



# Biddick Academy

Head of Year

MPS/UPR plus TLR1a

## PERSON SPECIFICATION

Qualifications and Training	Essential	Desirable	Method
Qualified Teacher Status	✓		A
Relevant middle leader training		✓	A
Recent evidence of a commitment to own professional development	✓		A

Teaching and Learning	Essential	Desirable	Method
An outstanding teacher with evidence of successful teaching in a secondary school	✓		A/I
Good knowledge and understanding of the range of complex needs experienced by youngsters	✓		A/I
Experience of leading, managing and developing a team successfully		✓	A/I

Professional Knowledge and Understanding	Essential	Desirable	Method
An awareness of the various groups of students and potential barriers to learning e.g. SEND, Disadvantaged etc	✓		A
A comprehensive understanding of child protection issues and how these should be handled	✓		A/I
Evidence of using data and strategic information to improve progress	✓		A

Dealing with difficult and challenging situations effectively	✓		A
The ability to initiate, develop and maintain good working relationships with various stakeholders such as parents, external agencies, students	✓		A/I
Full understanding of strategies for ensuring positive behaviour	✓		A/I
Knowledge and understanding of safeguarding issues	✓		A/I
Experience of leading training for staff development		✓	A/I
The ability to address sensitive matters with a caring approach and appropriate confidentiality	✓		A/I

## Personal Attributes

	Essential	Desirable	Method
A passion and commitment for working with young people and a willingness to contribute to extra-curricular work of Biddick Academy	✓		I
Positive attitude towards change; innovative and self-reflective	✓		I
To act as a role model for students and staff by setting high professional standards	✓		I
The ability to motivate and enthuse colleagues	✓		A/I
The ability to organise work, prioritise tasks and manage time effectively	✓		I
Personable and approachable and able to gain the respect of others	✓		I
Commitment to the safeguarding and promoting the welfare of children	✓		I

A – Application  
Form  
I - interview

***Biddick Academy is committed to the safeguarding and promoting the welfare of children and young people and expect that all staff and volunteers to share this commitment. The successful candidate will be subject to an enhanced DBS check before taking up the post, along with pre-employment safeguarding checks.***