**person specification – SECOND IN DEPARTMENT RE**

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| 1. **Training and Qualifications**
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|  | **Essential or Desirable** | **Method of Assessment** |
| Qualified Teacher Status | **E** | Application form and appropriate original certificates. |
| Degree or equivalent in subject Knowledge | **E** | Application form and appropriate original certificates. |
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| **B) Experience of Teaching** |  |  |
|  | **Essential or Desirable** | **Method of Assessment** |
| Outstanding teacher | **E** | Application form, letter of application and references |
| Accurately judge the quality of teaching and learning  | **E** | Application form, letter of application and references |
| Current or previous leadership experience | **D** | Application form, letter of application and references |
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| **C) Professional Knowledge and Understanding** *Applicants should be able to demonstrate a good knowledge and understanding of the following areas:* |
|  | **Essential or Desirable** | **Method of Assessment** |
| High level of competency in data analysis | **E** | Interview, references and classroom observation |
| Outstanding behaviour manager | **E** | Letter of application, references and interview. |
| Ability to establish good working relationships and work collaboratively as part of a team | **E** | Letter of application, references and interview. |
| Ability to employ a range of effective learning and teaching styles to maximise pupil progress | **E** | Interview and classroom observation |
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| **D) Personal and Professional Skills and Qualities***Applicants should be able to provide evidence that they have the necessary qualities and attributes required by the post.* |
|  | **Essential or Desirable** | **Method of Assessment** |
| Excellent leadership skills | **E** | Interview, references and classroom observation |
| Commitment to continuing Professional Development | **E** | Letter of application, references and interview. |
| Emotional resilience | **E** | Letter of application, references and interview. |
| Personal drive to secure the best possible outcomes for pupils  | **E** | Letter of application, references and interview. |
| The ability to converse at ease with customers and service users and provide advice in accurate spoken English is an essential requirement of this post. | E | Letter of application, references and interview. |
| The ability to use own initiative  | **E** | Letter of application, references and interview. |
| Good attendance record  | **E** | Letter of application, references and interview. |
| Baptised Catholic |  E | Letter of application, references and interview |
| Practicing Catholic  | **D** | Letter of application, references, interview  |
| Good Communicator  | **E** | Interview, references and classroom observation |