

VALLEY PARK SCHOOL

PERSON SPECIFICATION

Head of Year

AREA	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none"> • An honours degree • Qualified Teacher Status 	<ul style="list-style-type: none"> • Evidence of further study in education or a related subject.
Experience	<ul style="list-style-type: none"> • Experience of teaching in a secondary school setting to GCSE level. • Experience of being an effective form tutor and the relevant responsibilities. 	<ul style="list-style-type: none"> • Experience of teaching in a secondary school setting to A level, or equivalent. • Prior experience of pastoral leadership. • Evidence of dealing diplomatically with parents and community representatives. • Experience of cross-phase liaison.
Knowledge	<ul style="list-style-type: none"> • A good up to date working knowledge and understanding of a range of pedagogical and behaviour management strategies. • An understanding of the school's assessment and reporting arrangements. • An understanding of how literacy, numeracy, RSE, personal development, and ICT can be used to support learning and students' personal development. • An understanding of how to personalise provision to meet the learning needs of all students. • An awareness of current legal requirements regarding the safeguarding of children. • Working knowledge of the Pupil Premium Grant. 	
Skills	<ul style="list-style-type: none"> • Be able to plan and teach challenging and well organised sequences of lessons. • Be able to use a range of pastoral and teaching strategies and resources. • Be able to provide opportunities for students to develop literacy, numeracy, personal development and ICT skills. • An ability to provide constructive feedback to students and tutors on how to improve their attainment. • An ability to provide constructive feedback to students and tutors on how to improve their attendance. • The ability to implement a clear framework for discipline. • The desire to work as a team member. 	<ul style="list-style-type: none"> • Ability to lead a team or Key Stage. • Experience of mentoring colleagues. • Ability to work with all school stakeholders, including the senior leadership team, heads of department and governors.

	<ul style="list-style-type: none"> • Competence to liaise with outside agencies such as the Education Welfare Service, the police and KCC. 	
Attributes	<ul style="list-style-type: none"> • High expectations of students and a commitment to ensure they can achieve their full potential. • Positive values and attributes and high standards of professional behaviour. • Up to date knowledge and understanding of the professional duties of teachers. • The ability to communicate effectively with children, young people colleagues, parents and carers. • A commitment to improving practice through appropriate professional development. • The desire to act upon advice and feedback and be open to coaching and mentoring. 	

In addition to candidates' ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:

- motivation to work with children and young people;
- ability to form and maintain appropriate relationships and personal boundaries with children and young people;
- emotional resilience in working with challenging behaviours;
- attitudes to use of authority and maintaining discipline.