

Person Specification

Head of Year (non-teaching)

		Desirable/Essential
Knowledge	Educated to degree level or equivalent	D
	Higher qualification such as MA	D
	Awareness of the barriers to learning experienced by children and young people	E
	Knowledge of Safeguarding procedures	E
	Excellent subject knowledge at KS3 and KS4	E
Experience	Experience of supporting student achievement, social, emotional development and wellbeing	E
	Experience of leading strategic change	D
	Experience of working as part of a team	E
	Experience of leading others	D
	Experience and interest in leading innovative pastoral developments	D
	Experience in effective use of data analysis in raising standards	E
Skills	Competency in literacy, numeracy and ICT	E
	Excellent interpersonal skills	E
	Leadership skills to support the strategic development and direction of the Academy	E
	Vision and initiative in making change to enhance and raise standards	E
	Confident and able communicator	E
	Excellent communication skills both oral and written	E
	Relate well to young people and their families/carers from different ethnic and social backgrounds and ability to build positive relationships	E
	Ability to solve problems	E
	Demonstrate that they are well organised and can manage and prioritise their own workload	E
	Ability to work effectively with colleagues	E
	Ability to work independently and as a member of a team	E
	Ability to identify potential barriers to learning and to devise strategies to enable students to overcome these barriers	E
	Ability to command the confidence of colleagues	E
Attitude	Commitment to the Academy's aims, ethos and vision	E