

## Person Specification

### Post: Head of Year

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