



PERSONNEL SPECIFICATION

POST TITLE: TEACHER

POST REF: KEY STAGE 1

CRITERIA	HOW IDENTIFIED
EXPERIENCE	
<p><u>Essential</u></p> <ul style="list-style-type: none"> • Trained to teach Primary age with specific experience in Key Stage 1. • Able to direct other adults in the classroom. • Experience of working in a team situation. • An understanding and demonstration of barriers to learning and how these may be overcome. • Able to cope with the requirements of the post, which may include working with pupils who may have emotional, behavioural and physical difficulties. • Experience and knowledge of safeguarding and child protection. 	Application, interview
<p><u>Desirable</u></p> <ul style="list-style-type: none"> • Able to teach across the whole Primary age range. 	Application, interview
QUALIFICATIONS	
<p><u>Essential</u></p> <ul style="list-style-type: none"> • DFES recognised qualification Primary (QTS status). 	Application
<p><u>Desirable</u></p> <ul style="list-style-type: none"> • Degree, Diploma varied professional courses • First Aid qualification 	Application, interview
TRAINING	
<p><u>Essential</u></p> <ul style="list-style-type: none"> • Willingness to participate in development and training opportunities 	Application, interview

<p><u>Desirable</u></p> <ul style="list-style-type: none"> Any professional training course attendance related to the post 	<p>Application, interview</p>
<p>TEACHING SKILLS</p>	
<p><u>Essential</u></p> <ul style="list-style-type: none"> Excellent classroom practitioner Recent experience of working within the primary age range Good understanding of the teaching of phonics. Able to cater for a wide range of ability through differentiation in planning and teaching Experience of working with/planning for pupils who additional learning needs, more able and special educational needs. Able to plan, deliver and assess the National Curriculum Experience of managing pupil performance and intervention strategies to raise performance. Ability to use developmental marking strategies. Willing to comply with school policy of sharing the planning workload with colleagues Good communicator Able to manage change and remain flexible Able to monitor, assess record and report on pupils' progress Knowledge of National Curriculum requirements at appropriate stage Effective teaching and learning styles. Working knowledge of relevant learning programmes/strategies. In depth knowledge of childcare with an understanding/awareness of the principles of child development and learning processes as appropriate. 	<p>Application, interview</p>
<p>EQUAL OPPORTUNITIES</p>	
<p><u>Essential</u></p> <p>Candidates should indicate an acceptance of, and a commitment to, the principles of the School's Equal Rights policies and practices as they relate to employment issues and to the delivery of services to the community.</p>	<p>Interview</p>
<p>DISPOSITION AND ATTITUDE</p>	
<p><u>Essential</u></p> <ul style="list-style-type: none"> Must genuinely like children and be able to cope with diverse behaviour and problems presented by youngsters in school. Able to form good relationships with pupils, colleagues, parents, governors and external bodies Ability to work constructively as part of team with a willingness to share knowledge, expertise and experience Ability to remain calm under pressure Demonstrate good co-operative, interpersonal and effective listening skills Flexibility and willingness to accept change 	<p>Interview</p>

<ul style="list-style-type: none"> • Enjoy the work and the children • Maintain confidentiality in matters relating to the school, its pupils, parents and carers • Able to relate well to pupils and adults. • Able to remain calm under pressure; prioritising conflicting demands. <p><u>Desirable</u></p> <ul style="list-style-type: none"> • Good sense of humour • Maintain a work-life balance 	<p>Interview</p>
<p>PRACTICAL AND INTELLECTUAL SKILLS</p>	
<p><u>Essential</u></p> <ul style="list-style-type: none"> • Excellent numeracy/literacy skills • Ability to use relevant technology after training if required • Excellent IT skills including keyboard / computer skills • Ability to communicate effectively with a range of internal and external stakeholders. • Create a happy, challenging and effective learning environment • Efficient and organised • Able to work on own initiative • Child development and equal opportunities across the curriculum • Knowledge of statutory requirements of legislation concerning Equal Opportunities, Health & Safety, SEN & Child Protection 	<p>Application, interview</p>
<p>PERSONAL</p>	
<p><u>Essential</u></p> <ul style="list-style-type: none"> • Approachable • Committed • Empathetic • Enthusiastic • Organised • Patient • Resourceful • Positive and approachable manner • Flexible enough to attend out of hours activities relating to own job and whole school issues • Will not require holiday leave during term time • Must be legally entitled to work in the UK (Asylum and Immigration Act 1996) • No contra-indications in personal background or criminal record indicating unsuitability to work with children/young people/vulnerable clients/finance (CRB check required) • If driving is a feature of this post – must be licensed and appropriately insured (e.g. business use) 	<p>Application, interview and sight of appropriate documents</p>

PHYSICAL

Essential

- Has good physical health and stamina to cope with the demands of Primary School teaching
- Must be able to perform all duties and tasks with reasonable adjustment, where appropriate, in accordance with the Disability Discrimination Act 1995
- Ability to cope with requirements of the post, which may include working with pupils who have emotional and behavioural difficulties or physical difficulties
- For posts working with pupils who have physical difficulties, it may be an unavoidable core component of the job for the postholder to be capable of lifting and carrying pupils, within school policies and practices
- Clear articulate speech; in line with the Immigration Act 2016; you should be able to demonstrate fluency of the English language at an Advanced Threshold Level *

Interview

Desirable

- Willing to disclose personal health issues which may effect your ability to work
- Smart dress code

Interview

*Advanced Threshold Level

The post holder should be able to demonstrate they can:

Express themselves fluently and spontaneously at length effortlessly.

Explain difficult concepts simply without hindering the natural smooth flow of language.

Take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English in School.

This Personnel Specification

This personnel specification describes the job requirements on which the shortlisting and selection decisions will be based. To be selected for appointment you must be able to show that you meet all the "essential" requirements for the post. The very best candidates are also likely to meet some or all of the "desirable" criteria. To ensure that the shortlisting panel can make a proper assessment of your suitability for the post, please ensure that your application shows how you meet the requirements set out in the personnel specification.

References and Police Checks

All offers of appointment will be subject to receipt of satisfactory references. Specified posts which involve substantial one to one access to children will be subject to a search of Police criminal records and appointment to these posts will be conditional upon confirmation by the Police of information provided to us by the applicant.

Equal Rights

Bradford is an equal rights employer and requires its employees to carry out its policies concerning racial and sex equality and the rights of people with disabilities both in terms of equal opportunity for employment and access to the Council's services.

Job Sharing

Job Share applicants are welcome to apply for all full-time posts unless otherwise stated in the advertisement.

Disabled Applicants

Disabled applicants for Central Services vacancies are guaranteed an interview if they meet the essential requirements of the Personnel Specification. As an equal rights employer Bradford Council is committed to make any necessary reasonable adjustments to the selection process, the job role and the working environment that would enable access to employment opportunities for disabled people. Where a disabled applicant is being assessed the selection panel's decisions will be based on an assessment of that person's expected capabilities once reasonable adjustments have been made.

Data Protection

To act in accordance with the Data Protection Act and maintain confidentiality at all times in relation to staff / student and parent / carer files and information.