



Brackenhill Primary School
Personnel Specification
Class Teacher

Factor	Essential	Desirable	Means of assessment
QUALIFICATIONS /EDUCATION	<ul style="list-style-type: none"> <input type="checkbox"/> Qualified Teacher Status <input type="checkbox"/> Evidence of Continuing Professional Development (if not NQT) 		Application
EXPERIENCE/ KNOWLEDGE	<ul style="list-style-type: none"> <input type="checkbox"/> Personalised Learning <input type="checkbox"/> Working knowledge of the 2014 National Curriculum <input type="checkbox"/> Using positive behaviour management strategies <input type="checkbox"/> Teaching and Learning styles <input type="checkbox"/> Experience of working in primary school <input type="checkbox"/> Experience of class management 	<ul style="list-style-type: none"> <input type="checkbox"/> Experience of planning as part of a team. <input type="checkbox"/> Experience of working in a setting with children who have EAL. <input type="checkbox"/> Experience of Assessment for Learning techniques <input type="checkbox"/> Experience of developing independent, active learning <input type="checkbox"/> Experience of developing a curriculum area <input type="checkbox"/> Knowledge of Talk for Writing 	Application Observation Interview Reference
SKILLS	<ul style="list-style-type: none"> <input type="checkbox"/> Ability to motivate and develop positive relationships with staff, pupils & parents <input type="checkbox"/> Effective Communication skills. 		Application Observation Interview Reference

PERSONAL ATTRIBUTES	<ul style="list-style-type: none"> <input type="checkbox"/> An effective team player <input type="checkbox"/> Willingness to learn and manage own self development <input type="checkbox"/> Actively committed to the principles of Bradford Council's and the school's Equal Rights policies and practices. 		Application Interview Reference
SPECIAL ATTRIBUTES	<ul style="list-style-type: none"> <input type="checkbox"/> Able to use ICT effectively to support learning. <input type="checkbox"/> Interest in working with children to promote their development and educational needs <input type="checkbox"/> Ability to form and maintain appropriate relationships and personal boundaries with children 	<ul style="list-style-type: none"> <input type="checkbox"/> Keen interest and skills supporting the ability to develop the area of interest identified. 	Application Interview Reference
CIRCUMSTANCES / PERSONAL	<ul style="list-style-type: none"> <input type="checkbox"/> Will not require holiday leave during term time. Must be legally entitled to work in the UK (Asylum and Immigration Act 1996). <input type="checkbox"/> No contra-indications in personal background or criminal record indicating unsuitability to work with children/young people/vulnerable clients/finance (DBS check required). 		Interview Site of documentation
PHYSICAL / SENSORY	<ul style="list-style-type: none"> <input type="checkbox"/> Must be able to perform all duties and tasks with reasonable adjustment, where appropriate, in accordance with the Equality Act 2010. <input type="checkbox"/> Ability to cope with requirements of the post, which may include working with pupils who have emotional and behavioural difficulties or physical difficulties. 		Interview
EQUALITY	<ul style="list-style-type: none"> <input type="checkbox"/> Candidates should indicate an acceptance of and commitment to the principles underlying the Council's Equal Rights policies and practices. 		Interview
OTHER	<ul style="list-style-type: none"> <input type="checkbox"/> Willingness to attend school training sessions/parents evenings/school trips 	<ul style="list-style-type: none"> <input type="checkbox"/> Empathy with young people facing barriers to their learning <input type="checkbox"/> A commitment to helping young pupils achieve, through education and learning <input type="checkbox"/> An understanding of and a genuine commitment to Equal Opportunities 	Application Interview Reference