



Person Specification: **R.E. Leader**

The Person Specification is an important part of the application process and will be used to shortlist candidates. You will need to demonstrate in your supporting statement/application form how you meet the following criteria. When completing the supporting statement applicants should address each of the selection criteria with clear evidence of impact.

ATTRIBUTES	ESSENTIAL CRITERIA	DESIRABLE CRITERIA	HOW IDENTIFIED
Qualification and training	<ul style="list-style-type: none"> • Qualified Teacher Status • Evidence of continuing and recent professional development relevant to the post • Commitment to ongoing professional development 	<ul style="list-style-type: none"> • Qualification and / or training in middle management leadership (e.g. NPQ) or CCRS 	Application Form Interview References
Experience	Experience of <ul style="list-style-type: none"> • Teaching in KS2 • Promoting positive behaviour conducive to learning and which is focused on raising standards • Using data and evaluation strategies to measure impact and inform improvement • Promoting highly effective communications within and between teams and other stakeholders in the school community • Proven record of raising standards for all pupils, including pupils with SEND • Leading workshops, staff meetings, CPD and INSET • Positive home-school links 	Experience of <ul style="list-style-type: none"> • Teaching Year 6 • Teaching in an inner-city school • Working across the primary age range • Making an effective contribution to school improvement through subject leadership or a management role • Leading a significant area of whole school development • Managing resources and related budgets • Working with the wider community • Creating positive partnerships with Governors 	Application form Interview References

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<p>Special knowledge and understanding</p>	<ul style="list-style-type: none"> • A clear understanding of the aims of a Catholic school • Passion for teaching RE and leading others in prayer and worship • Commitment to providing high quality Celebration of the Word opportunities for all pupils in the school • A clearly articulated understanding of the nature of children's learning and how this relates to classroom practice • Evidence of excellent teaching and classroom management • Knowledge understanding and experience of the National Curriculum and the new R.E.D. • Ability to lead an initiative effectively to raise standards • Knowledge and understanding of the needs of all pupils including the most able pupils, disadvantaged and those with EAL and SEND • Good understanding of effective procedures for managing and promoting positive behaviour among pupils • Good understanding of the role of parents and the community in school improvement and how this can be developed. 	<ul style="list-style-type: none"> • Experience of working with parents as partners • Evidence of awareness of current local and national initiatives • Knowledge and experience of effective strategies to best support pupils with complex needs • Understanding of the CSI inspection handbook 	<p>Application form Interview References</p>
<p>Skills</p>	<p>Ability to:</p> <ul style="list-style-type: none"> • Teach excellent lessons that meet the needs of all pupils • Communicate effectively (both orally and in writing) to a variety of audiences • Lead and work as part of a team • Work under pressure and inspire and support others • Motivate and inspire staff, offering 	<ul style="list-style-type: none"> • Ability to undertake curriculum mapping • Experience of line management or leading Performance Management cycles 	<p>Application form Interview References</p>

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	<p>timely advice and support</p> <ul style="list-style-type: none"> • Evaluate pupil achievement data and effectively use data to support school self-evaluation and strategic planning • Plan, organise and evaluate a subject across the school • Construct action plans to address school development priorities and evaluate them using a range of monitoring evidence 		
<p>Personal attributes</p>	<p>Ability to:</p> <ul style="list-style-type: none"> • Demonstrate passion for teaching R.E. and for bringing children and staff closer to God • Promote school policies and initiatives through positive messages and modelling agreed practice • Meet tight deadlines and cope with change • Lead with high levels of professional integrity • Demonstrate a consistently positive attitude to raising achievement and high expectations of all learners • Demonstrate resilience, flexibility and determination • Be consistently approachable with a solution-focused, can-do attitude and a positive outlook • Relate well to all stakeholders in a wide variety of situations • Develop excellent working relationships within a team and across the school through a sensitive and positive manner, making an effective contribution to high staff morale 		<p>Application form</p> <p>Interview</p> <p>References</p>

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Safeguarding and Equality	<ul style="list-style-type: none"> • Up-to-date knowledge of relevant legislation and guidance in relation to working with and the protection of children and young people. • Knowledge of the Equalities Agenda and a strong commitment to the implementation of the school's Equalities related policies • Appointment is conditional upon receipt of satisfactory Enhanced Disclosure and Barring Service (DBS) checks in relation to criminal and child protection matters. 	<ul style="list-style-type: none"> • DDSL/DSL experience 	<p>Application form</p> <p>Interview</p> <p>References</p>
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Our school is committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. The successful candidates will be subject to an enhanced Disclosure and Barring Service check along with other relevant employment checks. The successful candidates will be required to sign the Catholic Education Service contract of employment in order to maintain and promote the Catholic character of the school.