In your application for HOY, please demonstrate how you meet the following criteria.

**Assessment Key:** A = Application form and supporting statement, I = Interview, R = References

|  |  |  |
| --- | --- | --- |
| Qualifications | Essential/Desirable | How assessed |
| Degree | E | A |
| QTS | E | A |
| Evidence of further professional development relating to pastoral and inclusion leadership | D | A |
| Experience and Skills | Essential/Desirable | How assessed |
| Ability to engage all students in all aspects of school life. | E | A, I |
| Proven track record as a successful form tutor and teacher. | E | A, I |
| Good knowledge and understanding of the pastoral barriers students face and how these can be overcome to support learning and personal development. | E | A, I |
| Ability to use data from a range of sources to develop and lead interventions as appropriate. | E | A, I |
| Ability to adapt practice and provision for all students to ensure that they make at least expected progress. | E | A, I |
| Ability to establish and develop a positive culture and ethos that celebrates student progress, both academic and pastoral. | E | A, I |
| Experience of managing a budget. | D | A, I |
| Experience of using data to identify underachievement or barriers and lead successful intervention strategies | E | A, I |
| Excellent communication skills | E | A, I |
| Ability to lead a team | E | A, I |
| Ability to develop positive relationships with students’ families | E | A, I |
| Ability to prioritise and meet deadlines | E | A, I |
| Ability to reflect on your own practice identifying strengths and areas for development | E | A, I |
| Commitment to continued professional development. | E | A, I |
| Good organisational skills. | E | A, I |
| Commitment to developing enrichment and reward activities. | E | A, I |
| Professional Development | Essential/Desirable | How assessed |
| Commitment to own professional development | E | A, I |
| * Evidence of leading successful staff development or training
 | D | A, I |
| * Evidence of recent training and development
 | D | A, I |
| Personal Qualities | Essential/Desirable | How assessed |
| Pleasant and friendly manner | E | A, I |
| Supportive of and committed to an inclusive approach to education | E | A, I |
| Polite and punctual | E | A, I |
| Reliable | E | A, I |
| A commitment to working as part of the whole school team and supporting the vision and aims of the school | E | A, I |
| Commitment to lifelong learning | E | A, I |
| Flexibility and adaptability | D | A, I |