



Sacred Heart RC Primary School

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‘Where Every Heart is Sacred’

PRIMARY RE CURRICULUM SUBJECT LEADER PERSON SPECIFICATION

Category	Essential	Desirable
1. Faith Commitment	<ul style="list-style-type: none">• Must be a practising Catholic who is faithful to the definition of a practising Catholic.	<ul style="list-style-type: none">• Evidence of participation in faith life of the community.• Experience in leading acts of worship in Catholic schools.
2. Qualifications	<ul style="list-style-type: none">• Qualified teacher status.• Experience of successful teaching of RE.	<ul style="list-style-type: none">• Minimum of 3 years' experience of teaching RE in a Catholic school• CCRS or equivalent.• Evidence of further study in religious education.• Alpha course.
3. Experience	<ul style="list-style-type: none">• Evidence of successful teaching in the Primary phase• A sound knowledge of RE programmes of study• Ability to assess the strengths and weaknesses of RE programmes of study.	<ul style="list-style-type: none">• Evidence of successful classroom teaching across all key stages in the Primary sector• A keen interest in the ongoing development in Religious Education.

<p>4. Professional Development</p>	<ul style="list-style-type: none"> • Evidence of commitment to own professional development. • Evidence of a vision and ability to assist the school in realising its Mission statement as a Catholic School. 	<ul style="list-style-type: none"> • Recent in-service training in leadership and management. • Evidence of potential to lead other staff, in induction sessions coaching and mentoring.
		<ul style="list-style-type: none"> • Evidence of leading/managing an aspect of curriculum or other school initiative. • Ability to demonstrate an impact pupil/staff at dept level or whole school • A keen interest in the ongoing development in Religious Education.
<p>5. Strategic Leadership</p>	<p>Ability to share a vision of RE by demonstrating high quality provision in a Catholic school.</p> <ul style="list-style-type: none"> • Demonstrate the ability to raise the profile of RE with all members of the school community. • Successful evidence of motivating staff and students. • Evidence of leading a curriculum development in RE and the successful outcome. • Ability to demonstrate analysis of data. Ability to articulate how to monitor and evaluate department development plans. • Evidence of managing curriculum changes in RE. • Demonstrate understanding of requirements of S48. 	<ul style="list-style-type: none"> • Knowledge of the role of RE Link Governor in a Catholic school.

<p>6. Teaching and Learning</p>	<ul style="list-style-type: none"> • 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. 	<ul style="list-style-type: none"> • Understanding of successful teaching in RE across the Key Stages in the Primary sector.
	<ul style="list-style-type: none"> • A secure understanding of assessment strategies and the use of assessment to inform next stage learning. • Experience of effective monitoring and evaluation of teaching and learning. • Experience of characteristics of effective learning environments and key elements of successful behaviour and management. 	
<p>7. Leading and Managing Staff</p>	<ul style="list-style-type: none"> • Experience of working with a team of staff. • Evidence of leading curriculum events. • Demonstrate understanding of the purpose of performance management and professional development. • Demonstrate clear expectations of planning delivery and assessment of RE. 	<ul style="list-style-type: none"> • Understanding of finance and resource management.
<p>8. Accountability</p>	<ul style="list-style-type: none"> • Ability to communicate effectively, orally and in writing to a range of audiences e.g. staff, students, parents and governors. • Evidence of self-evaluation and improvement strategies. • Ability to give clear information to staff. • Secure understanding of strategies for performance management. 	<ul style="list-style-type: none"> • Understanding of the criteria of evaluation of Catholic school. • Lead sessions to develop knowledge of staff.

9. Skills, Qualities & Abilities	<ul style="list-style-type: none"> • High quality teaching skills. • Strong commitment to the mission of a Catholic school. • Commitment to their own spiritual formation and that of pupils. 	
	<ul style="list-style-type: none"> • 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. • Empathy with children. • Good communication skills. • Good interpersonal skills. • Stamina and resilience. • Confidence. 	
10. References	<ul style="list-style-type: none"> • Positive and supportive faith reference from priest where applicant regularly worships. • Positive recommendation in professional references. 	<ul style="list-style-type: none"> • Faith reference without reservation. • Professional reference without reservation.