

## PERSON SPECIFICATION FOR HEAD OF YEAR – YEARS 7 AND 8

### Personal Requirements/Qualities of a Successful Postholder

	Ess	Des
<b>Qualifications and Experience:</b>		
GCSE or equivalent including Mathematics and English Language at Grade C or above.	E	
Evidence of continuing professional development at a level appropriate to your current post.	E	
Experience in dealing with a variety of agencies and colleagues in a work setting.	E	
<b>A successful record of:</b>		
Experience in dealing with young people in the 11-16 age range and across the full range of ability.	E	
Leadership and management of a team leading to improvements.		D
Improving the practice of others.		D
Taking an active role in the provision of high quality CPD for staff.		D
Coordinating an aspect of Pastoral Support.		D
<b>Ability to:</b>		
Improve performance for pupils and staff.	E	
Communicate highly effectively with a wide range of audiences.	E	
Make most effective use of ICT.	E	
Demonstrate yourself as a role model in terms of hard work, commitment to best practice, personal presentation and attitude to all members of the school community.	E	
Professionally develop other colleagues.	E	
Support the school ethos of high standards of behaviour for learning.	E	
Work unsupervised, make decisions and act upon own initiative.	E	
<b>Personal Qualities:</b>		
A genuine commitment to inclusive comprehensive education and the safeguarding of all children.	E	
Pupil-centred educational principles rooted in a willingness to continuously improve across the school.	E	
A growth mind-set and commitment to life-long learning.	E	
An ability to articulate a vision.	E	
Exemplary attendance.	E	
High profile with pupils, parents, staff and other stakeholders.	E	
An effective team member.	E	
Ability to motivate and inspire staff and pupils.	E	
Demonstrate impact and presence.	E	
Be able to initiate ideas, set own targets and meet own and other people's deadlines.	E	
Strong interpersonal skills with all.	E	
Willingness to take a full part in the life of the school.	E	
Well-developed communication skills.	E	
Problem solving ability.	E	
<b>Application:</b>		
Readability and evidence of care.	E	
Specific application to the school, its philosophy and values.	E	
Originality.	E	