



**Brackenhill Primary School**  
**Personnel Specification**  
**Class Teacher**

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

<b>PERSONAL ATTRIBUTES</b>	<ul style="list-style-type: none"> <li><input type="checkbox"/> An effective team player</li> <li><input type="checkbox"/> Willingness to learn and manage own self development</li> <li><input type="checkbox"/> Actively committed to the principles of Bradford Council's and the school's Equal Rights policies and practices.</li> </ul>		Application Interview Reference
<b>SPECIAL ATTRIBUTES</b>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Able to use ICT effectively to support learning.</li> <li><input type="checkbox"/> Interest in working with children to promote their development and educational needs</li> <li><input type="checkbox"/> Ability to form and maintain appropriate relationships and personal boundaries with children</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Keen interest and skills supporting the ability to develop the area of interest identified – Music or Drama.</li> </ul>	Application Interview Reference
<b>CIRCUMSTANCES / PERSONAL</b>	<ul style="list-style-type: none"> <li><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).</li> <li><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).</li> </ul>		Interview Site of documentation
<b>PHYSICAL / SENSORY</b>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Must be able to perform all duties and tasks with reasonable adjustment, where appropriate, in accordance with the Equality Act 2010.</li> <li><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.</li> </ul>		Interview
<b>EQUALITY</b>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Candidates should indicate an acceptance of and commitment to the principles underlying the Council's Equal Rights policies and practices.</li> </ul>		Interview
<b>OTHER</b>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Willingness to attend school training sessions/parents evenings/school trips</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Empathy with young people facing barriers to their learning</li> <li><input type="checkbox"/> A commitment to helping young pupils achieve, through education and learning</li> <li><input type="checkbox"/> An understanding of and a genuine commitment to Equal Opportunities</li> </ul>	Application Interview Reference