

EMPLOYEE SPECIFICATION

The Council is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment.

When filling in the application form, please demonstrate with clear, concise examples how you meet the requirements of the post. You will be assessed in relation to the *Essential and Minor* criteria. Please bear in mind that you must possess the Essential Criteria on day 1 to be able to do the job. If there are large numbers of applicants for the post then all of the criteria will be used for shortlisting. Under the Disability Discrimination Act (DDA), we recognise and welcome our responsibility to remove any barriers in our recruitment and selection process. We have tried to assess this in our Job Description and Employee Specification, however if you feel that there are barriers, please tell us in the application form. As part of the DDA, we are committed to making reasonable adjustments, wherever possible and it would help us to know your needs in order to do this.

Post Title: Class Teacher KS2	Directorate/School: Keresforth Primary School	Grade/Scale : MPS
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Criteria No	Attributes	Criteria	How Identified (either Application Form or Interview)	Rank (Essential/Minor)
	Relevant Experience	- Experience of outstanding teaching and learning at Key Stage 2 - Sound subject knowledge of the Early Years and National Curriculum. - Experience of working in a small team - Contributing to the professional development of other colleagues - Able to evidence excellent pupils progress	AF/I/lesson observation AF/I AF/I AF/I AF/I	E E E E E
	Education and Training Attainments	- Educated to degree level with QTS or related professional qualification. - Evidence of continued professional development that has impacted on teaching and learning. - First aid at work. - Safeguarding awareness	AF AF AF AF	E E D D
	Professional knowledge and skills	- Clear understanding of how children learn and meeting the individual needs of children. - Excellent classroom practise - Well-developed planning and	AF/I AF/I/lesson observation AF/I	E E E

		- organisational skills • Ability to use initiative and prioritise work • Ability to develop good relationships with pupils and staff • Ability to meet and manage deadlines • To contribute to the raising of pupils' standards • Be self-motivated and able to work independently as well as being an effective team player • Effective use of assessment data for tracking progress and target setting • Be proficient and confident in the use of IT for both teaching, learning and administration	AF/I AF AF/I AF/I AF/I AF/I AF/I	E E E E E E E
	Additional factors	• Respect for all needs • Enthusiastic • High level of motivation and commitment • Flexible thinking • Adaptable • A team player • A role model for high quality teaching and learning • Participate in extracurricular activities • Good attendance record • Good sense of humour	AF AF/I AF/I AF/I AF AF/I AF/I AF AF AF/I	E E E E E E E E E E