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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 |