

Person Specification for Head of Art



'To inspire our students to be confident and open-minded through exceptional teaching in a caring school community.'

The successful candidate will share a commitment to:

- making a positive impact on all students' experiences of Art at HWS
- our core values as defined in our mission statement, and our ethos The Highgate Wood Way; Courtesy, Consideration, Contribution and Co-operation;
- inclusion, based on a belief that every student can achieve irrespective of their starting point or circumstance;
- first class pastoral care, support and guidance;
- working with staff and all other stakeholders in a collaborative way;
- our SHOW UP staff culture (see bottom of page 2).

Attributes The following outlines the key knowledge, skills and experience required for this position. As part of the shortlisting process, the selection panel will assess each candidate against these criteria.

Knowledge, skills and experience	<ul style="list-style-type: none"> • To have qualified teacher status and a graduate qualification in a relevant subject area. • Successful teaching experience in Art across Key Stages 3, 4 and 5 • The ability to motivate students and support student learning through high quality adaptive teaching strategies • Experience of planning and developing the Art curriculum at all Key Stages • Experience of leading and developing staff to support them to be their best • Ability to interpret data, set targets and plan intervention for cohorts of students to ensure all students succeed. • Experience of working with, and celebrating the contributions of students from a diverse range of backgrounds • Experience of leading Art extra-curricular activities • Excellent interpersonal skills: the ability to work well with a wide range of people and motivate your team • The ability to work flexibly, prioritise and delegate work appropriately amongst your team • The ability to demonstrate a pro-active approach in taking responsibility for the quality of your own work and that of others, problem solving and using one's own initiative as appropriate. • Confident use of technology to promote student learning and support your leadership role.
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Personal qualities	<ul style="list-style-type: none"> • A passion for Art and enabling all students to develop and learn • Empathy • A positive, professional role model for students • Someone with very high expectations of themselves and others • An ability to complete tasks to a high standard • Enthusiastic and hard-working • Resilience and perseverance • Reflective and self-evaluative of your own classroom practice and that of your team • Energy, drive and a sense of purpose • A sense of fun and ability to laugh and relax, even when under pressure
Qualifications	<ul style="list-style-type: none"> • Graduate in Art or a relevant subject area • Qualified Teacher Status • Evidence of recent engagement with continued professional development related to Art and leadership

OUR NON-NEGOTIABLES

- S** **Students come first**
Our students are our priority. It is for them that we do what we do.
- H** **Hard Work**
We do whatever is necessary to provide the best experience for our students.
- O** **Our own children**
We make HWS a school that we would be proud to send our own children to. We work to this end every single day.
- W** **We are not I**
We are a team. We do what we say we do - we stick to the school strategy, behaviours and processes. We are the Highgate Wood Way.
- U** **Unafraid of failure**
We are not afraid to fail, nor learn from failure. When things go wrong we do not blame—we support each other and we look after each other.
- P** **Professional trust and accountability**
We trust each other implicitly professionally because we hold ourselves and each other to account openly and honestly for doing all of the above.

