

Person Specification

Post: Head of Year

Attributes	Essential	Desirable	How identified
Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status • Good honours degree 	<ul style="list-style-type: none"> • Relevant PD 	<ul style="list-style-type: none"> • Application • Certification
Experience	<ul style="list-style-type: none"> • Values driven • Strong teaching ability backed up by good and outstanding outcomes • Tailored teaching that challenges and supports students 	<ul style="list-style-type: none"> • Working in an inner-city area of high deprivation • Significant impact on attendance and behaviour • Leading larger group learning 	<ul style="list-style-type: none"> • Application • Interview • References
Knowledge and skills	<ul style="list-style-type: none"> • High expectations which motivate and challenge students • Promote, support and challenge behaviour to ensure a disciplined and joyful culture • Leadership in large group settings • Support vulnerable students • SEND practice and theory • Commitment to safeguarding • Excellent subject knowledge • Highly tailored planning using scheme of work • Effective use of formative assessment • Razor-sharp focus on data • Build a cohesive team and create clarity with staff, families and multi-agencies • Support colleagues to bring out the best in them 	<ul style="list-style-type: none"> • Understanding of what makes a Dixons academy different and successful • Leading a team • Working knowledge of safeguarding • Strong analytical skills • Simplify complex issues and develop innovative solutions 	<ul style="list-style-type: none"> • Application • Interview • References
Character	<ul style="list-style-type: none"> • Strong moral purpose and drive for improvement • Mission-aligned • Humble and kind • Motivated, enthusiastic and flexible • Excellent interpersonal skills • Good sense of humour • Desire to develop yourself • Ability to receive and act on feedback • Strong attention to detail • Ability to work under pressure • Commitment to the full life of the academy 	<ul style="list-style-type: none"> • Willingness to offer extra-curricular provision 	<ul style="list-style-type: none"> • Application • Interview • References