**Person Specification – Head of Sixth Form**

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| **We are seeking to appoint a colleague who:** | **Assessment:****A = Application****IT = Interview task****I = Interview****R = Reference** |
| 1. Is a highly effective leader and classroom teacher (QTS essential), with an excellent knowledge and understanding of outstanding Level 3 teaching and learning strategies across the age and ability range, and a track record of success with sixth-form students, who can inspire others to achieve the same high standards.
2. Has a clear vision, for and understanding of sixth form education in a diverse inner city school; with the imagination, drive and perseverance to improve standards across the school and consortium for all students.
3. Has a genuine enthusiasm for, and commitment to, the development of students, colleagues and members of the wider school community.
4. Has the ability to project the sixth form provision in the school and consortium in a positive way and establish it at the heart of the school and local community.
5. Has the ability to recruit, induct and train a first rate sixth-form team.
6. Has the ability to inspire, motivate staff, students and the wider community and engage their active commitment to our vision
7. Can provide evidence and demonstrate successful senior leadership experience and management of whole school initiatives that have resulted in raising achievement for all students.
8. Has a clear knowledge, understanding and commitment to the welfare and safeguarding of young children and secondary age pupils (with the ability to form and maintain appropriate relationships and personal boundaries with all young people).
9. Has clarity of thought, a common sense approach to implementing initiatives and can demonstrate evidence of a creative and pro-active approach to continuous self and school improvement.
10. Has a collegiate approach and can both work in a team and lead teams, acting as a positive role model who promotes productive relationships with all stakeholders.
11. Has excellent interpersonal and communication skills (written and oral) with an ability to work collaboratively with, and present to a variety of audiences within and beyond the school resulting in a sustained learning community.
12. Has high expectations of behaviour and can support colleagues to establish the same high standards of discipline in young children and primary age pupils.
13. Has proven analytical skills with the ability to evaluate and report data effectively and to use it to both support and challenge leaders at all levels.
14. Shows the capacity to manage a budget and resources to support improvements in learning and teaching and raising achievement.
15. Has optimism and resilience with a good sense of humour.
 |  **A,IT,I,R****A,I,R****A,I,R****I,R****IT,I,R****IT,R****A,IT,I,R****A,IT,I,R****A,I,R****A,I,R****A,IT,I,R****A,I,R****A,IT,R****A,IT,I,R****A,I,R** |