

## Employee Specification

## Barton St Peter's Church of England Primary School

|                                              | Essential                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Desirable                                                                                                                                                                                                                                                                                                                                              | How Identified                                                                                                                                                      |
|----------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Education Training and Qualifications</b> | <ul style="list-style-type: none"> <li>• Qualified teacher status</li> <li>• Evidence of keeping up to date with educational thinking and knowledge</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                   | <ul style="list-style-type: none"> <li>• Good Honours degree</li> <li>• Post graduate study (PGCE)</li> <li>• Other relevant qualifications</li> <li>• Evidence of attendance of educational courses</li> <li>• Working knowledge of AFL</li> </ul>                                                                                                    | <ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> <li>• References</li> </ul>                                                     |
| <b>Experience</b>                            | <ul style="list-style-type: none"> <li>• Evidence of an excellent knowledge of the curriculum</li> <li>• Proven ability as a good or better classroom practitioner</li> <li>• Proven ability of delivering high level literacy and numeracy</li> <li>• Success of using ICT in the classroom</li> </ul>                                                                                                                                                                                                                                          | <ul style="list-style-type: none"> <li>• An emphasis on Early Years/KS1/KS2 within training and or experience</li> <li>• Knowledge of FS/KS1/KS2 curriculum</li> <li>• Experience of leading a curriculum area ( RE, Computing)</li> <li>• Experience of teaching in different primary key stages</li> </ul>                                           | <ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> <li>• References</li> </ul>                                                     |
| <b>Special Knowledge and Skills</b>          | <ul style="list-style-type: none"> <li>• Knowledge and understanding of the monitoring, assessment, recording and reporting of pupils progress</li> <li>• Excellent planning, differentiation and assessment skills</li> <li>• Evidence of the ability to use data to improve learning and standards</li> <li>• Evidence of the ability to take responsibility for the progress of all pupils within the class</li> <li>• Excellent classroom management skills</li> <li>• High standards, expectations and aspirations of all pupils</li> </ul> | <ul style="list-style-type: none"> <li>• Knowledge and understanding of Multi-agency working</li> <li>• An understanding of key Health and Safety issues</li> <li>• Expertise in one or more curriculum areas</li> <li>• Experience of leading a curriculum area</li> <li>• Ability and willingness to organise extra-curricular activities</li> </ul> | <ul style="list-style-type: none"> <li>• Application</li> <li>• References</li> <li>• Interview</li> <li>• Lesson observation</li> <li>• Assessment Task</li> </ul> |

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|                             | <ul style="list-style-type: none"> <li>• Able to manage behaviour positively and effectively</li> <li>• Effective teaching and Learning styles</li> <li>• Good communication and interpersonal skills</li> <li>• Basic understanding of safeguarding and child protection issues.</li> <li>• Good time management and organisational skills</li> <li>• An ability to use own initiative</li> <li>• Ability to work with a wide range of parents</li> </ul> |                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                                            |
| <b>Personal Qualities</b>   | <ul style="list-style-type: none"> <li>• A commitment to further professional development</li> <li>• Able to contribute to the values and ethos of a Church school</li> <li>• Professionalism, sensitivity and discretion</li> <li>• Ability to work successfully alongside colleagues as part of a team</li> <li>• Professional aspirations</li> <li>• Able to motivate self and others</li> </ul>                                                        | <ul style="list-style-type: none"> <li>• Willingness to develop confident communication skills with parents, colleagues and other agencies</li> <li>• Well organised</li> <li>• Willingness to be involved in the wider life of the school</li> <li>• Ability to recognise and manage own stress levels</li> <li>• Commitment to parental/community involvement</li> <li>• Interests other than education</li> </ul> | <ul style="list-style-type: none"> <li>• Application</li> <li>• References</li> <li>• Interview</li> <li>• Lesson observation</li> <li>• School Council/Buddies</li> </ul> |
| <b>Working Arrangements</b> | <ul style="list-style-type: none"> <li>• Willingness to attend to a child's personal needs</li> <li>• An excellent health and attendance record</li> <li>• Willingness to work across all Key Stages within the school</li> </ul>                                                                                                                                                                                                                          | <ul style="list-style-type: none"> <li>• Willingness to participate in school extra-curricular activities</li> </ul>                                                                                                                                                                                                                                                                                                 | <ul style="list-style-type: none"> <li>• Application</li> <li>• References</li> <li>• Interview</li> </ul>                                                                 |

## Employee Specification

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|--|--------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|
|  | <ul style="list-style-type: none"> <li>Available for some out of hours working, including parents evenings and other in-service commitments</li> </ul> |  |  |
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THE POST IS SUBJECT TO:

DISCLOSURE OF CONVICTIONS UNDER THE REHABILITATION OF OFFENDERS (EXEMPTION) ACT 1975

THE LEVEL OF DISCLOSURE FOR THIS POST IS:

**ENHANCED DISCLOSURE - standard disclosure plus regular care, training, supervising young people**

IS THE POST POLITICALLY RESTRICTED? NO