



St Bede's Catholic High School

Curriculum Leader of Art and Photography

Person Specification

APPLICATION FORM AND LETTER	ESSENTIAL	DESIRABLE	EVIDENCE A – Application I – Interview R – Reference
Qualifications			
<ul style="list-style-type: none"> Qualified teacher status 	✓		A
<ul style="list-style-type: none"> Degree 	✓		A
<ul style="list-style-type: none"> Higher Degree 		✓	A
<ul style="list-style-type: none"> Catholic Certificate in Religious Studies 		✓	A
<ul style="list-style-type: none"> Practising baptised Roman Catholic 		✓	A
Faith Commitment			
<ul style="list-style-type: none"> Have a clear understanding of the role and impact that our Catholic Faith has on our pupils, staff, families and wider community 		✓	A/I/R
Professional Experience			
<ul style="list-style-type: none"> Qualified Teacher who has undertaken appropriate training and has the necessary knowledge to undertake the duties of the post 	✓		A
<ul style="list-style-type: none"> Demonstrable commitment in the curriculum area the applicant would be leading 	✓		A /I
<ul style="list-style-type: none"> The ability to devise and teach appropriate courses throughout the school (Photography teaching experience would be ideal) 	✓		A /I
<ul style="list-style-type: none"> The ability to develop strategies for supporting pupils' individual needs in and beyond the classroom 	✓		A /I
<ul style="list-style-type: none"> A commitment to pastoral care as a positive support to learning 	✓		A /I
<ul style="list-style-type: none"> The ability to establish successful relationships at all levels and can work as a member of a team 	✓		A, I/R
<ul style="list-style-type: none"> Excellent classroom practitioner 	✓		I/R
<ul style="list-style-type: none"> Management experience 	✓		A/I/R
<ul style="list-style-type: none"> Experience of an effective classroom teacher across key stages 	✓		A/I
<ul style="list-style-type: none"> A sound knowledge of Art (and Photography) programmes of study 	✓		A/I
<ul style="list-style-type: none"> A keen interest in the ongoing development in the Art and Photography curriculum 	✓		A/I
<ul style="list-style-type: none"> Solid understanding and teaching of Art (and Photography desirable) at KS3/4 	✓		A/I
Professional Development			
<ul style="list-style-type: none"> Has demonstrated a commitment to own development 	✓		A/I/R
<ul style="list-style-type: none"> Has the potential for further development 	✓		A/I/R
<ul style="list-style-type: none"> Recent in-service training in leadership and management 		✓	A/I
<ul style="list-style-type: none"> Evidence of leading/managing an initiative 	✓		A/I

• Ability to demonstrate an impact of CPD	✓		A/I
• Evidence of a vision for an Outstanding Art department	✓		A/I
Strategic Leadership			
• Ability to share a vision of what an Outstanding Art department looks like in a Catholic setting	✓		A/I
• Successful evidence of motivating staff	✓		A/I
• Evidence of leading a development within an Art department resulting in a successful outcome	✓		A/I
• Ability to demonstrate analysis of data and ability to articulate how to monitor and evaluate Art curriculum and development plans	✓		A/I
• Evidence of managing curriculum changes	✓		A/I
• Demonstrate knowledge of Safeguarding, Health and Safety and GDPR		✓	A/I
Teaching and Learning			
• Proven track record of successful teaching and learning leading to positive improvement	✓		A/I
• A secure understanding of the requirements of the Art curriculum and the best pedagogy and practice to deliver this	✓		A/I
• Knowledge or experience of a range of successful teaching and learning strategies to meet the need of students	✓		A/I
• A secure understanding of assessment strategies and the use of assessment to inform next stage learning in all key stages	✓		A/I
• Experience of effective monitoring and evaluation of teaching and learning and feedback	✓		A/I
• Experience of characteristics of effective learning environments and key elements of successful behaviour management	✓		A/I
• Understanding of what successful teaching in Art across KS2/3/4 looks like		✓	A/I
Leading and Managing Staff			
• Experience of working with a team of Art staff	✓		A/I/R
• Evidence of leading events, activities or strategies in the Art department	✓		A/I/R
• Demonstrate understanding of the purpose of performance management and professional development	✓		A/I/R
• Evidence of leading inset for Art staff		✓	A/I/R
• Understanding of finance and resource management		✓	A/I/R
Accountability			
• Ability to communicate effectively, orally and in writing to a range of audiences	✓		A/I
• Evidence of use of data for self-evaluation and improvement strategies	✓		A/I
• Ability to give clear information to staff	✓		A/I
• Secure understanding of strategies for performance management	✓		A/I
• Demonstrate an awareness of managing underperformance	✓		A/I
Skills, Qualities and Abilities			
• High quality teaching skills	✓		A/I
• Strong commitment to the mission of a Catholic school	✓		A/I
• Commitment to their own spiritual formation and that of pupils and staff	✓		A/I

<ul style="list-style-type: none"> • High expectation of pupils' learning and attainment 	✓		A/I
<ul style="list-style-type: none"> • Strong commitment to school improvement and raising achievement for all 	✓		A/I
<ul style="list-style-type: none"> • Ability to build and maintain good relationships 	✓		A/I
<ul style="list-style-type: none"> • Ability to remain enthusiastic when working under pressure 	✓		A/I
Letter of Application			
<ul style="list-style-type: none"> • Letter should be clear, concise and presented in an organised way (not more than 2 sides of A4; not smaller than font size 11) 	✓		A
Other			
<ul style="list-style-type: none"> • An understanding of and an ability to contribute to the daily mission of the school 	✓		A/I
<ul style="list-style-type: none"> • The capacity to contribute to the wider life of the school 	✓		A/I