**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
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| **2. Qualifications** | * Qualified teacher status
* Experience of teaching RE in school
 | * CCRS or equivalent
* Evidence of further study in Religious Education
* Alpha course
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| **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
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| **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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| **Category** | **Essential** | **Desirable** |
| **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
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| **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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| **Category** | **Essential** | **Desirable** |
| **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
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| **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
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| **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
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| **10. References** | * Positive and supportive faith reference from priest where applicant regularly worships
* Positive recommendation in professional references
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