**PERSON SPECIFICATION: Year Lead**

**The following criteria will be used when short-listing and interviewing candidates:**

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|  | **Essential** | Desirable (but not essential) | Evidence |
| **1. Qualifications** | Degree and qualified teacher status | Further relevant qualifications/study | Application form and letter |
| **2. Previous experience** | 1. At least 3 years working within the secondary sector of education  2. Experience of working in a school with a culturally and socially diverse student population  3 Working Knowledge of SEN code of practice  4. Experience of implementing effective strategies for managing pupil behaviour in an ‘Inclusive’ environment  5. Experience of working within diverse staff teams  6. Ability to Safeguard and promote the welfare of children and young people  Appreciates the significance of safeguarding and interprets this accurately for all individual children and young people whatever their life circumstances  Has a good understanding of the safeguarding agenda  Can demonstrate an ability to contribute towards a safe environment  Shows a personal commitment to safeguarding | * Experience of working within/developing imaginative approaches to positive behaviour management withina multi-agency working environment to ensure that ‘Every Child Matters’ is a reality * Preferably the ability to teach; PE, Maths, English or Science * Some Leadership and Management Experience within Education | Application form and letter  Application form and letter  Application form and letter  Application form and letter  Application form and letter  Application form and letter |

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|  | **Essentia**l | Desirable (but not essential) | Evidence |
| **3. Knowledge and Skills** | 7. Evidence of being a skilled learning and teaching practitioner and experience of Sixth Form teaching.  8. Excellent verbal and written communication skills  9. Excellent IT skills including the ability to use a range of standard Microsoft packages  10. Ability to work with and motivate a variety of people, including students, parents, staff. | * The ability to communicate ‘cross phase’ and within the community are important features. | Application form, letter and interview  Application form, letter and interview  Application form, letter and interview  Application form, letter and interview  Application form ,letter and interview  Application form, letter and interview |
| **4. Personal Attributes** | 13. Ability to inspire trust and empower others  14. Confidence, energy and enthusiasm  15. Stamina and determination  16. Drive and ambition |  | Application form, letter and interview  Application form, letter and interview  Application form, letter and interview  Application form, letter and interview |
| **5. Equal Opportunities** | Commitment to the pursuit of anti-discriminatory practice |  | Application form, letter and interview |
| **An Academy Focus** | A commitment to buy into the special nature of this academy and to accept its very different ways of working |  | Application form, letter and interview |