



ST IGNATIUS COLLEGE

Person Specification – Key Stage Coordinator for Religious Education

We are seeking a passionate Religious Education teacher who is committed to supporting all students to learn and succeed. You should have a positive, professional, ‘can do’ approach to your work and be willing to go the extra mile to ensure that all students are given the chance to realise their full potential.

We are proud to be a Catholic College with a distinctive Jesuit ethos and seek to recruit the best teachers we can. As such, our staff is made up of Catholic and non-Catholic teachers who work together to uphold our Catholic values.

Experience and qualifications	Essential	Desirable
Holds a DfE recognised teaching qualification	✓	
Good honours degree	✓	
Evidence of updating professional skills, including management development	✓	
Evidence of expertise and success in raising student achievement and securing departmental improvement	✓	
Successful experience of teaching students across a broad range of the attainment spectrum and across all key stages	✓	
Ability to teach at KS3, KS4 and KS5, including GCSE Religious Education	✓	

Knowledge	Essential	Desirable
Demonstrates an excellent understanding of the qualities of good teaching and effective learning and how these can be applied to raise student attainment	✓	
Demonstrates an understanding of the effective planning and delivery of a rigorous, high challenge curriculum	✓	
Demonstrates an understanding of the Key Stage 4 and 5 Religious Education curriculum	✓	
Demonstrates an understanding of the effective planning and delivery of a knowledge rich KS4 or 5 curriculum and Rosenshine’s principles of instruction	✓	
Demonstrates a working knowledge of departmental development planning, including the development of effective monitoring and evaluation strategies		✓
Has a clear vision and strong commitment to inclusion and how this can be achieved for students	✓	
Has the ability and strong commitment to working in partnership with staff and parents	✓	
Can set, maintain and actively promote high standards of student behaviour	✓	

Personal qualities	Essential	Desirable
Evidence or potential of good leadership skills; the ability to lead and manage people to work as individuals and as a team towards a common goal	✓	
The ability to envision, enthuse, inspire, and motivate students, staff, and parents	✓	
Good decision-making skills; the ability to identify and implement solutions to problems	✓	
Good self-management skills, including the ability to plan one's time effectively	✓	
Enjoys working in new and challenging situations	✓	
A high level of personal integrity and probity	✓	
Willingness and ability to uphold the Catholic, Jesuit ethos of the school	✓	
Ability to work calmly under pressure and maintain a positive and optimistic attitude	✓	
High level of presentation and literacy skills	✓	
Reliability, honesty, and trustworthiness, demonstrating the highest professional standards	✓	
An effective communicator at all levels	✓	
An outstanding, reflective Religious Education teacher who uses a range of strategies to stretch students	✓	

In addition to candidates' ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:

- Motivation to work with children and young people with an understanding of the teacher as a role model for young people
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Emotional resilience in working with challenging behaviours
- Attitudes to use of authority and maintaining discipline