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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 |
| **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 |
| **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 |
| **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 |  |
| **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 |  |

**Person Specification – Head of Year**