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**Job Description**

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| **POST TITLE:** | LEAD TEACHER OF RELIGIOUS EDUCATION |
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| **PURPOSE** | To assist the faculty leader of RE in raising standards of teaching and learning in the RE faculty and across the school by:   * Developing and improving the practice of teachers to ensure that teaching is consistently good or outstanding * Planning high quality lessons and leading the delivery of consistently good and outstanding teaching and learning opportunities * Leading, inspiring and motivating colleagues in developing their teaching * Identifying and addressing areas for improvement in teaching and learning * Leading by example and using effective resources to raise standards of learning and achievement for all students * Supporting the development of an appropriately broad, balanced, relevant and differentiated RE curriculum in accordance with the aims of the school and the curricular policies determined by the Governing Body and Headteacher * Leading extra-curricular and whole school RE developments within and beyond Our Lady’s |
| **REPORTING TO:** | Headteacher, Leadership Link and Faculty Leader |
| **LIAISING WITH:** | SLT, teaching & support staff, transition links, external agencies and parents |
| **WORKING TIME:** | 195 days per year. Full-time |
| **SALARY/GRADE:** | L1 – L8 (point dependent upon experience and expertise) |
| **DISCLOSURE LEVEL** | Enhanced |

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| **MAIN (CORE) DUTIES** | |
|  | * To develop and enhance the teaching practice within RE * To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential * To raise standards of student progress and attainment in RE |
| **CATHOLIC ETHOS** | * Ensure that the work fully supports the school’s distinctive ethos and mission |
| **LEADERSHIP AND MANAGEMENT** | * To lead colleagues in an enthusiastic, positive and supportive manner ensuring consistently good or outstanding teaching practice is developed * To assist in the development of schemes of work, resources and teaching strategies within the faculty * To contribute to the faculty’s development plan and its implementation * To work closely with other lead practitioners to develop policies, procedures and practice to ensure high achievement through effective teaching and learning and whole school improvement * To analyse national, local and school data, as well as research and inspection findings, to inform curriculum policies, practices, expectations and teaching methodologies |

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| **LEADING AND DEVELOPING TEACHING, LEARNING AND ASSESSMENT** | * To be a model of excellent, innovative practice and demonstrate the principles and practice of effective teaching and learning * To develop a high quality ethos of learning amongst students based on high expectations and a shared vision so that they can become engaged in their own learning and achieve success * Research and evaluate innovative curricular practices and draw on research outcomes and other sources of external evidence to inform own practice and that of colleagues * Assist the faculty leader to develop and implement teaching and learning initiatives and strategies throughout the RE subject area which raise the teaching practice of all members of staff and therefore raise student standards and progress * Assist and support colleagues in accessing, analysing and interpreting information to inform planning for improvement * Assist the faculty leader in leading colleagues to implement strategies which secure a strong work ethic and high standards of behaviour in RE lessons * Contribute to the professional development and appraisal of colleagues, where appropriate, using a broad range of skills (e.g. coaching, mentoring, induction) * Provide professional leadership in the development of new and emerging technologies to enhance and extend the learning experience of students and staff * To develop high quality teaching materials which support schemes of learning * To contribute to improving the effectiveness of assessment practice in RE, analysing statistical information to evaluate the effectiveness of teaching and learning * To design and deliver innovative intervention programmes for underperforming students, who are at risk of missing their expected RE outcomes |
| **SUPPORT AND MONITORING** | * Treat all people fairly, equitably and with dignity and respect to create and maintain a positive school culture * Manage conflict effectively, seeking positive outcomes * Work with the faculty leader to build a collaborative learning culture and to actively engage with other schools to share best practice * Assist the faculty leader in monitoring, evaluating and reviewing classroom practice, challenging underperformance and promoting improvement strategies * Contribute to the professional development and appraisal of colleagues, where appropriate, using a broad range of skills (e.g. coaching, mentoring, induction) * Deliver high quality support, mentoring, coaching and CPD that improves teaching and learning * In conjunction with the leadership team and the faculty leader, monitor the quality of planning, marking and feedback within the faculty |
| **ENHANCING OWN KNOWLEDGE, SKILLS AND UNDERSTANDING:** | * Employ a range of effective strategies for identifying and providing for different types of ability and different groups of learners (e.g. disadvantaged students, students with SEND etc.) to ensure significant progress for all students at all levels. * Keep up-to-date with local, county and national developments and thinking in RE pedagogy at all key stages * Liaise with local universities regarding their RE provision and courses |
| **CURRICULUM PROVISION AND DEVELOPMENT** | * Assist the faculty leader to develop and encourage the use of appropriate resources to support and enhance the curriculum provision for RE courses |
| **SHARING INFORMATION:** | * Foster good relationships liaising with parents and carers * Maintain accurate and up-to-date information concerning students’ achievements and progress in RE * Identify and take appropriate action on issues arising from data, systems and reports; reviewing progress on the action taken |
| **ADDITIONAL DUTIES:** | * Employees will be expected to comply with any reasonable request from a line manager to undertake work of a similar level that is not specified in this job description |
| **VARIATION IN ROLE**  This job description is current (January 2020) but, in consultation with you, may be changed by the Headteacher to reflect or anticipate changes in the job commensurate with the grade and job title. | |
| **POLICY AND PROCEDURE**  Our Lady’s has an Equality and Diversity Policy and expects all members of staff to support that policy by behaving in a non-discriminatory way.  The Health and Safety at Work Act, 1974 and other associated legislation places responsibilities for health and safety on all employees.  Therefore it is the post holder’s responsibility to take reasonable care for health and safety and welfare of him/herself and other employees in accordance with legislation.  The above duties may involve having access to information of a confidential nature which may be covered by the Data Protection Act, and by Part 1 of Schedule 12A to the Local Government Act, 1972.  Confidentiality must be maintained at all times. | |
| **SAFEGUARDING**  The successful candidate will be subject to relevant vetting checks, including a satisfactory DBS check before an offer of appointment is confirmed. Following appointment, the employee will be subject to re-checking as required from time to time by the governing body.  Our Lady’s is committed to safeguarding and promoting the welfare of children and young persons they are responsible for, or come into contact with. The governing body expects all staff and volunteers to share this commitment. The successful candidate is expected to follow school policies and the staff code of conduct. | |