Head of RE - PERSON SPECIFICATION

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| **Category** | **Essential** | **Desirable** |
| **1. Faith Commitment** | * 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. |
| **2. Qualifications** | * Qualified teacher * Experience of teaching RE in school. | * CCRS or equivalent. * Evidence of further study in Religious education. * Alpha course. |
| **3. Experience** | * Experience of an effective classroom teacher across Key stages. * A sound knowledge of RE programmes of study * A keen interest in the ongoing development in Religious Education. * Solid understanding and teaching of RE Curriculum at KS3/4/5 | * Ability to assess the strengths and weaknesses of RE programmes of study across all sectors. |
| **4. Professional Development** | * Evidence of commitment to own professional development. * Evidence of potential to lead and manage an area of the RE curriculum and staff. * Evidence of a vision of the BDES | * Recent in-service training in leadership and management. * Evidence of leading/ managing an initiative. * Ability to demonstrate an impact of CPD. |

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| **5. Strategic Leadership** | * Ability to share a vision of BDES to our Catholic schools/academies. * Successful evidence of motivating staff. * Evidence of leading a development within RE department and the successful outcome. * Ability to demonstrate analysis of data. Ability to articulate how to monitor and evaluate RE curriculum and development plans. * Evidence of managing curriculum changes. * Demonstrate understanding of requirements of S48. * Demonstrate knowledge of Safeguarding and Health and Safety and GDPR | * To be able to articulate the BDES strategic plan of Academies and what is required * Knowledge of the role of RE Link Governor/Director in a Catholic school. |
| **6. Teaching and Learning** | * Proven track record of successful teaching and learning and leading to positive improvement * A secure understanding of the requirement of the curriculum Directory for Religious Education. * Knowledge of experience of a range of successful teaching and learning strategies to meet need of students. * A secure understanding of assessment strategies and the use of assessment to inform next stage learning in al Key stages * Experience of effective monitoring and evaluation of teaching and learning and feedback. * Experience of characteristics of effective learning environments and key elements of successful behaviour management. | * Understanding of successful teaching in RE across KS1/2/3/4/5. |

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| **7. Leading and Managing Staff** | * Experience of working with team of RE staff. * Evidence of leading events in RE Department. * Evidence of leading Inset for RE staff across the Diocese * Demonstrate understanding of the purpose of performance management and professional development. | * Understanding of finance and resource management. |
| **8. Accountability** | * Ability to communicate effectively, orally and in writing to a range of audiences * Evidence of use of data for self-evaluation and improvement strategies. * Ability to give clear information to staff. * Secure understanding of strategies for performance management. * Demonstrate an awareness of managing underperformance | * Understanding of the criteria of evaluation of Catholic school. * Lead sessions to develop knowledge of staff. |
| **9. Skills, Qualities & Abilities** | * High quality teaching skills. |  |
| * 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 positive and enthusiastic when working under pressure. |

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|  | * Ability to organise work, prioritise tasks, make decisions and manage time effective * Good communication skills. * Good interpersonal skills. * Stamina and resilience. * Confidence. |  |
| **10. References** | * Positive and supportive faith reference from priest where applicant regularly worships. * Positive recommendation in professional references. | * Faith reference without reservation. * Professional reference without reservation. |