Ravensthorpe CE (VC) Junior School
Employee Specification – KS2 Teacher
Salary Range – MPS

Note to applicants

You should provide a high quality, concise letter of application which addresses the following criteria. To be short-listed, candidates will initially be judged on how well they address the criteria listed as essential. Desirable criteria will be taken into account if there are a large number of applicants.

The end column indicates how the criteria will be identified: Application Form (A), Letter of Application (L), Interview (I) and /or References (R)

		Essential	Desirable	How identified
Relevant Experience				
1.1	Effective teaching experience at KS2	✓		L/I/R
1.2	An ability to work as part of a year group and whole school team	✓		L/I
1.3	Experience of a variety of school environments		✓	L/I
1.4	Ability to demonstrate excellent primary practice	✓		L/I/R
1.5	Deep understanding of Teaching and Learning	✓		L/I/R
Education and Training				
2.1	Qualified teacher status	✓		A
2.2	An understanding of the latest developments in education	✓		A/L/R
2.3	Evidence of regular and relevant professional development	✓		A/L/R
Knowledge and Skills				
3.1	A positive approach to supporting children	✓		L/I
3.2	A clear philosophy of primary education and the ability to translate it into practice	✓		L/I
3.3	An understanding of how to improve attainment and progress	✓		L/I
3.4	Excellent classroom management and teaching skills including the ability to organise and implement structured and timely intervention	✓		L/I
3.5	Good communication skills – written, oral and listening	✓		L/I
3.6	Ability to offer special interest/expertise in curriculum areas		✓	L/I
Additional Factors				
4.1	A commitment to develop and enhance the Christian character of the school	✓		L/I
4.2	Good organisational skills	✓		I
4.3	Energy, enthusiasm, patience & commitment	✓		L/I
4.4	A record of good attendance	✓		A/L/I/R

4.5	Motivated and innovative	✓		L/I
4.6	Understand when and how to seek advice and support	✓		L/I
Safeguarding Children				
5.1	Knowledge, understanding, experience of and commitment to Child Protection, safer recruitment and safeguarding policies and procedures	✓		L/I/R
5.2	Ability to form and maintain appropriate relationships and personal boundaries with pupils	✓		L/R
5.3	Willingness to undertake an enhanced Disclosure and Barring Service check. **Please note a conviction may not exclude candidates from employment but will be considered as part of the selection process.**	✓		A