

## **TEACHER LEADING CATHOLIC LIFE IN SCHOOL – PERSON SPECIFICATION**

<b>Category</b>	<b>Essential</b>	<b>Desirable</b>
<b>1. Faith Commitment</b>	<ul style="list-style-type: none"> <li>• Must be a practising Catholic which is faithful to the definition <sup>i</sup>(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> </ul>	<ul style="list-style-type: none"> <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>• Experience as an effective classroom teacher.</li> <li>• A keen interest in the ongoing development in Religious Education and Catholic Life.</li> <li>• Evidence of Monitoring, Teaching and Learning and effective development planning.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of an effective teacher in all key stages</li> <li>• Ability to assess the strengths and weaknesses of RE programmes of study.</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 potential to lead and manage an area of the RE and Catholic Life.</li> <li>• Evidence of a vision and ability to assist the school in realising the Mission statement.</li> </ul>	<ul style="list-style-type: none"> <li>• Recent in-service training in leadership and management.</li> <li>• Evidence of leading/managing an aspect of curriculum or other school initiative.</li> <li>• Ability to demonstrate an impact on student/staff at dept level or whole school.</li> </ul>

<p><b>5. Strategic Leadership</b></p>	<ul style="list-style-type: none"> <li>• Ability to share a vision of Catholic Life in a Catholic school.</li> <li>• Successful evidence of line management and motivating staff and students.</li> <li>• Evidence of leading a development within a department or school 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>• Demonstrate understanding of requirements of S48.</li> <li>• Demonstrate ability to implement a whole school Catholic Life policy.</li> <li>• Evidence of developing school values and virtues</li> <li>• Evidence of leading prayer and assemblies.</li> <li>• Evidence of involvement with extra curricular activities in school.</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of the role of RE and Catholic Life and Link Governor in a Catholic school.</li> <li>• Evidence of working with feeder schools or parishes.</li> <li>• Evidence of working with Governing Body.</li> <li>• Participate in school Retreats.</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 and Exam Syllabus</li> <li>• Knowledge of experience of a range of successful teaching and learning strategies to meet need of students.</li> <li>• A secure understanding of assessment strategies and the use of assessment to inform next stage learning.</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding of successful teaching across KS3/4/5.</li> </ul>

	<ul style="list-style-type: none"> <li>• Experience of effective monitoring and evaluation of teaching and learning.</li> <li>• Experience of the characteristics of effective learning environments and key elements of successful behaviour management.</li> <li>• Guidance of self-evaluation and monitoring of teaching and learning.</li> </ul>	
<b>7. Leading and Managing Staff</b>	<ul style="list-style-type: none"> <li>• Experience of working with other team leaders.</li> <li>• Evidence of leading events at Department Level.</li> <li>• Demonstrate understanding of the purpose of performance management and professional development.</li> <li>• Evidence of supporting staff through mentoring or monitoring capacity.</li> <li>• Evidence of working with other partner schools.</li> </ul>	
<b>8. Accountability</b>	<ol style="list-style-type: none"> <li>1. Ability to communicate effectively, orally and in writing to a range of audiences e.g. staff, students, parents and governors.</li> <li>2. Evidence of self evaluation and improvement strategies.</li> <li>3. Ability to give clear information to staff.</li> <li>4. Secure understanding of strategies for performance management.</li> <li>5. Demonstrate the requirements of S48.</li> </ol>	<ol style="list-style-type: none"> <li>6. Understanding of the criteria of evaluation of Catholic school.</li> <li>7. Lead sessions to develop knowledge of staff.</li> </ol>

<p><b>9. Skills, Qualities &amp; Abilities</b></p>	<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> <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> <li>• Satisfactory health and attendance record.</li> </ul>	<ul style="list-style-type: none"> <li>• Faith reference without reservation.</li> <li>• Professional reference without reservation.</li> </ul>