

### PERSON SPECIFICATION – Art and Photography

Criteria		Essential	Desirable	Assessed by
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Honours degree</li> <li>Qualified Teacher Status in specialist area</li> </ul>	✓ ✓		Application Form Certificates
<b>Experience</b>	<ul style="list-style-type: none"> <li>Experience of successfully teaching Art across KS3 &amp; KS4 and whole ability range</li> <li>Experience of successfully teaching Level 3 Photography at KS5</li> <li>Experience of successfully teaching Art at KS5</li> <li>Experience of successfully teaching a wide range of art mediums</li> </ul>	✓ ✓	✓ ✓	Application form / references / interview
<b>Relationships</b>	<ul style="list-style-type: none"> <li>Proven ability to develop effective professional relationships with students, colleagues and parents. Ability to liaise sensitively and effectively with parents and carers recognising their role in their child's education.</li> <li>Experience of implementation of effective behaviour management strategies</li> <li>Understanding of the importance of links with KS2</li> <li>The ability to work in collaboration with other members of staff to develop and manage cross curricular projects.</li> <li>Ability to direct and oversee the work of non-teaching support staff including Cover Supervisors, supply staff and other staff allocated to support the learning of students in class</li> </ul>	✓  ✓  ✓  ✓	✓	Letter/Interview
<b>Students</b>	<ul style="list-style-type: none"> <li>Evidence that the candidate perceives that the role of the academy is to provide effectively for <b>all</b> of its learners through identifying individual needs and providing appropriate teaching</li> <li>The ability to guide students' academic, personal and professional development, as a tutor, in accordance with the academy's guidelines and procedures</li> <li>High expectations of all students; respect for their social, cultural, linguistic, religious and ethnic background and a commitment to raising their educational achievements</li> <li>Ability to build and maintain positive working relationships with students, treat them consistently, with respect and consideration and demonstrate concern for their development as learners</li> </ul>	✓  ✓  ✓  ✓		Application form / references / interview



<b>Curriculum</b>	<ul style="list-style-type: none"> <li>• Clear evidence of current knowledge and views in subject and curriculum development</li> <li>• Clear evidence of current knowledge and views in subject and curriculum development</li> <li>• Ability to plan coherently and implement developments effectively</li> <li>• An ability to review, evaluate and implement schemes of work and syllabus</li> </ul>	✓ ✓ ✓ ✓		Application form / references / interview
<b>Communication</b>	<ul style="list-style-type: none"> <li>• Communicate effectively and concisely both in verbal and written form to a variety of audiences</li> </ul>	✓		Application form / references / interview
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Presence, dynamism, good sense of humour and approachability</li> <li>• Excellent organisational and time management skills</li> </ul>	✓ ✓		Application form / references / interview
<b>Customer Service</b>	<ul style="list-style-type: none"> <li>• Listen and respond to customer need, seek out innovative ways of consulting service users and engaging partners. Network with others to develop services for the benefit of the service users.</li> </ul>	✓		Application form / references / interview
<b>Valuing Diversity</b>	<ul style="list-style-type: none"> <li>• Listen, support and monitor the diverse contributions made to service development without prejudice. Challenge behaviours and processes which do not positively advance the diversity agenda whilst being prepared to accept feedback about own behaviour. Recognise people's strengths, aspirations and abilities and help to develop their potential. Understand how Valuing Diversity can improve our ability to deliver better services and reduce disadvantage.</li> </ul>	✓		Application form / references / interview
<b>Developing Self and Others</b>	<ul style="list-style-type: none"> <li>• Ability to question, and request right training and development that links to the post, to seek opportunities that add to skills and knowledge, to respond positively to opportunities that arise. And to support others' learning and share learning with others. Able to improve their own practice through observations, evaluations and discussion with colleagues.</li> </ul>	✓		Application form / references / interview
<b>Work Related Circumstances – Professional Values and Practices</b>	<ul style="list-style-type: none"> <li>• A positive attitude to broad aspects of Academy life and contributions to new initiatives and developments</li> <li>• Demonstrate and promote the positive values, attitudes and behaviour they expect from the students with whom they work</li> <li>• This Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment</li> </ul>	✓ ✓ ✓		Application form / references / interview

Date Person Specification prepared/updated:

Nov 2017

Person Specification prepared by:

R Lucas / C Wilkinson