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| **PERSON SPECIFICATION – RE SUBJECT LEADER** | **Essential** | | **Desirable** | | **Evidence** |
| **Qualifications** |  | | | | |
| Good first degree or equivalent academic qualification |  | | |  | AP & CT |
| Qualified Teacher status |  | | |  | AP & CT |
| **Experience** | | | | | |
| Successful middle management in a secondary school | |  | |  | AP IN & RF |
| Proven track record of good / outstanding teaching and excellent outcomes in Religious Education | |  | |  | AP IN & RF |
| Development of good working relationships with parents and carers, and other stakeholders | |  | |  | AP IN & RF |
| Ability to use IT effectively. | |  | |  | AP & IN |
| High quality teaching to pupils of all abilities, securing excellent progress by all students | |  | |  | AP OB & RF |
| Excellent skills in managing student behaviour | |  | |  | AP OB & RF |
| Experience as a form Tutor and or/ Pastoral work | |  | |  | AP & IN |
| Willingness to support Extra Curricular Activities | |  | |  | AP & IN |
| The leading of prayer and worship | |  | |  | IN |
| An active member of a Christian church community | |  | |  | RF |
| **Skills** | | | | | |
| Excellent communication and organisational skills | |  | |  | AP IN & RF |
| The ability to inspire staff and students | |  | |  | AP IN & RF |
| Ability to work hard under pressure while maintaining a positive, professional attitude | |  | |  | AP & IN |
| Ability to organise and prioritise workload and work on own initiative | |  | |  | AP & IN |
| Good interpersonal skills and the ability to work collaboratively, leading to professional development of staff. | |  | |  | AP IN & RF |
| Ability to build and lead a team of professional people | |  | |  | AP IN & RF |
| Ability to manage the expectations of others, and any situations of conflict | |  | |  | AP IN & RF |
| Commitment to personal professional development | |  | |  | AP & IN |
| A vision for high quality Religious Education for the 21st Century | |  | |  | AP & IN |
| **Knowledge and Understanding** | | | | | |
| Understanding of the role of Religious Education in the context of a church school | |  | |  | IN |
| Understanding of the spiritual formation of children and adults | |  | |  | IN |
| Understanding of the particular dynamics of Religious Education and formation in the context of a joint church school. | |  | |  | AP & IN |
| Familiarity with at least one of the two main traditions, and willingness to pursue further study of the other. | |  | |  | AP & IN |
| Understanding of effective progress monitoring and intervention strategies | |  | |  | AP & IN |
| Effective strategies for supporting staff to improve teaching and learning | |  | |  | AP & IN |
| Safeguarding requirements, processes and strategies | |  | |  | AP & IN |
| AP = Application, IN = Interview, CT = Certificates, OB = Observation and RF = References | | | | | |