

PERSON SPECIFICATION

This person specification sets out the requirements that we consider to be essential and desirable to this position. **There is a genuine occupational requirement that the post-holder is a practising Catholic***

		Essential	Desirable
Qualifications	Good Honours Degree in the relevant subject area. Relevant teaching qualification.	✓	
	Catholic Certificate in Religious Studies (CCRS) or equivalent		✓
	A record of commitment to ongoing professional development	✓	
Knowledge	Evidence of interest and knowledge in aspects of pedagogy, and specifically in leading teaching, learning and assessment	✓	
	Up to date knowledge of both national and diocesan developments in RE	✓	
	A secure understanding of the relationship between the national curriculum for RE and the Catholic Schools Curriculum Directory	✓	
	Knowledge of the value of target setting as an aid to raising standards and improving student performance	✓	
	Knowledge of the Keeping Children Safe in Education including relevant Government and local guidance, policies and procedures	✓	
	Knowledge of the RE Curriculum at KS3 and KS4 and assessment using the Catholic levels and the GCSE 1-9 grade criteria.	✓	
	Knowledge of Special Educational Needs and Educational Inclusion, and the needs of D-SEN students	✓	
	A knowledge of the issues around inclusion and the impact upon pupil attainment and achievement. Strategies for addressing the achievement of underperforming groups including Pupil Premium and boys	✓	
	Ability to use IT practically and confidently (within the classroom and personally). Specific confidence with regard to common software packages such as Microsoft Word, Outlook and Excel. Ability to utilise data projectors and interactive white board technology as an aid to teaching and learning	✓	
	A good understanding of the practical application of Assessment for Learning, and specifically the value of Personalised Learning strategies	✓	

		Essential	Desirable
Experience	Experience of working effectively with students across the full ability range.	✓	
	Experience of working effectively in a range of teams	✓	
	Experience of teaching RE to students at KS3 & KS4	✓	
	Experience of pastoral work in schools		✓
	Evidence of successful classroom practice that has resulted in positive outcomes for all young people from their different starting points	✓	
	Experience of designing and delivering liturgies to various groups of people.	✓	
Skills attitudes & Behaviour	Evidence of innovative practice and the effective management of change in an educational setting	✓	
	Enthusiasm for teaching and a commitment to school improvement	✓	
	Commitment to improving standards of attainment and achievement amongst the students under your charge & a commitment to continued personal development	✓	
	Adaptability, flexibility and the capacity to work effectively under pressure	✓	
	Ability to work independently, organised and under own initiative	✓	
	Ability to work creatively in the delivery of activities to students	✓	
	Ability to work as part of a team supporting colleagues in order to meet departmental and whole-school objectives as appropriate	✓	
	Ability to communicate with interest, confidently and effectively, tailoring information verbally and in writing to suit a variety of audiences	✓	
	Ability to positively embrace a commitment to equality, fairness and justice in all areas of endeavour	✓	
	Ability to generate a high level of energy and enthusiasm to work	✓	
	The ability to motivate and inspire young people to realise their full potential	✓	
	The desire to contribute fully to Catholic ethos and life of the school and to the leadership of the Section 48 agenda	✓	