# **Second in charge of Religious Education Person specification**

At St Catherine’s, we don’t believe in a single, carbon-copy model of what constitutes an excellent teacher, leader or member of support staff. The best people come in all shapes and sizes. We’re looking for candidates who bring a breadth of experience and fresh eyes, both inside the classroom and beyond.

The following list offers a brief snapshot of the attributes we value. In all cases, we’d be looking for direct examples of how you have embodied these characteristics throughout your career along with your potential to move us on and demonstrate excellence:

* **Leadership.** At every level of school life, we seek people who can take responsibility and shape outcomes for the better, with or without the input of management
* **Positivity.** Working with children should be a pleasure and a privilege. We expect colleagues to bring a vibrant, can-do approach to the job
* **A willingness to learn and improve.** Professional development underpins our practice at St Catherine’s from top to bottom. We want colleagues to be receptive to constructive feedback and push themselves to improve
* **Teamwork.** This job is about building partnerships and helping others to thrive. We’re looking for collegiate, good-natured colleagues with a sense of humour and shared purpose
* **Inspiration.** A key responsibility of all St Catherine’s colleagues is to inspire students to have a thirst for knowledge and aspire to fulfil their potential.

**Eligibility**

To be considered for this position, you must:

* be a practising Catholic and/or demonstrate a strong commitment to Catholic education values
* hold a degree (preferably 2:1 or above) in the relevant subject area(s)
* hold a teaching qualification or have significant experience working with high attaining students as an instructor or tutor
* have the capacity to enable students to make outstanding progress and attain Grade 9 at GCSE
* be passionate about teaching and learning and bring innovative ideas to inspire and motivate pupils.
* demonstrate a strong commitment to the development of the ‘whole child’ through a personalised approach to education and pastoral care
* thrive on working in teams but be able to work independently
* be committed to our comprehensive extra-curricular programmes.

# **Second in charge of RE Person specification**

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| **Criteria** | **Qualities** | **Essential/ Desirable** | **Identified in Application Form (AF), Letter (L), Reference (R) or at Interview (I)** |
| Qualifications  and training | Qualified teacher status  Successful teaching experience at both Key Stage 3 & Key Stage 4 (to grade 9)  Evidence of professional development relevant to the Second in charge of RE role | Essential  Essential  Desirable | AF  AF/ L/ I  AF |
| Skills and knowledge | Capacity to be an outstanding leader, who can motivate and inspire both staff and students  Imbued with the vision and drive to ensure all our students can succeed  Excellent knowledge of legislation and guidance on curriculum requirements  Outstanding classroom practice, constantly showing a positive and resilient approach to pupils and staff  Excellent communication and organisational skills  Knowledge of effective teaching and learning strategies  A good understanding of how children learn  Ability to adapt teaching to meet pupils’ needs  Ability to build effective working relationships with pupils  Knowledge of guidance and requirements around safeguarding children  Knowledge of effective behaviour management strategies  Proficient at using ICT in leading RE teaching  Effective communication and interpersonal skills  Ability to communicate a vision and inspire others  Ability to build effective working relationships with staff and other stakeholders | Essential  Essential  Desirable  Essential  Essential  Essential  Essential  Essential  Essential  Essential  Essential  Desirable  Essential  Essential  Essential | L/I/ R  L/ I/ R  I  I  L/ I/ R  L/ I/ R  I/ R  I/ R  I/ R  I/ R  I/ R  L/ I/ R  L/ I/ R  L/ I/ R  L/ I/ R |
| Personal qualities | An enthusiastic and passionate Religious Education teacher  High expectations for all pupils and belief in bringing out the best in all  Commitment to upholding and promoting the ethos and values of the school  Commitment to always act with integrity, honesty, loyalty and fairness to safeguard the assets, financial integrity and reputation of the school  Ability to work under pressure and prioritise effectively  Able to motivate and inspire colleagues and students  Commitment to maintaining confidentiality at all times  Commitment to equality | Essential  Essential  Essential  Essential  Essential  Essential  Essential  Essential | L/ I/ R  L/ I/ R  I/ R  I/ R  I/ R  L/ I/ R  I/ R  I/ R |