**PERSON SPECIFICATION – HEAD OF RE**

**Cardinal Wiseman Catholic School**

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| **Category** | **Essential** | **Desirable** |
| **1. Faith Commitment** | * A practising and committed Catholic * Secure understanding of the distinctive nature of the Catholic school and Catholic education * Understanding of leadership role in spiritual development of pupils and staff * Understanding of the school’s role in the parish and wider community and in promoting community cohesion | * Evidence of participation in faith life of the community * Experience in leading acts of worship in Catholic schools |
| **2. Qualifications** | * Qualified teacher status * Experience of teaching RE in school | * CCRS or equivalent * Evidence of further study in Religious Education * Alpha course |
| **3. Experience** | * Successful experience of leading one or more subject areas * Substantial, successful teaching experience * A sound knowledge of RE programmes of study * A keen interest in the ongoing development in RE * Solid understanding and teaching of RE curriculum at KS3/4/5 | * Ability to assess the strengths and weaknesses of RE programmes of study across all sectors |
| **4. Professional Development** | * Evidence of continuing professional development. * Evidence of potential to lead an manage the RE curriculum and staff * Evidence of a vision of the BDES | * Evidence of continuing professional development relating to Catholic ethos, mission and religious education * Recent in service training in leadership and management * Evidence of leading/managing an initiative * Ability to demonstrate an impact of CPD |
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| **5. Strategic Leadership** | * Ability to articulate and share a vision of secondary education within the context of the mission of a Catholic school * Ability to inspire and motivate staff, pupils, parents and ‘governors’[7](#_bookmark6) to achieve the aims of Catholic education * Evidence of successful strategies for planning, implementing, monitoring and evaluating school improvement * Ability to analyse data, develop strategic plans, set targets and monitor/evaluate progress towards these * Knowledge of what constitutes quality in educational provision, the characteristics of effective schools and strategies for raising standards and the achievement of all pupils * Understanding of and commitment to promoting and safeguarding the welfare of pupils’ | * Knowledge of the role of the RE link Governor/Director in a Catholic School * To be able to articulate the BDES strategic plan of Academies and what is required |
| **6. Teaching and Learning** | * Proven track record of successful teaching and learning and leading to positive improvement * A secure understanding of the curriculum Directory for Religious Education * Knowledge and experience of a range of successful teaching and learning strategies to meet need of students * A secure understanding of assessment strategies and the use of assessment to inform next stage learning in all Key Stages * Experience of effective monitoring and evaluation of teaching and learning and feedback * Experience of characteristics of effective learning environments and key elements of successful behaviour management | * Understanding of successful teaching in RE across KS 3/4/5 |

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| **7. Leading and Managing Staff** | * Experience of working with a team of RE staff * Evidence of leading events in RE department * Evidence of leading INSET for RE staff * Demonstrate understanding of the purpose of performance management and professional development | * Understanding of finance and resource management |
| **8. Accountability** | * Ability to communicate effectively, orally and in writing to a range of audiences – e.g. staff, pupils, parents, ‘governors’, parishioners and clergy * Experience of effective whole- school self-evaluation and improvement strategies * Ability to provide clear information and advice to staff and ‘governors’ * Secure understanding of strategies for performance management * Demonstrate an awareness of managing underperformance | * Experience of presenting reports to ‘governors’ * Understanding the criteria for the evaluation of a Catholic school * Leading sessions to inform parents * Experience of offering challenge and support to improve performance |
| **9. Skills, Qualities & Abilities** | * High quality teaching skills * Strong commitment to the mission of a Catholic school * Commitment to their own spiritual formation and that of pupils * High expectations of pupils’ learning and attainment * Strong commitment to school improvement and raising achievement for all * Ability to build and maintain good relationships * Ability to remain positive and enthusiastic when working under pressure * Ability to organise work, prioritise tasks, make decisions and manage time effectively * Empathy with children * Good communication skills * Good interpersonal skills * Stamina and resilience * Confidence |  |
| **10. References** | * Positive and supportive faith reference from priest where applicant regularly worships * Positive recommendation in professional references |  |