



Brackenhill Primary School Personnel Specification Class Teacher

Factor	Essential	Desirable	Means of assessment
QUALIFICATIONS /EDUCATION	<ul style="list-style-type: none"> • Qualified Teacher Status • Evidence of Continuing Professional Development (if not an ECT) 		Application
EXPERIENCE/ KNOWLEDGE	<ul style="list-style-type: none"> • Experience teaching in a primary school setting. • Strong knowledge and understanding of the current National Curriculum and relevant assessment frameworks • Using positive behaviour management strategies • Experience of classroom management • Proven ability to plan, deliver and assess lessons that meet the needs of all learners. • Experience with children of varying abilities, including special educational needs (SEN) • Awareness of safeguarding procedures and a commitment to child protection. 	<ul style="list-style-type: none"> • Keen interest and skills supporting the ability to develop the area of interest identified – Reading/Phonics, Science, PE. Art & DT • Experience of planning as part of a team. • Experience of working in a setting with children who have EAL. • Experience of Assessment for Learning techniques • Experience of developing a curriculum area • Knowledge of Talk for Writing 	Application Observation Interview Reference
SKILLS	<ul style="list-style-type: none"> • Ability to motivate and develop positive relationships with staff, pupils & parents • Strong classroom management skills and the ability to foster a positive learning environment. • Excellent communication and interpersonal skills to effectively engage with pupils, parents and staff. • Ability to use a range of teaching strategies to cater to different learning styles. • Competence in using ICT to enhance teaching and learning. 	<ul style="list-style-type: none"> • Ability to contribute to the wider school community through clubs and activities. • Strong organisational and time management skills. 	Application Observation Interview Reference

	<ul style="list-style-type: none"> Ability to assess and track pupil progress, providing constructive feedback. 		
PERSONAL ATTRIBUTES	<ul style="list-style-type: none"> Enthusiastic and passionate about teaching and learning. Commitment to wellbeing and development of all pupils. Ability to work effectively as part of team. A reflective practitioner who is eager to develop professionally. Actively committed to the principles of Bradford Council's and the school's Equal Rights policies and practices. 		Application Interview Reference
CIRCUMSTANCES / PERSONAL	<ul style="list-style-type: none"> Will not require holiday leave during term time. Must be legally entitled to work in the UK (Asylum and Immigration Act 1996). No contra-indications in personal background or criminal record indicating unsuitability to work with children/young people/vulnerable clients/finance (DBS check required). 		Interview Sight of documentation
PHYSICAL / SENSORY	<ul style="list-style-type: none"> Must be able to perform all duties and tasks with reasonable adjustment, where appropriate, in accordance with the Equality Act 2010. Ability to cope with requirements of the post, which may include working with pupils who have emotional and behavioral difficulties or physical difficulties. 		Interview
EQUALITY	<ul style="list-style-type: none"> Candidates should indicate an acceptance of and commitment to the principles underlying the Council's Equal Rights policies and practices. 	<ul style="list-style-type: none"> An understanding of and a genuine commitment to Equal Opportunities 	Interview
OTHER	<ul style="list-style-type: none"> Willingness to lead a subject. Empathy with young people facing barriers to their learning. A commitment to helping young pupils achieve, through education and learning. 		Application Interview Reference