



Person Specification Form

Subject Leader of RS

Personal Attributes required (on the basis of the job description)	Essential (E) or Desirable (D)	To be identified by: (eg application form, interview, reference etc)
Qualifications <ul style="list-style-type: none"> • Qualified Teacher Status • Degree • Aspiring Middle Leader or other relevant qualification 	<p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">D</p>	<p style="text-align: center;">AF / Quals</p> <p style="text-align: center;">AF / Quals</p> <p style="text-align: center;">AF / Quals / Ref</p>
Experience <ul style="list-style-type: none"> • Teaching across all three key stages • Proven track record of highly successful outcomes for all students, whatever their prior attainment and needs • Successful outcomes in supporting other teaching colleagues or initial teacher training • Position of responsibility held within an RS department or in school • Collaborative work with other departments, such as SEN 	<p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">D</p> <p style="text-align: center;">D</p> <p style="text-align: center;">D</p>	<p style="text-align: center;">AF / Ref / Int</p> <p style="text-align: center;">AF / Ref / Int</p> <p style="text-align: center;">AF / Ref / Int</p> <p style="text-align: center;">AF / Ref / Int</p> <p style="text-align: center;">AF / Int</p>
Knowledge/skills/abilities <ul style="list-style-type: none"> • Regular delivery of Outstanding lessons • Thorough knowledge of KS3, 4 and 5 curriculum and links to exam boards' syllabi where relevant • High level of understanding of assessment at KS3,4 and 5 and the power of AfL • Experience as exam marker, or highly developed understanding of exam board mark schemes 	<p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">D</p>	<p style="text-align: center;">AF / Ref / Int</p> <p style="text-align: center;">AF / Ref / Int</p> <p style="text-align: center;">AF / Int</p> <p style="text-align: center;">AF</p>

<ul style="list-style-type: none"> • Ability to interpret data and set aspirational and achievable priorities 	E	AF / Int
<ul style="list-style-type: none"> • Confidence in observing colleagues and providing effective feedback 	E	AF / Ref / Int
<ul style="list-style-type: none"> • Outstanding written and verbal communication skills 	E	AF / Ref / Int
<ul style="list-style-type: none"> • Ability to work independently and in a team, manage own caseload and use initiative 	E	AF / Ref / Int
<ul style="list-style-type: none"> • The ability to lead, motivate and inspire others 	E	AF / Ref / Int
Other <ul style="list-style-type: none"> • An unshakable belief that every student matters and that every student can achieve highly, along with an ambition to make this happen 	E	AF / Ref / Int
<ul style="list-style-type: none"> • An infectious love of traditional RS as well as philosophical enquiry and an advocacy for their place in the curriculum 	E	AF / Ref / Int
<ul style="list-style-type: none"> • High levels of emotional intelligence 	E	AF / Ref / Int
<ul style="list-style-type: none"> • A desire to pursue ongoing professional development for self and others 	E	AF / Ref / Int
<ul style="list-style-type: none"> • Resilience and determination 	E	AF / Ref / Int
<ul style="list-style-type: none"> • Positivity and kindness 	E	AF / Ref / Int