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|  | Specification for the post of  **TEACHER OF ART AND DESIGN**  **WOODCHURCH HIGH SCHOOL**  **A CHURCH OF ENGLAND ACADEMY** | *Employee Specification Form*  *M23* |

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| **Personal Attributes** | | | | |
|  | **Essential** | | **Desirable** | |
|  | **Attribute** | **Stage Identified** | **Attribute** | **Stage Identified** |
| **Qualifications** | Degree in relevant subject area or equivalent  PGCE/QTS in Secondary phase. | L | A Level or further in Art & Design, photography or Creative Making. | L,I |
| **Experience** | * Teaching Art and/ or Craft or Photography in a secondary school setting at KS3 and KS4 either whilst training or in post. | L,I,R | Experience of developing programmes of work to deliver Art & Design  Ability to teach Art & Design across the age and ability range.  Ability to teach KS5. | L,I |
| **Knowledge and Skills** | * Have a good, up-to-date knowledge and understanding of a range of teaching, learning and behaviour for learning strategies and know how to use and adapt them, including how to personalise learning to provide opportunities for all learners to achieve their potential. * Knowledge of effective use of Art & Design to deliver engaging lessons. * Well developed IT skills to enhance teaching. * Know how to use local and national statistical information to evaluate the effectiveness of their teaching, to monitor the progress of those they teach and to raise levels of attainment. * Know how to use reports and other sources of external information related to assessment in order to provide learners with accurate and constructive feedback on their strengths, weaknesses, attainment, progress and areas for development, including action plans for improvement. * Have a secure knowledge and understanding of their subject/curriculum area and related pedagogy including: the contribution that their subject/curriculum area can make to cross-curricular learning; and recent relevant developments. * Know how to make effective personalised provision for those they teach, including those for whom English is an additional language or who have special educational needs or disabilities, and how to take practical account of diversity and promote equality and inclusion in their teaching. * Plan for progression across the age and ability range they teach, designing effective learning sequences within lessons and across series of lessons informed by secure subject/curriculum knowledge. * Good general subject knowledge * Good interpersonal skills * Ability to motivate young people | L,I  I |  | L,I |
| **Special Requirements** | * Know the current legal requirements, national policies and guidance on the safeguarding and promotion of the well-being of children and young people. * Know the local arrangement concerning the safeguarding of children and young people. * Able to deliver the Christian values through the curriculum. * Excellent communication skills * Good Team Player * Stamina, resilience and optimism * Loyalty * Sense of humour | I | . | I |

Signed.......................................................................... KEY: F=FORM, L=LETTER, I=INTERVIEW, R=REFERENCE