



## Head of Teaching and Learning/ KS4 Phase Lead

	Essential	Desirable
<b>Education and Experience</b>		
UK Qualified Teacher	x	
Substantial experience in an academic leadership role (normally a minimum of 3 years)	x	
Experience of teaching across both primary and secondary age ranges	x	
Experience of working in a Specialist setting		x
Sound understanding of the needs of young people who have experienced relational and developmental trauma		x
Strong evidence of supporting pupils with SEND	x	
Experience of the development of academic programmes	x	
Experience of the development of pastoral programmes		x
<b>Skills</b>		
Able to relate well to children and adults and in particular able to establish positive relationships with pupils, professional & parent/carers	x	
Able to respond positively and effectively to unexpected problems and situations	x	
An ability to motivate, coach and develop academic and administrative staff and pupils	x	
A commitment to teamwork, and an ability to manage resources effectively, both human and physical	x	
A record of achievement in teaching	x	
Excellent interpersonal, communication and presentation skills	x	
Competence in the effective use of Information	x	



Communications Technologies (ICT)		
Planning and organisational skills and an ability to take initiative within the curriculum and policy objectives	x	
A record of attention to detail, thoroughness and fairness	x	
The ability to prioritise, meet deadlines and work under pressure	x	
<b>Behaviours</b>		
Approachable, empathic, positive and optimistic	x	
Calm and reassuring during challenging times	x	
Good sense of humour	x	
Commitment to be present for the pupils and to champion their education and wellbeing	x	
A commitment to working cohesively as part of the broader team and acting in a manner that contributes positively to effective teamwork and collaboration	x	
Flexible with the ability to solve problems and to put in time necessary to solve problems	x	
The ability to adapt to a changing environment or school priorities	x	