|  |  |  |  |
| --- | --- | --- | --- |
| **Belmont Park School**  **Teacher of Art and Design**  **Person Specification** | | | |
|  | **Essential**  **These are qualities which applicant could not be appointed** | **Desirable**  **These are extra qualities which can be used to choose between applicants who meet all of the essential criteria** | **Method of assessment** |
| **Qualifications** | A good degree from a recognised university either in the UK or overseas. | A PGCE or equivalent teaching qualification. | Production of the Applicant’s certificates |
| **Experience** | Experience of teaching Art in both KS3 and KS4,  including GCSE classes. | Attendance at regular INSET training meetings in Art and Design.  A practising artist.  A proven record of exam success. | Contents of the Application Form  Interview  Professional references |
| **Skills** | Effective communication skills with both staff and students.  Strong written English and good ICT skills.  Proven organisational skills.  The ability to show initiative within the framework of a strong and supportive team.  An outstanding performer in the classroom, inspiring students to achieve.  A good understanding of painting and drawing techniques. | An awareness of how a good student portfolio should look.  The ability to teach analytical/critical appreciation and essay writing.  A commitment to becoming involved in the extra-curricular activities of the school.  IT literacy. | Contents of the Application From  Interview, demonstration lesson  Professional references |
| **Knowledge** | A thorough understanding of the UK examination system.  Excellent subject knowledge of Art and Design its application outside the classroom. | Familiarity with traditional and contemporary artists.  An ability to communicate technical skills in drawing, painting, textile work and/or digital photography.  An awareness of the statutory requirements of Health and Safety within practical environments. | Contents of the Application Form  Interview  Professional references |
| **Personal competencies and qualities** | The motivation to work with children and young people.  The ability to form and maintain appropriate relationships and personal boundaries with children and young people.  A positive attitude to the use of authority and maintaining discipline.  Enthusiasm, stamina and good health. | A good sense of humour  A calm demeanour  A perceptive understanding of teenagers and their ‘needs’ and ‘expectations’.  A flexible approach to teaching and a willingness to learn.  A passion for the subject and all it offers.  An even handed approach in all matters | Contents of the Application Form  Interview  Professional references |