

PERSON SPECIFICATION – R.E.

Criteria		Essential	Desirable	Assessed by
Qualifications	<ul style="list-style-type: none"> Honours degree Qualified Teacher Status or equivalent in specialist area 	<p>✓</p> <p>✓</p>		Application Form Certificates
Experience	<ul style="list-style-type: none"> Experience of successfully teaching R.E. at KS3 & KS4 and across the whole ability range Experience of teaching KS5 R.E. Willingness to teach other humanities subjects when required 	<p>✓</p> <p>✓</p>	✓	Application form / references / interview
Relationships	<ul style="list-style-type: none"> Proven ability to develop effective professional relationships with students, colleagues and parents. Ability to liaise sensitively and effectively with parents and carers recognising their role in their child's education. Experience of implementation of effective behaviour management strategies Understanding of the importance of links with KS2 The ability to work in collaboration with other members of staff to develop and manage cross curricular projects. Ability to direct and oversee the work of non-teaching support staff including cover supervisors, supply staff and other staff allocated to support the learning of students in class 	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	✓	Application form / references / interview
Students	<ul style="list-style-type: none"> Evidence that the candidate perceives that the role of the academy is to provide effectively for all of its learners through identifying individual needs and providing appropriate teaching The ability to guide students' academic, personal and professional development, as a tutor, in accordance with the academy's guidelines and procedures High expectations of all students; respect for their social, cultural, linguistic, religious and ethnic background and a commitment to raising their educational achievements Ability to build and maintain positive working relationships with students, treat them consistently, with respect and consideration and demonstrate concern for their development as learners 	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>		Application form / references / interview

Curriculum	<ul style="list-style-type: none"> • Clear evidence of current knowledge and views in subject and curriculum development • Ability to plan coherently and implement developments effectively • Ability to review, evaluate and implement schemes of work and syllabus • A good working knowledge of assessment for learning processes and practices 	✓ ✓ ✓ ✓		Application form / references / interview
Communication	<ul style="list-style-type: none"> • Communicate effectively and concisely both in verbal and written form to a variety of audiences 	✓		Application form / references / interview
Personal Qualities	<ul style="list-style-type: none"> • Presence, dynamism, good sense of humour and approachability • Adaptability and flexibility to respond to the school's changing demands and development • Excellent organisational and time management skills • Personal resilience 	✓ ✓ ✓ ✓		Application form / references / interview
Customer Service	Listen and respond to customer need, seek out innovative ways of consulting service users and engaging partners. Network with others to develop services for the benefit of the service users.	✓		Application form / references / interview
Valuing Diversity	Listen, support and monitor the diverse contributions made to service development without prejudice. Challenge behaviours and processes which do not positively advance the diversity agenda whilst being prepared to accept feedback about own behaviour. Recognise people's strengths, aspirations and abilities and help to develop their potential. Understand how Valuing Diversity can improve our ability to deliver better services and reduce disadvantage.	✓		Application form / references / interview
Developing Self and Others	Ability to question, and request right training and development that links to the post, to seek opportunities that add to skills and knowledge, to respond positively to opportunities that arise. And to support others' learning and share own learning with others. Able to improve their own practice through observations, evaluations and discussion with colleagues.	✓		Application form / references / interview
Work Related Circumstances – Professional Values and Practices	<ul style="list-style-type: none"> • A positive attitude to broad aspects of Academy life and contributions to new initiatives and developments • Demonstrate and promote the positive values, attitudes and behaviour they expect from the students with whom they work • Displays a commitment to safeguarding and promoting the welfare of children and young people and expects others to share this commitment • Good professional standard of dress and personal presentation and high expectation of others 	✓ ✓ ✓ ✓		Application form / references / interview

Date Person Specification prepared/updated:

January 2018

Person Specification prepared by:

C Wilkinson / R Lucas