



# PERSON SPECIFICATION

**Post :** Assistant Head of Subject: Religious Education  
**Pay Spine :** Main/Upper Scale plus relevant TLR  
**Responsible to :** Head of Department

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## 1. QUALIFICATIONS AND TRAINING

- University graduate
- Postgraduate teaching qualification/QTS
- Evidence of continuing professional development
- Catholic Teaching Certificate preferably or willingness to enrol on appointment

## 2. TEACHING and PASTORAL EXPERIENCE

- At least 3 years successful teaching experience, in an urban or challenging comprehensive environment
- Proven track record of good pupil progress
- Experience or confidence in mentoring / supporting trainee teachers
- Teaching experience in at least KS3, 4 and, preferably, 5
- Evidence of consistently good and outstanding teaching and learning
- Evidence of cascading outstanding teaching and learning practices in school or a range of schools
- Evidence of excellent classroom management skills
- Outstanding knowledge of Assessment Practice in the context of the National Agenda and where appropriate best worldwide practice
- An understanding of how to use assessment to inform planning for good teaching and learning.
- Excellent subject knowledge
- Excellent knowledge of current curriculum and extra-curricular developments pertaining to Religious Education
- A good understanding of measuring progress across all Key Stages
- Evidence of using data to inform planning and put in place successful intervention strategies to raise achievement
- The ability to differentiate to provide appropriate challenges for all learners
- Evidence of pastoral experience, including taking responsibility for a form group
- An interest in the wider curriculum.

## 3. LEADERSHIP AND MANAGEMENT

- The ability to inspire, enthuse, develop and support colleagues
- The ability and desire to lead on areas for curriculum development
- The ability to evaluate and improve standards of teaching and learning within a department
- Ability to improve outcomes within the department
- Experience or ability to conduct Performance Management and desire to develop other colleagues

## 4. PERSONAL QUALITIES

- A willingness to learn and develop new skills
- A willingness and flexibility to work outside normal school hours
- The ambition to continue to progress in your career
- A desire to make a difference to the lives of young people
- An excellent attendance record
- Resilience and a sense of humour.

## **5. EQUAL OPPORTUNITIES AND EDUCATIONAL COMMITMENT**

- A proven commitment to inclusion
- A proven commitment to curriculum access and opportunity
- A proven commitment to comprehensive education
- A proven commitment to professional development
- Support for the school's specialist status
- Support the school unreservedly in its commitment to safeguarding and promoting the welfare of children, young people and vulnerable adults.