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| **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 lessonProfessional 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  |