

**HATTON ACADEMIES TRUST**  
**PERSON SPECIFICATION**

**Post Title:** Teacher of Religious Education

| CRITERIA  | ESSENTIAL | DESIRABLE | ASSESSMENT |
|---|-----------|-----------|------------|
| <b>Qualifications &amp; Training</b>  |           |           |            |
| <ul style="list-style-type: none"> <li>Qualified Teacher Status</li> </ul>  | ✓         |           | 1 and 3    |
| <ul style="list-style-type: none"> <li>Good Honours degree in related subject</li> </ul>                                      | ✓         |           | 1 and 3    |
| <b>Experience</b>   |           |           |            |
| <ul style="list-style-type: none"> <li>Teaching experience at Key Stage 3-4 in Religious Education</li> </ul>                 | ✓         |           | 1, 2 and 3 |
| <ul style="list-style-type: none"> <li>Teaching experience at KS5 in Religious Education</li> </ul>                           |           | ✓         | 1, 2 and 3 |
| <b>Skills &amp; Knowledge</b>   |           |           |            |
| <ul style="list-style-type: none"> <li>Able to communicate effectively, orally and in writing</li> </ul>                      | ✓         |           | 1 and 2    |
| <ul style="list-style-type: none"> <li>Able to demonstrate effective planning and teaching skills</li> </ul>                  | ✓         |           | 1 and 2    |
| <ul style="list-style-type: none"> <li>Able to present confidently to a large group of students</li> </ul>                    | ✓         |           | 1 and 2    |
| <ul style="list-style-type: none"> <li>Able to work with others to achieve common goals</li> </ul>                            | ✓         |           | 1 and 2    |
| <ul style="list-style-type: none"> <li>Able to use / analyse assessment data systems to raise standards</li> </ul>            | ✓         |           | 1 and 2    |
| <ul style="list-style-type: none"> <li>Able to provide clear direction and to inspire, motivate and enthuse others</li> </ul> | ✓         |           | 1 and 2    |
| <ul style="list-style-type: none"> <li>Confident in own ability to be effective and to take on challenges</li> </ul>          | ✓         |           | 1 and 2    |
| <ul style="list-style-type: none"> <li>Good ICT skills (in Microsoft Word/Excel)</li> </ul>                                   | ✓         |           | 1 and 2    |
| <ul style="list-style-type: none"> <li>Able to form good working relationships with all staff and students</li> </ul>         | ✓         |           | 1 and 2    |
| <ul style="list-style-type: none"> <li>Effective behaviour management</li> </ul>  | ✓         |           | 1 and 2    |
| <ul style="list-style-type: none"> <li>Able to support staff and students in maintaining high standards</li> </ul>            | ✓         |           | 1 and 2    |

|   |   |  |         |
|---|---|--|---------|
| <ul style="list-style-type: none"> <li>• Up to date awareness of the National Curriculum and specifically within their individual specialism</li> </ul>   | ✓ |  | 1 and 2 |
| <ul style="list-style-type: none"> <li>• Efficient and effective administrative, organisational and personal management skills</li> </ul>   | ✓ |  | 1 and 2 |
| <p><b>Personal Attributes</b></p> <ul style="list-style-type: none"> <li>• Able to motivate others and to adopt a positive approach to education</li> <li>• Energy, enthusiasm and perseverance</li> <li>• Reliability and integrity</li> <li>• Good interpersonal skills</li> <li>• Positive commitment to individual personal development</li> <li>• Capacity to work hard, under pressure, to meet deadlines</li> <li>• A good record of attendance during the last three years</li> <li>• Adaptable and amenable with respect to working practices</li> <li>• Ability to work independently and be a team player</li> <li>• Suitable to work with Children</li> </ul> | ✓ |  | 1 and 2 |
|   | ✓ |  | 1 and 2 |
|   | ✓ |  | 1 and 2 |
|   | ✓ |  | 1 and 2 |
|   | ✓ |  | 1 and 2 |
|   | ✓ |  | 1 and 2 |
|   | ✓ |  | 1 and 2 |
|   | ✓ |  | 1 and 2 |
|   | ✓ |  | 2       |
| <p><b>Equal Opportunities</b></p> <ul style="list-style-type: none"> <li>• Understanding of equal opportunities issues and an ability to demonstrate strategies to challenge discrimination and prejudice</li> <li>• A commitment to inclusive education</li> </ul>   | ✓ |  | 2 and 3 |
|   | ✓ |  | 2       |
| <p><b>Health and Safety / Safeguarding</b></p> <ul style="list-style-type: none"> <li>• An understanding of health and safety issues</li> <li>• A clear understanding of Safeguarding responsibilities &amp; requirements</li> </ul>  | ✓ |  | 2 and 3 |
|   | ✓ |  | 2       |

1 - Application Form

2 – Interview

3 - Documentary Evidence

*Hatton Academies Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment*