

PERSON SPECIFICATION
Teacher of Art and Design

FACTORS	ESSENTIAL	DESIRABLE	MEASURED BY
QUALIFICATIONS AND SKILLS			
• Evidence of continuing professional development		✓	A
• Good Honours Degree (First or Second Class)		✓	A
• Graduate with Qualified Teacher Status	✓		A
• Ability to teach Art and Design to KS4	✓		A
• Ability to teach Art and Design to KS5	✓		A
• Ability to teach additional subject/s to KS3 and KS4	✓		A,I
SPECIAL KNOWLEDGE, ABILITIES AND/OR EXPERIENCE			
• Knowledge and understanding of effective teaching and learning styles	✓		I, P
• Understanding of effective practice in the management of behaviour for learning	✓		I, P
• Knowledge and understanding of relevant curriculum matters	✓		I
• Ability to demonstrate clear, flexible and sensitive teaching	✓		I
• Ability to motivate students	✓		I, P
• Able to monitor, evaluate and review student progress	✓		P
• Up-to-date knowledge and understanding of current educational issues	✓		P
• Some experience of personalised learning technologies		✓	A
PERSONAL QUALITIES			
• High professional standards and expectations	✓		I
• Commitment to a broad and balanced education for all students	✓		A, I
• Clear vision, ability to think creatively, plan, monitor, evaluate and review		✓	A, I
• Ability to work under pressure	✓		I
• Willingness to contribute to supervision duties out of lessons e.g. break time	✓		I
• Willingness to contribute to extracurricular activities	✓		A,I
• Ability to inspire confidence in students, colleagues and parents	✓		I, P
• Very good record of health, attendance and punctuality	✓		A
• Professional standard of personal presentation and dress	✓		I
INTEREST AND MOTIVATION IN THE JOB			
• Highly self-motivated	✓		A, I
• Helpful, flexible, adaptable	✓		I
• Customer focused attitude	✓		I
• Ability to remain calm under pressure	✓		I
• Interest and experiences outside teaching		✓	A, I
SAFEGUARDING			
<i>In addition to the ability to perform the duties of the post, issues relating to safeguarding and promoting the welfare of children will need to be demonstrated these will include:</i>			
<ul style="list-style-type: none"> • Motivation to work with children and young people. • Ability to form and maintain appropriate relationships and personal boundaries with children and young people. • Emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline • During the interview process the interview panel will explore issues relating to safeguarding and promoting the welfare of children 			
Key: A = Application Form, I = Interview, P = Practical (Taught Lesson)			