

Stratford upon Avon School

Design & Technology Teacher

Person Specification March 2025

Please read this Person Specification carefully as it will be used to assess candidates as part of the short listing and selection process:

	Essential	Desirable	Evidence base
Qualifications	<ul style="list-style-type: none"> • Q.T.S. • Hons Degree and/or PGCE in Design & Technology or relevant subject • Evidence of relevant, recent professional development 	<ul style="list-style-type: none"> • Further relevant professional level qualifications (e.g. Masters) 	Application form.
Experience	<ul style="list-style-type: none"> • Successful secondary teaching experience within Design & Technology 	<ul style="list-style-type: none"> • Experience of teaching another subject • Evidence of results/outcomes that add value 	Application, references
Learning and teaching	<ul style="list-style-type: none"> • The ability to engage, enthuse and inspire others. • Knowledge of current pedagogy and new initiatives within relevant subject areas and wider education • Evidence of effective performance within the classroom 	<ul style="list-style-type: none"> • Experience of successfully implementing strategies to improve performance and raise standards 	Application, references and selection process.
Commitment to inclusive, comprehensive values	<ul style="list-style-type: none"> • A genuine commitment to inclusive, comprehensive education and shares the ethos of the school • Understanding of how to meet the needs of different learners • Displays commitment to the protection and safeguarding of children and young people 	<ul style="list-style-type: none"> • Evidence of successfully meeting the needs of different learners 	Application, references and selection process
Wider contribution	<ul style="list-style-type: none"> • Evidence of wider contributions to the school 	<ul style="list-style-type: none"> • Proactive experience as a form tutor • Willingness to contribute to the professional development of others – sharing good practice 	Application, references
Leadership (if relevant to post)	<ul style="list-style-type: none"> • <i>Able to lead and manage change, with the ability to formulate, communicate and implement a clear vision.</i> • <i>Professional courage to take responsibility and hold people to account for their performance</i> • <i>Experience of developing and working in partnerships with others</i> 	<ul style="list-style-type: none"> • <i>Proven track record of leadership and management</i> • <i>The ability to operate as a successful coach/mentor</i> • <i>Able to vary leadership style</i> 	<i>Application, references and selection process</i>
Skills, competencies and aptitudes	<ul style="list-style-type: none"> • Approachable, consistent and emotionally intelligent • Communicate highly effectively with a wide range of audiences orally and in writing • Ability to manage time and prioritise effectively 	<ul style="list-style-type: none"> • High level of personal ICT skills • Well-developed analytical, planning, monitoring and evaluative skills • Proven experience in leading improvement in behaviour management and inclusion 	Application, references and selection process

The school is committed to safeguarding and promoting the welfare of the children and young people and expects all staff and volunteers to share this commitment.