Person Specification for Head of Year

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| **Requirements** | **Essential (E)**  **or**  **Desirable (D)** |
| **Skills** | |
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| * Ability to lead in the planning and implementation of a vision to take the year group forward in a direction consistent with the Gosford Hill’s vision * Ability to understand, analyse and make effective use of a wide range of data * Ability to enthuse and engender a desire for learning and development in students and adults * Able to use a range of strategies to develop tutors * An understanding of how assessment for learning can improve student performance * Able to use student level data to raise standards * Knowledge & understanding of how to support students pastoral needs | E  E  E  E  E  E  E |
| **Qualifications/Experience** | |
| * A good honours’ degree in a relevant subject * Experience of developing and leading initiatives with particular reference to student engagement for learning * A teaching qualification together with Qualified Teacher Status (QTS) * A good understanding of social & emotional aspects of learning * A clear philosophy on how to promote learning * Experience of successful development planning * Awareness of current successful initiatives to improve student progress | E  E  E  E  E  E  E |
| Motivation | |
| * Be willing to undertake further training | E  E  E |
| * Enjoy working with students and other adults and have an enthusiastic passion for seeing students achieve and develop as young people * The ability to motivate students and staff to ensure the very best outcomes |
| Other | |
| * To have and sustain a good level of attendance at work * Respect confidentiality in discussing student or staff related information and Academy business operations * A willingness to show flexibility in working arrangements in terms of duties and working hours/pattern to meet emergencies and changed circumstances * Can maintain a personal appearance that sets high standards for students and colleagues as interpreted by the Headteacher | E  E  E  E |