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
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| **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
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| Motivation |
| * Be willing to undertake further training
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| * 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
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| 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
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