

Head of Year Person Specification

	Essential	Desirable	Evidence
Qualifications & Experience	<ul style="list-style-type: none"> Teaching qualification QTS 	<ul style="list-style-type: none"> Pastoral experience 	Application
Skills & Knowledge	<ul style="list-style-type: none"> Experience of leading teams Experience of pastoral Ability to use data effectively to assess prior attainment, track progress and set student targets to support excellent outcomes Ability to work as a member of a team and independently 	<ul style="list-style-type: none"> Knowledge of working with outside agencies Knowledge of Restorative Practices 	Application
Practical and Intellectual Skills	<ul style="list-style-type: none"> Commitment to lead the pastoral work for a specific year group. Must embrace inclusion for all students. Effective communication skills - in person and in writing – shown in dealing with colleagues, students, parents and other partners. Up-to-date knowledge of current safeguarding policies and practices. 	<ul style="list-style-type: none"> Experience of raising attendance and student outcomes 	Application / Interview
Disposition and Attitude	<ul style="list-style-type: none"> Determination, resilience and commitment Innovation and initiative Planning and organisation Flexibility / Ability to multi-task Energy Ability to work under pressure 		Application / Interview