



Person Specification

JOB TITLE:	Head of Department - Art and Textiles or Design Technology
DATE:	February 2024
STATUS:	Final

Criteria	Essential/ Desirable	Application	Tasks	Interview	Vetting Checks
Knowledge and qualifications					
1. Qualified teacher status	E	✓			✓
2. BA degree in the subject area (or related to the subject area)	E	✓			✓
3. Evidence of designing and teaching effective lessons and learning activities across the relevant curriculum, age and ability ranges including personalising learning to meet individual needs.	E	✓	✓	✓	
4. Knowledge and understanding of National Curriculum and/or Post 16 curriculum relevant to point 3 above.	E	✓		✓	
5. Evidence of personal commitment to lifelong learning.	E	✓		✓	
6. Evidence of applying up to date working knowledge and understanding of teaching, learning and behaviour.	E	✓		✓	
7. Thorough understanding of how young people learn and the core features of providing an effective curriculum.	E	✓		✓	
8. Evidence of relevant and ongoing professional development.	E	✓		✓	

Experience					
9. Successful track record as a teacher that demonstrates high quality teaching and learning and positive impact on learner outcomes.	E	✓		✓	
10. Evidence of teaching KS3 and KS4.	E	✓		✓	
11. Experience of contributing to the design, delivery and evaluation of a department's curriculum.	E	✓		✓	
12. Experience of working collaboratively with others to achieve shared priorities.	D	✓		✓	
Skills and competencies					
13. Ability to safeguard and promote the welfare of children including motivation to work with children, forming and maintaining 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.	E	✓		✓	
14. Encourages ambitious standards of all learners.	E	✓		✓	
15. Able to work well with a team of other staff, communicating accurately both verbally and written.	E	✓		✓	
16. Effectively manages own behaviour and relationships with others to provide appropriate support and challenge.	E	✓		✓	
17. Effective oral and written communication skills for a range of audiences.	E	✓		✓	
18. Willing and able to contribute to extra-curricular activities.	D	✓		✓	
19. Willing and able to contribute to whole school development initiatives/school improvement/planning self-evaluation.	D	✓		✓	
Other					
20. No disclosure about criminal convictions, barring or misconduct that is considered to make the candidate unsuitable for this particular role.	E	✓			✓
21. No concerns about medical fitness or attendance that is considered to make the candidate unsuitable for this particular role.	E				✓

22. Embraces and displays the NEAT values: aspirational, collaborative, inclusive, innovative, has integrity, responsible.	E	✓	✓	✓	
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