**ACHIEVEMENT LEADER**

## PERSON SPECIFICATION

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|  | Essential | Desirable |
| **Experience** | * Experience of maintaining the professional teaching standards * Pastoral experience in a secondary school setting * Experience of co-ordinating intervention to impact outcomes in an educational setting. * Experience of applying Child Protection policies to safeguard children | * Experience of leading/managing a whole school project/development * Pastoral leadership / experience as an existing Head of Year or equivalent. * Line management of other staff |
| **Education and training** | * GCSE Maths and English (or equivalent) * Record of continuing professional development | * Graduate: Good Honours Degree |
| **Knowledge** | * A clear educational philosophy * Knowledge and understanding of current Child Protection legislation, procedures and initiatives * Excellent practice in behaviour management * Understanding of SEN and barriers students face to learning. * Knowledge of National Curriculum and current initiatives * Knowledge of effective assessment strategies | * Able to plan clearly and systematically in order to build on current and previous attainment of students * Involvement in whole school initiative(s) * Sound understanding of Ofsted’s framework for behaviour, safety and welfare * Knows how to use data for target setting and improving performance * Good knowledge of pedagogy, how students learn and teaching and learning styles |
| **Skills/Aptitudes** | * Good educational practitioner with effective behaviour management * Excellent relationships with students, parents and colleagues * Ability to use data in educational improvement * Ability to inspire and motivate students * Ability to work effectively under pressure and meet tight deadlines * Creativity, energy and enthusiasm * Excellent records of punctuality, attendance and health * Adherence to professional code of conduct and dress * Willingness to research, draw upon and implement good practice from elsewhere | * Flexibility and adaptability to change * Good IT skills including the ability to analyse data |

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| **Committed to:** | * Raising the aspirations of all students. * Notion of continuous improvement in all aspects of school life * Inclusion and a positive “can do” approach to learning * Supporting other staff in terms of expectations and behaviour management * Vision and personal drive for the future of Inclusion | * Flexible working practices/willingness to go that “extra mile” * Raising the profile of Inclusion within the school and the Community |
| **Suitability to work with children** | * Responsible for promoting and safeguarding the welfare of children and young persons for whom you are responsible or come into contact with. * Not barred from working with children |  |
| **Personal attributes** | * Likes working with children * Demonstrates enthusiasm and sensitivity whilst working with others * Excellent attendance and punctuality record * Always meets deadlines * Able to work on own initiative as well as part of a team * “Professional” role model * High personal standards * Innovative and able to stimulate initiative in others * Provide positive and appropriate role model for students * Forms and maintains appropriate relationships and personal boundaries with students * Commitment to the highest standards of child protection and safeguarding * Recognition of the importance of personal responsibility for health and safety * Commitment to the Trust’s ethos, aims and whole community. | * Ambitious |