

**Person Specification- Head of Year**

The successful candidate will display the following qualities and characteristics. They will:

* have the ability to monitor practice, apply accountability and contribute to team thinking
* be capable of self-reflection to continually develop their leadership qualities
* display initiative and the ability to self-motivate
* display genuine interpersonal skills to motivate, inspire and lead others
* use data to question performance and set challenging targets
* be committed to the academic and personal development of students as individuals.

Further requirements of the position are detailed below:

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| **Training and Qualifications** | **Essential** | **Desirable** |
| Qualified teacher status | \* |   |
| Degree | \* |   |
| Middle Leadership CPD qualification |   | \* |
| Recent participation in a range of relevant in-service training | \* |   |
|  **Experience of Teaching and School Leadership** | **Essential** | **Desirable** |
| Understanding of a school's role in the local community | \* |   |
| Leading with impact as an individual in a Middle Leadership role |  | \* |
| Pastoral leadership experience  |  | \* |
| Experience of teaching in Key Stage 3 and 4 | \* |   |
| An outstanding teacher | \* |   |
| Good outcomes for students in in KS4 and/or KS5 | \* |  |
| Thorough knowledge of the Personal Development (PCHSE) curriculum including subjects and cross-curricular aspects |  \* |  |
| **Professional Knowledge and Understanding** | **Essential** | **Desirable** |
| An understanding of student's educational development | \* |   |
| Awareness of local and national policies, priorities and statutory frameworks in pastoral care including safeguarding, behaviour, welfare and attendance |  \* |  |
| A good knowledge of the accountability process through Ofsted | \* |   |
| The ability to articulate and share a vision of education to others | \* |   |
| Experience of strategic planning that has impact | \* |   |
| Evidence of strategies for improving behaviour and attendance | \* |   |
| Evidence of strategies for ensuring inclusion, diversity and access to education | \* |   |
| Effective self review and improving pastoral outcomes | \* |   |
| The use of a range of evidence, including performance data, to support, monitor, evaluate and improve performance in a year group, including challenging poor performance. | \* |   |
| Experience of working closely in a network and opportunities for collaboration |  |  \* |
| Ability to build and maintain effective relationships with parents, carers, partners in the community, that enhance the education of all pupils in a year group | \* |   |
| **Personal Skills and Abilities**  | **Essential** | **Desirable** |
| Personal proficiency in ICT |  |  \* |
| Good Communication Skills | \* |   |
| Good Public Speaker | \* |  |
| Interpersonal Skills | \* |   |
| Stamina and Resilience | \* |   |
| Confidence | \* |   |
| Team Player | \* |   |
| Effective leader with ability to empower | \* |   |
| Personal impact and presence | \* |   |