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| **Head of Department (Art and Design)** |  |  |
| **Qualifications and Professional Development.** | **Essential/Desirable** | **How it will be identified.** |
| Qualified Teacher Status | E | Application process and verification of professional credentials. |
| Degree | E |
| Evidence of recent, relevant and continued professional development | E |
| Enhanced DBS check | E |
| Recent qualifications/or CPD relating to education, teaching and learning, management, school leadership etc | D |
| **Experience** |  |  |
| An exemplary classroom practitioner with the ability to teach Art and Design across KS3 and KS4 | E | Application process. Selection process.Interviews.References. |
| Ability to teach Art and Design across KS5 | D |
| Knowledge and understanding of teaching and learning at KS3, KS4 & KS5 | E |
| Experience of improving the standards of teaching and learning through the use of pupil performance data | E |
| Experience of working with children identified as being vulnerable to underachievement and ensuring improvements for these children | E |
| A minimum of 2-4 years teaching experience | D |
| Experience of line management and performance appraisal | D |
| Curriculum and/or pastoral leadership demonstrating a measurable impact on standards of teaching/learning or pupil well-being | D |
| Experience of budget management  | D |
| **Leadership knowledge and skills** |  |  |
| A clear understanding of the principles and strategies that promote the highest quality teaching, learning and pastoral support | E | Application process. Selection process.Interviews.References. |
| Current knowledge and understanding of the national agenda for subject and education | E |
| Excellent interpersonal skills | E |
| Involvement in school/department self-assessment and school/department improvement planning | D |
| To think strategically and support the Headteacher in building and communicating a coherent vision | D |
| Experience and understanding of school data analysis and the ability to use data to set and achieve targets for improvement | D |
| The knowledge of collaboration with other schools  | D |
| **Personal attributes and skills** |  |  |
| Work as part of a high performing team | E | Application process. Selection process.Interviews.References. |
| Communicate effectively both orally and in writing with a wide range of audiences | E |
| Maintain and further develop the excellent relationships that exist between the School, the staff, students, parents, governors and wider community | E |
| Successfully inspire, lead, manage and motivate staff and/or students to maximise their potential | E |
| Reliability, integrity, credibility, loyalty, a sense of perspective and humour | E |
| Commitment to promote the caring community ethos of the School and its teamwork approach | E |
| Ability to deploy a range of leadership skills appropriately | E |
| Demonstrate self-management including time management, working under pressure and meeting deadlines | E |
| Ability to manage and resolve conflict effectively and sensitively | E |