

Person Specification – Head of Religious Education

Head of Religious Education

KEY – STAGE IDENTIFIED

A	Application Form	R	References
I	Interview	CC	Checking Certificates

Essential Criteria	Criterion No.	Attribute	Stage Identified
QUALIFICATIONS	E1	Qualified teacher status	A/I/CC
	E2	Degree	A/I/CC
FAITH COMMITMENT	E3	Must be a practising Catholic who can inspire and live the teachings of the faith	A/I/R
	E4	The passion to share faith with others in teaching	A/I/R
	E5	Evidence of participation in faith life of the community	A/I/R
PROFESSIONAL EXPERIENCE	E6	Qualified Teacher who has undertaken appropriate training and has the necessary knowledge to undertake the duties of the post	A
	E7	The ability to devise and teach appropriate courses throughout the school	A /I
	E8	The ability to develop strategies for supporting pupils' individual needs in and beyond the classroom	A /I
	E9	A commitment to pastoral care as a positive support to learning	A /I
	E10	The ability to establish successful relationships at all levels and can work as a member of a team	A, I/R
	E11	Excellent classroom practitioner	I/R
	E12	A sound knowledge of RE programmes of study	A /I
	E13	A keen interest in the ongoing development in Religious Education	A /I
	PROFESSIONAL DEVELOPMENT	E14	Has demonstrated a commitment to own development
E15		Has the potential for further development	A/I/R
E16		Evidence of potential to lead and manage an area of the RE curriculum and staff	A/I
E17		Evidence of leading/managing an initiative	A/I

Essential Criteria	Criterion No.	Attribute	Stage Identified
STRATEGIC LEADERSHIP	E18	Ability to share a vision of our Catholic Secondary Education	A/I
	E19	Successful evidence of motivating staff	A/I
	E20	Evidence of leading a development within RE department and the successful outcome	A/I
	E21	Ability to demonstrate analysis of data and ability to articulate how to monitor and evaluate RE curriculum and development plans	A/I
	E22	Evidence of managing curriculum changes	A/I
	E23	Demonstrate understanding of requirements of Catholic School Inspection	A/I
	E24	Demonstrate knowledge of Safeguarding, Health and Safety and GDPR	A/I
TEACHING AND LEARNING	E25	Proven track record of successful teaching and learning leading to positive improvement	A/I
	E26	A secure understanding of the requirement of the Curriculum Directory for Religious Education	A/I
	E27	Knowledge or experience of a range of successful teaching and learning strategies to meet the need of students	A/I
	E28	A secure understanding of assessment strategies and the use of assessment to inform next stage learning in all key stages	A/I
	E29	Experience of characteristics of effective learning environments and key elements of successful behaviour management	A/I
LEADING AND MANAGING STAFF	E30	Evidence of leading events in RE department	A/I/R
	E31	Demonstrate understanding of the purpose of performance management and professional development	A/I/R
ACCOUNTABILITY	E32	Ability to communicate effectively, orally and in writing to a range of audiences	A/I
	E33	Evidence of use of data for self-evaluation and improvement strategies	A/I
	E34	Demonstrate an awareness of managing underperformance	A/I
	E35	Understanding of the criteria of evaluation of Catholic school	A/I

Essential Criteria	Criterion No.	Attribute	Stage Identified
SKILLS, QUALITIES AND ABILITIES	E36	Strong commitment to the mission of a Catholic school	A/I
	E37	Commitment to their own spiritual formation and that of pupils and staff	A/I
	E38	High expectation of pupils' learning and attainment	A/I
	E39	Strong commitment to school improvement and raising achievement for all	A/I
	E40	Ability to build and maintain good relationships	A/I
	E41	Ability to remain enthusiastic when working under pressure	A/I
APPLICATION FORM AND SUPPORTING STATEMENT	E42	The form must be fully completed and legible. The supporting statement should be clear, concise (within the required word count) and related to the specific post	A
OTHER	E43	An understanding of and an ability to contribute to the daily mission of the school	A/I
	E44	The capacity to contribute to the wider life of the school	A/I

Desirable Criteria	Criterion No.	Attribute	Stage Identified
QUALIFICATIONS	D1	Catholic Certificate in Religious Studies or willingness to complete the certificate	A/I/CC
PROFESSIONAL EXPERIENCE	D2	Management experience	A/I/R
	D3	Experience of teaching RE in a Catholic school	A/I
	D4	Ability to assess the strengths and weaknesses of RE programmes of study	A/I
	D5	Coordination and delivery of PHSE, SRE and Citizenship	A/I
PROFESSIONAL DEVELOPMENT	D6	Recent in-service training in leadership and management	A/I
	D7	Ability to demonstrate an impact of CPD across the RE department	A/I
TEACHING AND LEARNING	D8	Experience of effective monitoring and evaluation of teaching and learning and feedback	A/I
LEADING AND MANAGING STAFF	D9	Understanding of finance and resource management	A/I/R
ACCOUNTABILITY	D10	Lead sessions to develop knowledge of staff	A/I

