



Chessington School

Head of Year

Person Specification

March 2026

Qualifications and Experience	Essential or Desirable	Evidence Source
Qualified Teacher Status	Essential	A
Further professional qualification (Eg. NPQML)	Desirable	A
Enthusiasm for your subject, and the ability to communicate this enthusiasm to students	Essential	A, I
Experience in the delivery of GCSE in Subject specialism	Essential	A, I
Experience in teaching classes with children of all needs including SEND, PPG, EAL and More able	Essential	A, I
Experience in leading a team to successful outcomes for students	Desirable	A, I

Knowledge, Skills and Abilities	Essential or Desirable	Evidence Source
Good academic knowledge and understanding of your subject	Essential	A, R, I
Good pedagogical knowledge and understanding of your subject, particularly in relation to progress and student outcomes in your subject	Essential	A, R, I
Have high expectations of young people including a commitment to ensuring that they can achieve their full potential and to establishing fair, respectful, trusting, supportive and constructive relationships with them	Essential	A, I
Good behaviour management skills	Essential	A, R, I
Effective planning and organisational skills	Essential	A, R, I
Effective written and spoken communication skills	Essential	A
An understanding of safeguarding requirements and a commitment to the prevention and protection of young people in your care	Essential	A, R, I
Ability to show empathy when working with young people and make sure all decisions are child centred	Essential	A, R, I

Personal Qualities	Essential or Desirable	Evidence Source
Awareness of data protection, security and confidentiality and safeguarding	Essential	A, R
An effective team worker	Essential	A, R, I
Professionalism and takes pride in their work	Essential	A, R, I
Resilience	Essential	A, R
A 'can do' attitude that embraces change and is solution focused	Essential	A, R, I
A proactive practitioner who is a self starter	Essential	A, R
A reflective practitioner always seeking to improve performance	Essential	A, R, I
Commitment to outstanding inclusive comprehensive education	Essential	A, R, I
A willingness to offer extra-curricular activities	Essential	A, I
Preparedness to undertake relevant CPD to enhance teaching	Essential	A, I

* Method of Assessment: A = Application Form; I = Interview, R = Reference

The Governing Body are committed to safeguarding and promoting the welfare of children and young persons and the Headteacher must ensure that the highest priority is given to following the guidance and regulations to safeguard children and young people. The successful candidate will be required to undergo an Enhanced Disclosure from the DBS