



St Monica's RC High School

Teacher of Religious Education

	SHORT-LISTING CRITERIA	ESSENTIAL	DESIRABLE	ASSESSMENT METHOD
Qualifications	Qualified teacher status	✓		Letter of Application
	Good relevant Honours Degree	✓		
	Catholic Certificate of Religious Studies (completed or undertaking)		✓	
CPD	Evidence of appropriate professional development eg, Catholic Leadership Programme		✓	
	Successfully undertaken appropriate Child Protection training	✓		
Experience	An expertise in the subject	✓		Letter of Application and interview
	Understanding of strategies for raising student attainment	✓		
	Evidence of exam success (excluding NQT)	✓		
Knowledge/ Skills	Thorough understanding of KS3 and KS4 curriculums.	✓		Letter of Application and interview
	Knowledge and application of a range of teaching and learning strategies	✓		
	Good disciplinary standards.	✓		
	The ability to inspire and motivate pupils	✓		
	High level of inter-personal skills	✓		
	Ability to communicate effectively with staff, pupils, parents and support services.	✓		
	Ability to work in a team	✓		
	Good imaginative use of resources, including new technologies	✓		
	Sound understanding of the distinctive nature of a Catholic school.	✓		
	Understanding of the role of Form Tutor as agent for School Improvement.	✓		Interview
	Knowledge and experience of pastoral care systems.	✓		
	Knowledge and experience of disciplinary procedures.	✓		

	General knowledge of current educational issues.	✓		
Practical Skills	The ability to implement assessment for learning	✓		Letter of Application and interview
	Effective time management skills	✓		
	Good organisational and administration skills	✓		
	The ability to use ICT both to support children's learning and to communicate and evaluate data.	✓		
	Effective behaviour management.	✓		
Personal	Commitment to supporting the full Catholic life of the school	✓		Letter of Application and interview
	The desire to constantly evaluate and improve your own practice and learn from others	✓		
	The ability to be flexible and adaptable have a positive 'can do' approach	✓		
	The ability to forgive and to reconcile	✓		
	A sense of humour and to keep things in perspective	✓		
	Commitment to equality of opportunity	✓		
	Excellent attendance and punctuality record	✓		
	Professional dress	✓		

Lessons will be assessed using the following criterion:	<p>Teaching (Classroom Observation)</p> <ul style="list-style-type: none"> • Lessons should be well planned and prepared with a good variety of resources. • The teacher should demonstrate a good knowledge and understanding of the subject. • Lessons should have a clear structure and teaching sequence. • There should be a variety of relevant teaching and learning activities which interact, engage and challenge all students and enable them to learn effectively. • Pupils work should be assessed regularly and thoroughly. • There should be a good working environment conducive to learning in which there is a positive and effective relationship between teacher and students.
---	--