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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
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| **2** | **Qualifications** | * Qualified teacher
* Experience of teaching RE in school
 | * CCRS or equivalent
* Evidence of further study in Religious Education
* Alpha course
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| **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
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| **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
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| **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
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| **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
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| **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
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| **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
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| **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
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| **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
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