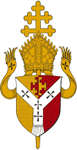
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Birmingham

Archdiocese of

**PERSON SPECIFICATION**

**Head of RE**

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| --- | --- | --- | --- |
| **Category** | | **Essential** | **Desirable** |
| **1** | **Faith Commitment** | * Must be a practising Catholic who can inspire and live the teachings of the Faith * The passion to share faith with others in teaching | * Evidence of participation in faith life of the community |
| **2** | **Qualifications** | * Qualified teacher * Experience of teaching RE in school | * CCRS or equivalent * Evidence of further study in Religious Education * Alpha course |
| **3** | **Experience** | * Experience of an effective classroom teacher across Key stages * A sound knowledge of RE programmes of study * A keen interest in the on-going development in Religious Education * 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 |
| **4** | **Professional Development** | * Evidence of commitment to own professional development * Evidence of potential to lead and manage an area of the RE curriculum and staff * Evidence of a vision of the BDES | * Recent in-service training in leadership and management * Evidence of leading/managing an initiative * Ability to demonstrate an impact of CPD |
| **5** | **Strategic Leadership** | * Ability to share a vision of BDES to our Catholic schools/academies * Successful evidence of motivating staff * Evidence of leading a development within RE department and the successful outcome * Ability to demonstrate analysis of data. Ability to articulate how to monitor and evaluate RE curriculum and development plans * Evidence of managing curriculum changes * Demonstrate understanding of requirements of S48 * Demonstrate knowledge of Safeguarding, Health and Safety and GDPR | * To be able to articulate the BDES strategic plan of Academies and what is required * Knowledge of the role of RE Link Governor/Director in a Catholic school |
| **6** | **Teaching and Learning** | * Proven track record of successful teaching and learning and leading to positive improvement * A secure understanding of the requirement of the curriculum Directory for Religious Education * Knowledge of 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 KS1/2/3/4/5 |
| **7** | **Leading and Managing Staff** | * Experience of working with team of RE staff * Evidence of leading events in RE Department * Evidence of leading Inset for RE staff across the Diocese * Demonstrate understanding of the purpose of performance management and professional development | * Understanding of finance and resource management |
| **8** | **Accountability** | * Ability to communicate effectively, orally and in writing to a range of audiences * Evidence of use of data for self-evaluation and improvement strategies * Ability to give clear information to staff * Secure understanding of strategies for performance management * Demonstrate an awareness of managing underperformance | * Understanding of the criteria of evaluation of Catholic school * Lead sessions to develop knowledge of staff |
| **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 and staff * High expectation 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 * Good communication skills * Good interpersonal skills * Stamina and resilience * Confidence |  |
| **10** | **References** | * Positive and supportive faith reference from priest where applicant regularly worships * Positive recommendation in professional references | * Faith reference without reservation * Professional reference without reservation |