# **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 statusSuccessful 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 | EssentialEssentialDesirable | AFAF/ L/ IAF |
| Skills and knowledge | Capacity to be an outstanding leader, who can motivate and inspire both staff and studentsImbued with the vision and drive to ensure all our students can succeedExcellent knowledge of legislation and guidance on curriculum requirements Outstanding classroom practice, constantly showing a positive and resilient approach to pupils and staffExcellent communication and organisational skillsKnowledge of effective teaching and learning strategiesA good understanding of how children learnAbility to adapt teaching to meet pupils’ needsAbility to build effective working relationships with pupilsKnowledge of guidance and requirements around safeguarding childrenKnowledge of effective behaviour management strategiesProficient at using ICT in leading RE teachingEffective communication and interpersonal skillsAbility to communicate a vision and inspire othersAbility to build effective working relationships with staff and other stakeholders | EssentialEssentialDesirableEssentialEssentialEssentialEssentialEssentialEssentialEssentialEssentialDesirableEssentialEssentialEssential | L/I/ RL/ I/ RIIL/ I/ RL/ I/ RI/ RI/ RI/ RI/ RI/ RL/ I/ RL/ I/ RL/ I/ RL/ I/ R |
| Personal qualities | An enthusiastic and passionate Religious Education teacherHigh expectations for all pupils and belief in bringing out the best in allCommitment to upholding and promoting the ethos and values of the schoolCommitment to always act with integrity, honesty, loyalty and fairness to safeguard the assets, financial integrity and reputation of the schoolAbility to work under pressure and prioritise effectivelyAble to motivate and inspire colleagues and studentsCommitment to maintaining confidentiality at all timesCommitment to equality | EssentialEssentialEssentialEssentialEssentialEssentialEssentialEssential | L/ I/ RL/ I/ RI/ RI/ RI/ RL/ I/ RI/ RI/ R |