| **Post: Head of Department / Teacher of RE** | | | |
| --- | --- | --- | --- |
|  | **Essential** | **Desirable** | **Method of Assessment** |
| **Qualifications** |  |  |  |
| * Qualified teacher status. | **✓** |  | Application |
| * First degree or equivalent | **✓** |  |
| * Evidence of further professional development |  | **✓** |
| **Leadership and management experience:** | | | |
| * Can demonstrate strategic thinking and planning that builds, communicates and carries forward a coherent and shared vision. | **✓** |  | Application  Interview  Reference |
| * Experience of monitoring and evaluating the effectiveness of teaching and learning, including its outcomes in terms of standards and achievement | **✓** |  |
| * Can embed successful change across the department by effectively completing tasks and evaluating outcomes within agreed timescales. | **✓** |  |
| * Has the ability to develop effective and cohesive teams and empower individuals to achieve high goals | **✓** |  |
| * Has a clear understanding of the impact of change on individuals and organisations. | **✓** |  |
| **Experience**   |  | | --- | |  | |  |  |  |
| * A proven track record of measurable impact as an individual teacher and leader | **✓** |  | Application  Interview  Reference |
| * Experience of implementing strategies for improving the quality of teaching and learning, including promoting excellence and challenging poor performance. | **✓** |  |
| * Successful experience of leading change | **✓** |  |
| **Philosophy** |  |  |  |
| * Commitment to the aims of the School | **✓** |  | Application  Interview |
| * Commitment to continuous improvement and sharing of good practice | **✓** |  |
| **Key Skills, attributes and personal qualities** |  |  |  |
| * A leading classroom practitioner | **✓** |  | Application  Interview  Reference |
| * Demonstrate personal enthusiasm and commitment to leadership aimed at making a positive difference | **✓** |  |
| * Demonstrate personal and professional integrity, including modelling values and vision | **✓** |  |
| * Prioritise, plan and organise themselves and others | **✓** |  |
| * Think analytically and creatively and demonstrate initiative in solving problems | **✓** |  |
| * Be aware of their own strengths and areas for development and listen to, and reflect constructively and act upon as appropriate, feedback from others | **✓** |  |
| * Demonstrate resilience and optimism | **✓** |  |
| * Communicate effectively and have good interpersonal skills | **✓** |  |
| * Work collaboratively and effectively as a member of teams | **✓** |  |
| * Able to form and maintain appropriate professional relationships and boundaries with staff and pupils | **✓** |  |
| * A commitment to inclusive learning | **✓** |  |
| * The ability to motivate and inspire pupils. | **✓** |  |
| * Ability to plan and organise time effectively, work under pressure and meet deadlines while managing own workload | **✓** |  |
| * A proven track record in improving results and ensuring students make ambitious levels of progress. | **✓** |  |
| * Contribution to extra-curricular activities |  | **✓** |
| **Professional Knowledge/Understanding** | **Essential** | **Desirable** |  |
| * Knowledge of current educational issues including national policies relevant to the subject(s). | **✓** |  |  |
| * Secure knowledge of the characteristics of effective learning, teaching and assessment | **✓** |  |
| * The ability to implement clear, consistent and effective approaches to learning, securing excellent relationships and behaviour in line with the school’s behaviour policy | **✓** |  |
| * A clear understanding of pupil assessment and target setting for individual pupil improvement and how that analysis contributes to high standards | **✓** |  |
| * An expectation that all Teachers’ Standards are met | **✓** |  |

**For information:**

**Category (E) – ESSENTIAL - without which the candidate would be unable to carry out the duties of the post**

**Category (D) – DESIRABLE FEATURES which would normally enable the successful candidate to perform the duties and tasks better and more efficiently than one who did not have the qualifications, training, experience etc.**