

Chatsmore Catholic High School
Person Specification
Subject Leader for Religious Education

Essential	Desirable
<i>Experience, qualifications and skills</i>	
<ul style="list-style-type: none"> • Qualified Teacher status • Highly effective classroom teacher • Regular professional development • Involvement in performance management • Good knowledge of using data systems for monitoring, evaluation and review to inform intervention. • Be comfortable with and have good competence in literacy, numeracy and ICT. 	<ul style="list-style-type: none"> • Experience of working with others in the wider community • Experience as a performance manager/reviewer • Further degree or education related qualification.
<i>Leadership and Management</i>	
<ul style="list-style-type: none"> • The ability to build, trust, lead and motivate • Experience of school leadership • Experience of monitoring of the quality of teaching and learning to drive improvement and raise standards. • Ability to use data effectively to drive rapid improvement. • A clear vision and the ability to articulate and put it into practice successfully • Implementation of current national initiatives, thinking and practice • Carrying through change and innovation • The ability to anticipate and solve problems • Strong team player and leader as necessary 	<ul style="list-style-type: none"> • Being adept at developing staff's strengths • Successful leadership of a department • Experience of working with a committed Governing Body • Experience of working with a senior leadership team.
<i>People and Relationships</i>	
<ul style="list-style-type: none"> • Establishing constructive partnerships with parents • Establishing constructive partnerships with outside bodies and the LA • The ability to earn the confidence of the whole community 	<ul style="list-style-type: none"> • Experience of working with the LA and outside agencies.
<i>Personal Qualities</i>	
<ul style="list-style-type: none"> • A strong commitment to improving educational opportunities and raising standards of achievement • High expectations • Good interpersonal and listening skills, and a commitment to genuine consultation • Good and confident communication skills • A strong commitment to staff development, team working and empowerment • Fairness, resilience and a good sense of humour • Analytical thinker • Sensitive problem solving skills 	
<i>Others</i>	
<ul style="list-style-type: none"> • Practising Catholic • A passion for learning • Ability to diagnose and intervene to improve performance for adults/students • Desire to improve inclusivity 	