  E29 | Proven track record of successful teaching and learning leading to positive improvement  A secure understanding of the requirement of the Curriculum Directory for Religious Education  Knowledge or experience of a range of successful teaching and learning strategies to meet the need of students  A secure understanding of assessment strategies and the use of assessment to inform next stage learning in all key stages  Experience of characteristics of effective learning environments and key elements of successful behaviour management | A/I  A/I  A/I  A/I  A/I |
| LEADING AND MANAGING STAFF | E30  E31 | Evidence of leading events in RE department  Demonstrate understanding of the purpose of performance management and professional development | A/I/R  A/I/R |
| Accountability | E32  E33  E34  E35 | Ability to communicate effectively, orally and in writing to a range of audiences  Evidence of use of data for self-evaluation and improvement strategies  Demonstrate an awareness of managing underperformance  Understanding of the criteria of evaluation of Catholic school | A/I  A/I  A/I  A/I |
| SKILLS, QUALITIES and abilities | E36  E37  E38  E39  E40  E41 | Strong commitment to the mission of a Catholic school  Commitment to their own spiritual formation and that of pupils and staff  High expectation of pupils’ learning and attainment  Strong commitment to school improvement and raising achievement for all  Ability to build and maintain good relationships  Ability to remain enthusiastic when working under pressure | A/I  A/I  A/I  A/I  A/I  A/I |
| Application Form and Supporting Statement | E42 | The form must be fully completed and legible. The supporting statement should be clear, concise (within the required word count) and related to the specific post | A |
| OTHER | E43  E44 | An understanding of and an ability to contribute to the daily mission of the school  The capacity to contribute to the wider life of the school | A/I  A/I |

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| **Desirable Criteria** | **Criterion No.** | **Attribute** | **Stage Identified** |
| qualifications | D1 | Catholic Certificate in Religious Studies | A/I/CC |
| professional experience | D2  D3  D4  D5 | Management experience  Experience of teaching RE in a Catholic school  Ability to assess the strengths and weaknesses of RE programmes of study  Coordination and delivery of PHSE, SRE and Citizenship | A/I/R  A/I  A/I  A/I |
| professional development | D6  D7 | Recent in-service training in leadership and management  Ability to demonstrate an impact of CPD across the RE department | A/I  A/I |
| teaching and learning | D8 | Experience of effective monitoring and evaluation of teaching and learning and feedback | A/I |
| leading and managing staff | D9 | Understanding of finance and resource management | A/I/R |
| accountability | D10 | Lead sessions to develop knowledge of staff | A/I |

Text

Description automatically generated with medium confidence