

Person Specification: Head of RE

	Essential	Desirable
Practising Catholic	Priest's Reference	
Qualifications	Qualified Teacher status.	Evidence of continuous INSET with particular reference to improvements in teaching and learning across RE
Experience	<p>The Head of RE should have experience of:</p> <ul style="list-style-type: none"> - Teaching across all key stages including GCSE, A Level - Departmental responsibility as 2nd in department or other post holder position within a RE department - Proven track record of outstanding practice in the classroom and outcomes for young people - Setting targets, monitoring progress and interventions and evaluating their impact - Work with colleagues in teams and across the school - Leading a team of teachers on an initiative - Training other teachers - Working alongside other teachers in the development of learning - Continuing professional development - Holding colleagues to account to tackle underperformance. - The ability to lead in the Catholic ethos of the Academy 	Experience of budget management
Knowledge and Understanding	<p>The Head of RE should have knowledge and understanding of:</p> <ul style="list-style-type: none"> - Curriculum and pedagogical issues related to student achievement, performance and the development of thinking skills - The importance of building and sustaining teams - Strategies for intervening with students who are at risk of underachieving as well as those who need further academic stretch - Behaviour management techniques for groups and individuals - National curriculum changes that could impact on students at all key stages - All health and safety rules related to the safe teaching of science. 	
Skills	<p>The Head of RE will be able to:</p> <ul style="list-style-type: none"> - Make consistent judgements based on careful analysis of available data as evidence - Be an excellent classroom practitioner - Have good data analysis skills with the ability to synthesise the information in reports and for departmental intervention action - Have good communication skills, both written and oral - Have good presentation skills with the ability to enthuse and motivate others - Have good organisation skills. 	<p>Confident in the use of information and communication technology.</p> <p>Good influencing and negotiation skills.</p>

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Personal Characteristics	<ul style="list-style-type: none"> - Ability to be witness to the Catholic faith - Willingness to share expertise, skills and knowledge - Sensitivity to the aspirations, needs and self esteem of others - Commitment to team working - Willingness to address challenging issues with clarity of purpose and diplomacy. 	