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.
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| **2. Qualifications** | * Qualified teacher
* Experience of teaching RE in school.
 | * CCRS or equivalent.
* Evidence of further study in Religious education.
* Alpha course.
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| **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.
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| **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.
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| **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.
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| **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.
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| **9. Skills, Qualities & Abilities** | * High quality teaching skills.
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| * Strong commitment to the mission of a Catholic school.
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| * Commitment to their own spiritual formation and that of pupils and staff
* High expectation of pupils’ learning and attainment.
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| * 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.
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| **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.
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