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| **ATTRIBUTES**  | **ESSENTIAL**  | **DESIRABLE** |
| **QUALIFICATIONS** | * University graduate
* Post graduate teaching qualification
* Qualified Teacher Status
 | * Evidence of continuing professional development relevant to the post
* NPQML/NPQSL
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| **KNOWLEDGE & UNDERSTANDING**  | * Teaching experience in Key Stages 3 and 4
* Evidence of consistently good teaching and learning
* An understanding of how to use assessment to inform planning for good teaching and learning
* Knowledge of, understanding of and commitment to leadership accountability within the school organisation
* Knowledge and understanding of what quality is in terms of student guidance and support
* A clear understanding of pastoral and student guidance and support issues in schools
* An interest in the wider curriculum
 | * At least three years’ experience in a significant leadership role
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| **LEADERSHIP & MANAGEMENT**  | * Ability to interpret management information and communicate finding to others
* Ability to inspire and motivate children and colleagues alike across the school to achieve their potential, leading by example
* Ability to think strategically, analytically, innovatively and creatively with due regard for accountability
* Understanding and experience of self – review for improvement
 | * An excellent application & use of data to inform target setting and tracking to ensure sustained student progress
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| **TEACHING & LEARNING**  | * High level teaching and learning skills
* A proven record and evidence of promoting high student achievement
* A proven record and evidence of very good student examination attainment in classes taught
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| **PROFESSIONAL QUALTIES**  | * High quality interpersonal skills with the ability to communicate effectively with a variety of audiences; including parents, staff and students.
* The ability to build productive relationships with students, staff and parents
* An ability and willingness to empathise and listen, and to be self-critical and reflective
* Enthusiasm, hard – work, integrity, creativity, flexibility and emotional resilience
* An understanding and commitment to equal opportunities in its widest sense and a commitment to inclusive education
* A desire to make a difference to the lives of young people
* Motivation to work with young people
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**Person Specification – Head of Year**