



Person Specification – Head of Sixth Form

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Qualified teacher status or recognised equivalent • Degree qualification • Evidence of continuous professional development 	<ul style="list-style-type: none"> • Hold (or be working towards) a senior leadership qualification
Experience/ Knowledge	<ul style="list-style-type: none"> • Proven success in improving student outcomes at Post-16 • Experience in analysing and evaluating student progress and attendance data • Experience of managing teams • Teaching experience Key Stage 4 and 5 • Proven success in mentoring/coaching and leading colleagues • Ability to use/analyse assessment data systems to raise standards • Knowledge of pathways of progression between Key Stage 4 and 5 • Knowledge of a variety of progression routes into Higher Education, employment or training 	<ul style="list-style-type: none"> • Leadership of faculty or whole school professional development activities • Experience of successfully supporting student progression to Higher Education from Key Stage 5 • Experience of mentoring students through the UCAS process
Personal Skills and Qualities	<ul style="list-style-type: none"> • Excellence at all levels and a determination to succeed • Achieving the highest standards of teaching and learning for all students • Motivate others and adopt a positive approach to education • Promotion of the ethos and values of The Redhill Academy and The Redhill Trust • Ongoing relevant professional development 	
Specialist Skills and Knowledge	<ul style="list-style-type: none"> • Show knowledge of current education legislation, Ofsted framework, best practice, national trends and innovation • Ability to support staff and students in maintaining high standards to ensure the right outcomes for students are achieved • Ability to form good working relationships with all staff • Ability to create a stimulating learning environment • Ability to plan, prepare and deliver a curriculum relevant to the age and ability of students • Ability to assess and record the progress of students' learning • Demonstrate a commitment to equal opportunities • Ability to successfully deploy a wide range of effective behaviour management strategies • Ability to communicate to a range of audiences using a variety of techniques 	