**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
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| **Education and training** | * GCSE Maths and English (or equivalent)
* Record of continuing professional development
 | * Graduate: Good Honours Degree
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| **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
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| **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
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| **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
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| **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
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