

## Personal Specification

**Job Title:** Art & Design Teacher

**Responsible to:** Head Teacher

<b>CRITERIA ESSENTIAL/ DESIRABLE EVIDENCE *</b>	<b>CRITERIA ESSENTIAL/ DESIRABLE</b>	<b>CRITERIA EVIDENCE *</b>
<b>QUALIFICATIONS AND TRAINING</b>		
Degree in the specialist subject	E	AF
Holds Qualified Teacher Status (holds or about to hold)	E	AF
Evidence of regular CPD	E	AF
<b>EXPERIENCE, ABILITIES AND SKILLS</b>		
Experience in one or more schools across the 11 to 19 age and ability range (preferably, but not essentially, including a comprehensive school)	E	AF/L/I/R
Ability to create a safe, supportive and stimulating learning environment for all students	E	AF/L/I
Clear picture of what constitutes good experience of specialist subject education for secondary school students of all abilities and knowledge and understanding of the requirements of the National Curriculum or relevant subject specifications	E	AF/L/I/R
Demonstrates inclusive provision and practices which offer equality of access to the curriculum	E	AF/L/I/R
Demonstrates effective classroom management, organisation and display	E	AF/L/I/R
Demonstrates effective planning, assessment and record-keeping	E	AF/I/R
Organisational skills required to plan and resource schemes of work and to ensure that they are implemented	E	AF/I
Interest in developing a variety of teaching and learning styles	E	AF/I
Understanding of child development, together with the ability to select appropriate teaching methods, according to students' differing needs	E	AF/L/R
Ability to communicate easily, sensitively and effectively - both orally and in writing - with a range of professionals and non-professionals, both within and outside the School, including parents	E	AF/L/I/R
Ability to encourage students to develop self-esteem and tolerance	E	AF/L/I/R
Organisational and interpersonal skills to ensure good relationships with staff	E	AF/I/R
Ability to relate appropriately to staff in a variety of contexts and be a supportive team member	E	AF/I/R
Demonstrable written and oral communication skills	E	AF/L/I/R
Excellent teaching skills	E	AF/L/I/R
Well-developed ICT skills	E	AF/I

<b>PERSONAL QUALITIES</b>		
Appropriate motivation to work with children	E	AF/L/I/R
Commitment to equal opportunities and inclusion	E	AF/I
Commitment to students' well-being	E	AF/I
Enthusiasm, energy, integrity and a positive outlook	E	AF/I
Good role model	E	L/I/R
Impact and presence	E	L/I/R
Promotes confidence in staff, students and parents	E	L/I/R
Resilience	E	AF/L/I/R
Understanding of the importance of flexibility	E	AF/I/R
Understanding of appropriate use of authority and of disciplinary procedures	E	AF/L/I/R
Willingness to be involved in the School as a community	E	AF/I
Willingness to keep learning	E	AF/I/R
<b>OTHER</b>		
Enhanced DBS check deemed suitable by the Trust / Current Online DBS Subscription plus Enhanced DBS Check deemed suitable by the Trust	E	DBS

*AF = Application Form L = Demonstration Lesson I = Interview R = Reference*

The School is committed to safeguarding and promoting the safety and welfare of children and young people and expects all staff to share this commitment. All appointments will therefore, be subject to satisfactory Enhanced Level Disclosure and Barring Service clearance and other relevant pre-employment screening, including checks with past employers. In addition to candidates' ability to perform the duties of the post, the interview will explore issues relating to safeguarding and promoting the welfare of children and young people. Candidates also should be aware that any relevant issues arising from their references will be taken up at interview.