

## Person Specification

**Post: Head of Year and Teacher of one of the following Science, IT, DT, PE, English**

Area	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Teacher of Science, Design Technology, PE, English or IT</li> <li>Good Honours Degree</li> <li>PGCE or equivalent</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of further professional development pertinent to the role</li> </ul>
<b>Knowledge and Experience</b>	<ul style="list-style-type: none"> <li>Track record of success in teaching</li> <li>Evidence of effective strategic planning</li> <li>Evidence of leading a whole school initiative</li> <li>Willingness to keep up to date with new initiatives pertaining to education in general</li> <li>An understanding of the range and levels of support available to meet individual student needs</li> <li>Experience of de-escalation and managing challenging behaviour</li> <li>Be able to build rapport with the students you are working with</li> <li>Enthusiastic, hardworking and dedicated</li> <li>A genuine passion for supporting young people</li> <li>The ability to form strong working relationships with students and adults</li> <li>The ability to interpret student progress data</li> <li>Knowledge of Child Protection procedures</li> <li>Be willing to be involved in the extra-curricular life of the school</li> <li>Experience of supporting students in an educational/pastoral setting to enthuse and motivate them to achieve positive outcomes and promote their development</li> <li>Experience of working with a wide range of students and abilities within tough communities</li> <li>Experience of working with and promoting good relationships with parents/carers, primary schools outside agencies and the local community</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge of strategies to improve outcomes with disadvantaged students</li> <li>Experience of working closely with students with SEND</li> </ul>
<b>Skills</b>	<ul style="list-style-type: none"> <li>Outstanding classroom practitioner</li> <li>Ability to communicate clearly and effectively</li> <li>Ability to motivate colleagues</li> <li>Ability to monitor student development and achievement and intervene appropriately</li> <li>Ability to set aspirational standards, provide professional direction and develop high performing teams</li> <li>Demonstrable ability to promote and maintain strong links with parents/carers</li> </ul>	<ul style="list-style-type: none"> <li>Ability to facilitate/lead on staff CPD</li> <li>Proven ability to use data on a whole school level to raise performance</li> </ul>

<b>Attitudes, Values and Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Commitment to improving the life chances of children</li> <li>• An evaluative and reflective approach to own practice</li> <li>• Enthusiastic in your approach to tough challenges</li> <li>• High expectations of self, colleagues and students</li> <li>• Energy, enthusiasm and a sense of humour</li> <li>• Vision, empathy and flexibility</li> <li>• Emotionally resilient</li> <li>• Team player</li> <li>• Ability to meet deadlines</li> <li>• Ability to prioritise tasks/workload</li> <li>• Firm but kind in difficult situations</li> <li>• Commitment to high-profile presence in and around school</li> <li>• Self-motivated, setting challenging personal objectives and targets</li> <li>• Enthusiastic but good listener, with drive, commitment to learners and a love for the job</li> <li>• Flexibility, adaptability and creativity</li> <li>• Ability to maintain emotional resilience</li> <li>• Team player</li> <li>• Ability to meet deadlines</li> <li>• Ability to work under pressure</li> </ul>	
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