



## Brackenhill Primary School Personnel Specification Class Teacher

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

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