



## Head of Religious Education

### Person Specification

APPLICATION FORM AND LETTER	ESSENTIAL	DESIRABLE	EVIDENCE A – Application I – Interview R- Reference
<b>Qualifications</b>			
<ul style="list-style-type: none"> <li>• Qualified teacher status</li> </ul>	✓		A
<ul style="list-style-type: none"> <li>• Degree</li> </ul>	✓		A
<b>Professional Experience</b>			
<ul style="list-style-type: none"> <li>• Qualified Teacher who has undertaken appropriate training and has the necessary knowledge to undertake the duties of the post</li> </ul>	✓		A
<ul style="list-style-type: none"> <li>• The ability to devise and teach appropriate courses throughout the school</li> </ul>	✓		A /I
<ul style="list-style-type: none"> <li>• The ability to develop strategies for supporting pupils' individual needs in and beyond the classroom</li> </ul>	✓		A /I
<ul style="list-style-type: none"> <li>• A commitment to pastoral care as a positive support to learning</li> </ul>	✓		A /I
<ul style="list-style-type: none"> <li>• The ability to establish successful relationships at all levels and can work as a member of a team</li> </ul>	✓		A, I/R
<ul style="list-style-type: none"> <li>• Excellent classroom practitioner</li> </ul>	✓		I/R
<ul style="list-style-type: none"> <li>• Management experience</li> </ul>		✓	A/I/R
<ul style="list-style-type: none"> <li>• A sound knowledge of RE programmes of study</li> </ul>	✓		A/I
<ul style="list-style-type: none"> <li>• A keen interest in the ongoing development in Religious Education</li> </ul>	✓		A/I
<ul style="list-style-type: none"> <li>• Ability to assess the strengths and weaknesses of RE programmes of study</li> </ul>		✓	A/I
<b>Professional Development</b>			
<ul style="list-style-type: none"> <li>• Has demonstrated a commitment to own development</li> </ul>	✓		A/I/R
<ul style="list-style-type: none"> <li>• Has the potential for further development</li> </ul>	✓		A/I/R
<ul style="list-style-type: none"> <li>• Evidence of potential to lead and manage an area of the RE curriculum and staff</li> </ul>	✓		A/I
<ul style="list-style-type: none"> <li>• Recent in-service training in leadership and management</li> </ul>		✓	A/I
<ul style="list-style-type: none"> <li>• Evidence of leading/managing an initiative</li> </ul>	✓		A/I
<ul style="list-style-type: none"> <li>• Ability to demonstrate an impact of CPD across the RE department</li> </ul>		✓	A/I
<b>Strategic Leadership</b>			
<ul style="list-style-type: none"> <li>• Successful evidence of motivating staff</li> </ul>	✓		A/I
<ul style="list-style-type: none"> <li>• Evidence of leading a development within RE department and the successful outcome</li> </ul>	✓		A/I
<ul style="list-style-type: none"> <li>• Ability to demonstrate analysis of data and ability to articulate how to monitor and evaluate RE curriculum and development plans</li> </ul>	✓		A/I
<ul style="list-style-type: none"> <li>• Evidence of managing curriculum changes</li> </ul>	✓		A/I
<ul style="list-style-type: none"> <li>• Demonstrate understanding of requirements of Section 48</li> </ul>	✓		A/I
<ul style="list-style-type: none"> <li>• Demonstrate knowledge of Safeguarding, Health and Safety and GDPR</li> </ul>		✓	A/I

<b>Teaching and Learning</b>			
• Proven track record of successful teaching and learning leading to positive improvement	✓		A/I
• A secure understanding of the requirement of the Curriculum Directory for Religious Education	✓		A/I
• Knowledge or experience of a range of successful teaching and learning strategies to meet the need of students	✓		A/I
• A secure understanding of assessment strategies and the use of assessment to inform next stage learning in all key stages	✓		A/I
• Experience of effective monitoring and evaluation of teaching and learning and feedback		✓	A/I
• Experience of characteristics of effective learning environments and key elements of successful behaviour management	✓		A/I
<b>Leading and Managing Staff</b>			
• Evidence of leading events in RE department	✓		A/I/R
• Demonstrate understanding of the purpose of performance management and professional development	✓		A/I/R
• Understanding of finance and resource management		✓	A/I/R
<b>Accountability</b>			
• Ability to communicate effectively, orally and in writing to a range of audiences	✓		A/I
• Evidence of use of data for self-evaluation and improvement strategies	✓		A/I
• Demonstrate an awareness of managing underperformance	✓		A/I
• Lead sessions to develop knowledge of staff		✓	A/I
<b>Skills, Qualities and Abilities</b>			
• Commitment to their own spiritual formation and that of pupils and staff	✓		A/I
• High expectation of pupils' learning and attainment	✓		A/I
• Strong commitment to school improvement and raising achievement for all	✓		A/I
• Ability to build and maintain good relationships	✓		A/I
• Ability to remain enthusiastic when working under pressure	✓		A/I
<b>Letter of Application</b>			
• Letter should be clear, concise and presented in an organised way (not more than 2 sides of A4; not smaller than font size 11)	✓		A
<b>Other</b>			
• An understanding of and an ability to contribute to the daily mission of the school	✓		A/I
• The capacity to contribute to the wider life of the school	✓		A/I
• Willingness to obtain First Aid certificate	✓		A/I