

## **PRIMARY RE CURRICULUM SUBJECT LEADER – PERSON SPECIFICATION**

| <b>Category</b>                    | <b>Essential</b>   | <b>Desirable</b>  |
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| <b>1. Faith Commitment</b>         | <ul style="list-style-type: none"> <li>• Must be a practising Catholic who is faithful to the definition of a practising Catholic. (see below)</li> </ul>  | <ul style="list-style-type: none"> <li>• Evidence of participation in faith life of the community.</li> <li>• Experience in leading acts of worship in Catholic schools.</li> </ul>   |
| <b>2. Qualifications</b>           | <ul style="list-style-type: none"> <li>• Qualified teacher status.</li> <li>• Experience of successful teaching of RE.</li> </ul>  | <ul style="list-style-type: none"> <li>• Minimum of 3 years' experience of teaching RE in a Catholic school</li> <li>• CCRS or equivalent.</li> <li>• Evidence of further study in religious education.</li> <li>• Alpha course.</li> </ul> |
| <b>3. Experience</b>               | <ul style="list-style-type: none"> <li>• Evidence of successful teaching in the Primary phase</li> <li>• A sound knowledge of RE programmes of study</li> <li>• Ability to assess the strengths and weaknesses of RE programmes of study.</li> </ul> | <ul style="list-style-type: none"> <li>• Evidence of successful classroom teaching across all key stages in the Primary sector</li> <li>• A keen interest in the ongoing development in Religious Education.</li> </ul>                     |
| <b>4. Professional Development</b> | <ul style="list-style-type: none"> <li>• Evidence of commitment to own professional development.</li> <li>• Evidence of a vision and ability to assist the school in realising its Mission statement as a Catholic School.</li> </ul>                | <ul style="list-style-type: none"> <li>• Recent in-service training in leadership and management.</li> <li>• Evidence of potential to lead other staff, in induction sessions coaching and mentoring.</li> </ul>                            |

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|  |   | <ul style="list-style-type: none"> <li>• Evidence of leading/managing an aspect of curriculum or other school initiative.</li> <li>• Ability to demonstrate an impact pupil/staff at dept level or whole school</li> <li>• A keen interest in the ongoing development in Religious Education.</li> </ul> |
| <p><b>5. Strategic Leadership</b></p>  | <p>Ability to share a vision of RE by demonstrating high quality provision in a Catholic school.</p> <ul style="list-style-type: none"> <li>• Demonstrate the ability to raise the profile of RE with all members of the school community.</li> <li>• Successful evidence of motivating staff and students.</li> <li>• Evidence of leading a curriculum development in RE and the successful outcome.</li> <li>• Ability to demonstrate analysis of data. Ability to articulate how to monitor and evaluate department development plans.</li> <li>• Evidence of managing curriculum changes in RE.</li> <li>• Demonstrate understanding of requirements of S48.</li> </ul> | <ul style="list-style-type: none"> <li>• Knowledge of the role of RE Link Governor in a Catholic school.</li> </ul>  |
| <p><b>6. Teaching and Learning</b></p> | <ul style="list-style-type: none"> <li>• A secure understanding of the requirement of the curriculum Directory for Religious Education.</li> <li>• Knowledge of experience of a range of successful teaching and learning strategies to meet need of students.</li> </ul>   | <ul style="list-style-type: none"> <li>• Understanding of successful teaching in RE across the Key Stages in the Primary sector.</li> </ul>  |

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|   | <ul style="list-style-type: none"> <li>• A secure understanding of assessment strategies and the use of assessment to inform next stage learning.</li> <li>• Experience of effective monitoring and evaluation of teaching and learning.</li> <li>• Experience of characteristics of effective learning environments and key elements of successful behaviour and management.</li> </ul> |   |
| <b>7. Leading and Managing Staff</b>        | <ul style="list-style-type: none"> <li>• Experience of working with a team of staff.</li> <li>• Evidence of leading curriculum events.</li> <li>• Demonstrate understanding of the purpose of performance management and professional development.</li> <li>• Demonstrate clear expectations of planning delivery and assessment of RE.</li> </ul>                                       | <ul style="list-style-type: none"> <li>• Understanding of finance and resource management.</li> </ul>   |
| <b>8. Accountability</b>                    | <ul style="list-style-type: none"> <li>• Ability to communicate effectively, orally and in writing to a range of audiences e.g. staff, students, parents and governors.</li> <li>• Evidence of self-evaluation and improvement strategies.</li> <li>• Ability to give clear information to staff.</li> <li>• Secure understanding of strategies for performance management.</li> </ul>   | <ul style="list-style-type: none"> <li>• Understanding of the criteria of evaluation of Catholic school.</li> <li>• Lead sessions to develop knowledge of staff.</li> </ul> |
| <b>9. Skills, Qualities &amp; Abilities</b> | <ul style="list-style-type: none"> <li>• High quality teaching skills.</li> <li>• Strong commitment to the mission of a Catholic school.</li> <li>• Commitment to their own spiritual formation and that of pupils.</li> </ul>   |   |

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|                              | <ul style="list-style-type: none"> <li>• High expectation of pupils' learning and attainment.</li> <li>• Strong commitment to school improvement and raising achievement for all.</li> <li>• Ability to build and maintain good relationships.</li> <li>• Ability to remain positive and enthusiastic when working under pressure.</li> <li>• Ability to organise work, prioritise tasks, make decisions and manage time effectively.</li> <li>• Empathy with children.</li> <li>• Good communication skills.</li> <li>• Good interpersonal skills.</li> <li>• Stamina and resilience.</li> <li>• Confidence.</li> </ul> |   |
| <p><b>10. References</b></p> | <ul style="list-style-type: none"> <li>• Positive and supportive faith reference from priest where applicant regularly worships.</li> <li>• Positive recommendation in professional references.</li> </ul>   | <ul style="list-style-type: none"> <li>• Faith reference without reservation.</li> <li>• Professional reference without reservation.</li> </ul> |

[http://www.bdes.org.uk/uploads/4/2/9/6/42966327/catholic\\_schools\\_and\\_the\\_definition\\_of\\_a\\_practising\\_catholic\\_revised\\_07.04.09.pdf](http://www.bdes.org.uk/uploads/4/2/9/6/42966327/catholic_schools_and_the_definition_of_a_practising_catholic_revised_07.04.09.pdf)