

**Person Specification**
**Art, Design and Technology (inner London) (Main scale)**

Candidates will be required to demonstrate how they meet the criteria in the person specification through their application, tasks and/or formal interview.

| <b>Specification</b>   | <b>Assessed through application</b> | <b>Assessed through tasks</b> | <b>Assessed through formal interview</b> | <b>Evident in reference</b> |
|--|-------------------------------------|-------------------------------|--|-----------------------------|
| <b>1 Qualifications</b>  |                                     |                               |  |                             |
| 1 First degree in a relevant subject area.   | ✓                                   |                               |  |                             |
| 2 Recognised teaching qualification and QTS.   | ✓                                   |                               |  |                             |
| 3 Evidence of professional development in areas related to the teaching of Art, Design & Technology. | ✓                                   |                               | ✓  | ✓                           |
| <b>2 Experience</b>  |                                     |                               |  |                             |
| 1 Evidence of teaching in urban, multi-ethnic communities.   | ✓                                   |                               | ✓  | ✓                           |
| 2 Evidence of teaching across the 11-19 age range.   | ✓                                   | ✓                             | ✓  | ✓                           |
| 3 Evidence of improving achievement of students across the attainment range.                         |                                     | ✓                             |  | ✓                           |
| 4 Evidence of writing differentiated schemes of work at Key Stage 3, 4 (Post 16 desirable).          | ✓                                   |                               | ✓  |                             |
| <b>3 Knowledge &amp; Understanding</b>   |                                     |                               |  |                             |
| 1 Ability to teach Key Stage 3, 4 and A level Art, Design & Technology.                              | ✓                                   | ✓                             | ✓  | ✓                           |
| 2 Understanding of developments affecting the teaching of Art, Design & Technology.                  | ✓                                   | ✓                             | ✓  |                             |
| 3 Ability to interpret data and set targets for teaching groups.                                     |                                     | ✓                             | ✓  |                             |
| 4 Understanding of children from a wide range of backgrounds with varying and complex needs.         |                                     | ✓                             | ✓  |                             |
| 5 Ability to use ICT to raise achievement.   | ✓                                   | ✓                             | ✓  |                             |
| 6 Knowledge, understanding and promotion of safeguarding practices.                                  | ✓                                   | ✓                             | ✓  | ✓                           |
| <b>4 Skills &amp; Competencies</b>   |                                     |                               |  |                             |
| 1 Understanding the needs of all students and appropriate strategies to support them.                | ✓                                   | ✓                             | ✓  |                             |
| 2 Excellent interpersonal skills – ability to relate well to other staff.                            |                                     | ✓                             | ✓  | ✓                           |
| 3 Effective organisation and time management skills.   | ✓                                   | ✓                             | ✓  | ✓                           |
| 4 Capacity to relate well and to motivate young people.  |                                     | ✓                             | ✓  | ✓                           |
| 5 An excellent classroom practitioner.   | ✓                                   | ✓                             |  | ✓                           |
| 6 Excellent oral and written communication skills.   | ✓                                   | ✓                             | ✓  |                             |