

**HAYDON SCHOOL**  
**PERSON SPECIFICATION – HEAD OF RELIGIOUS EDUCATION & PHILOSOPHY (REP)**

Job requirements	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> <li>• Good honours degree</li> <li>• Qualified teacher status</li> </ul>	<ul style="list-style-type: none"> <li>• Further studies of management and education</li> </ul>
Teaching Experience and background	<ul style="list-style-type: none"> <li>• Several years' teaching experience</li> <li>• Evidence of outstanding teaching</li> <li>• Experience of curricular development</li> <li>• An ability to set targets, to monitor, evaluate and review practice</li> <li>• An ability to articulate a clear vision for the department</li> </ul>	<ul style="list-style-type: none"> <li>• High profile in current school or role</li> <li>• Experience of leading a key stage or other management responsibility</li> </ul>
Professional experience	<ul style="list-style-type: none"> <li>• Experience of teaching subject to A2 standard</li> <li>• Proven track record of good classroom practice with pupils obtaining good value-added results</li> <li>• A clear understanding of what motivates pupils</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of wider curriculum knowledge</li> <li>• Experience of working with the wider community</li> <li>• Experience of organising and leading trips</li> <li>• Experience of teaching Citizenship and PSHEE</li> </ul>
Personal and interpersonal skills	<ul style="list-style-type: none"> <li>• High personal and professional standards</li> <li>• The ability to command respect from others</li> <li>• The ability to relate to young people and enjoy working with them</li> <li>• The ability to create a caring environment within which there is opportunity and encouragement for pupils to achieve their potential</li> <li>• High standards of written and oral communication</li> <li>• An ability to motivate and inspire confidence in others</li> <li>• A good listener who is generous with their time</li> <li>• An ability to delegate responsibility with accountability</li> <li>• The resilience to manage one's own work pressures and the capacity to manage effectively the work of others</li> <li>• Sensitivity, humour and flexibility</li> <li>• The ability to converse at ease with members of the public and provide advice and information in accurate spoken English is essential for the post.</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of team building skills</li> <li>• An ability to recognise and utilise the strengths of individual teachers</li> <li>• An ability to improve the practice of other teachers and develop their skills within and beyond the classroom</li> <li>• An ability to contribute to wider faculty aims and objectives</li> </ul>