

**Post: Head of House**

**Accountable to: Assistant Principal**

**Salary: Teachers Main scale/UPS plus TLR of £6741.00per annum**

**Retention bonus payable after 2 years (paid in year 3 of £1250) + Staff attendance rewards scheme, use of gym and after-school classes**

**Person Specification**

* Qualified Teacher, with appropriate Degree
* Experience of Pastoral Head of House/Head of Year work.
* Committed to comprehensive secondary education
* Is innovative and identifies and solves challenges with creativity.
* Has a productive and definable paranoia about the successful work of their teams.
* Has fanatical discipline about seeing things through.
* Has the courage and conviction to take risks and take difficult decisions wisely.
* Has a predisposition to immediate action, letting nothing slip.
* Is insistent on consistency of approach, individually and across the team.
* Has drive and steely determination but a deep sense of personal humility.
* Has belief in people.

**Job Specification – To create succesful and resilient learners, who have good attendance, behaviour and achieve their academic potential through (not exhaustive!):**

* Looking at all data (Behaviour, attendance and academic) throughly and basing actions and intervention accordingly. To track and monitor vulnerable groups accordingly.
* Knowing the students as individuals, promoting individual success
* Being accutely aware of strengths and weaknesses of the ‘House’ and planning action for all weaknesses, whilst prioritising those that will maximise outcomes.
* Liasing robustly with Parents, Heads of Department and outsuide agencies to ensure the ethos of the school is upheld and the student body is as successful as possible
* Upholding the Academy values by offering a strong and robust presence around the school.
* Adhering to all Safeguarding procedures
* Holding informative and interesting assemblies that send important messages
* Ensuring tutor time is effective
* Ensuring timetabling issues for students or new admissions are executed in a timely fashion
* Being a key ‘face’ of the Academy!

**Impact**

* Students in the House gain further momentum in meeting their expected grades; attainment and progress are increasingly better
* The gap between the progress of pupil premium students and non pupil premium in the House is diminishing over time.
* Students behaviour and attitude to learning is improving significantly
* Exclusions and attendance is improving year on year
* Behaviour and attitude around the school becomes more cohesive and pleasant