

**PERSON SPECIFICATION: Teacher of Art and Design and Assistant Faculty Lead  
with responsibility for Art**

	Essential	Desirable
<b>Qualifications/ Training</b>	Qualified Teacher status	Relevant professional development in subject area/s
<b>Experience</b>	<b>Should have experience of:</b> <ul style="list-style-type: none"> <li>Teaching throughout KS3 and KS4 to all abilities;</li> <li>Supporting students to achieve improved results and good or outstanding teaching practice</li> <li>The use of prior attainment data to drive student progress and achievement</li> </ul>	<b>In addition, might have experience of:</b> <ul style="list-style-type: none"> <li>Tackling underachievement strategies</li> <li>Working with student/staff groups to enhance the student achievement</li> <li>Aspects of literacy or numeracy to support subject area</li> <li>Using resources creatively to raise standards</li> </ul>
<b>Knowledge and understanding</b>	<b>Should have knowledge and understanding of:</b> <ul style="list-style-type: none"> <li>Academic systems and processes</li> <li>The current Ofsted framework and its impact on classroom practice</li> </ul>	<b>Might have knowledge and understanding of:</b> <ul style="list-style-type: none"> <li>School assessment data and pupil tracking systems</li> <li>New innovations in subject area/s</li> <li>The new GCSE and Vocational qualifications.</li> </ul>
<b>Skills</b>	<b>Will be able to:</b> <ul style="list-style-type: none"> <li>Demonstrate a high level of competency with ICT within the classroom</li> <li>Committed to Safeguarding and promoting the welfare of children and young people</li> <li>Communicate effectively (both orally and in writing) to a variety of audiences;</li> <li>Show evidence of good interpersonal skills as a team member, and in handling sensitive situations in a wider context;</li> <li>Establish good working relationships throughout the school community;</li> <li>Promote the school's aims positively, and use strategies to monitor motivation and morale;</li> </ul>	<b>Might be able to:</b> <ul style="list-style-type: none"> <li>Provide school-based professional development</li> </ul>
<b>Personal characteristics</b>	<ul style="list-style-type: none"> <li>Clear-sighted</li> <li>Creatively thinking</li> <li>Determined</li> <li>Open-minded</li> <li>Positive</li> <li>Team Player</li> </ul>	