HAYDON SCHOOL
PERSON SPECIFICATION – HEAD OF RELIGIOUS EDUCATION & PHILOSOPHY (REP)

Job requirements	Essential	Desirable
Qualifications	• Good honours degree • Qualified teacher status	• Further studies of management and education
Teaching Experience and background	• Several years' teaching experience • Evidence of outstanding teaching • Experience of curricular development • An ability to set targets, to monitor, evaluate and review practice • An ability to articulate a clear vision for the department	• High profile in current school or role • Experience of leading a key stage or other management responsibility
Professional experience	• Experience of teaching subject to A2 standard • Experience of teaching all Key Stages (especially Philosophy A 'Level Epistemology and Metaphysics of Mind) • Proven track record of good classroom practice with pupils obtaining good value-added results • A clear understanding of what motivates pupils • Experience mentoring and supporting other staff	• Evidence of wider curriculum knowledge • Experience of working with the wider community • Experience of organising and leading trips • Experience of teaching Citizenship and PSHEE
Personal and interpersonal skills	• High personal and professional standards • The ability to command respect from others • The ability to relate to young people and enjoy working with them • The ability to create a caring environment within which there is opportunity and encouragement for pupils to achieve their potential • High standards of written and oral communication • An ability to motivate and inspire confidence in others • A good listener who is generous with their time • An ability to delegate responsibility with accountability • The resilience to manage one's own work pressures and the capacity to manage effectively the work of others • Sensitivity, humour and flexibility • The ability to converse at ease with members of the public and provide advice and information in accurate spoken English is essential for the post.	• Evidence of team building skills • An ability to recognise and utilise the strengths of individual teachers • An ability to improve the practice of other teachers and develop their skills within and beyond the classroom • An ability to contribute to wider faculty aims and objectives

DATE – SEPTEMBER 2019