



## Person Specification – Subject Leader Religious Education

Attribute	Essential/ Desirable	Assessment
<b>Qualifications and Education</b>		
1. Qualified Teacher Status	E	A
2. Degree or professional qualification in the subject area	E	A
3. Further degree in relevant disciplines	D	A
4. Specialist professional study	D	A
<b>Knowledge and Skills</b>		
5. Knowledge of current education policy and practice	E	A/I
6. High level of written and verbal communication skills	E	A/I/E
7. Leadership skills	E	A/I/E
8. Ability to use performance data effectively for self-evaluation and raising achievement	E	A/I/E
9. The ability to communicate effectively and successfully with students and their parents	E	A/I/E
10. Commitment to equal opportunities	E	A/I
11. Knowledge of strategies to raise achievement	D	A/I
12. Knowledge of using technology to enhance learning	D	A/I
13. Leadership skills which are adaptive to context	D	A/I
<b>Experience</b>		
14. Of teaching key stage 3 and key stage 4	E	A/I/E
15. Of significant responsibility within a relevant subject department	D	A/I
16. Of previous leadership and line management	D	A/I
17. Of teaching key stage 5	D	A/I/E
<b>Personal Qualities</b>		
18. Ability to take on additional responsibility and commitment	E	A/I/E
19. Able to work under pressure and to meet deadlines	E	A/I/E
20. Demonstrable high standards of reliability	E	A/I
21. Committed and hard working	E	A/I
22. Have very high expectations and professional standards of oneself, students and colleagues	E	A/I
23. Willingness to improve own knowledge and practice, including responding to advice and feedback	E	A/I/E
24. A commitment to help develop and sustain improvements in your subject area	E	A/I
25. A commitment to extracurricular activities	E	A/I
26. Committed to enhancing the life chances of all students by supporting the work of the pastoral team, including leading a tutor group	E	A/I
27. Empathy with students and families from ordinary backgrounds in the North East of England	D	A/I
28. An open and visible management style and the ability to delegate	D	A/I

Assessment and evidence: A = Application; I = Interview process; E = Exercise