

# BRADFORD CHRISTIAN SCHOOL

## PERSONNEL SPECIFICATION



### Job Title: Primary Class Teacher

Attributes	Essential	Desirable	How Identified
<b>Qualifications and Training</b>	<ul style="list-style-type: none"> <li>• Qualified teacher status.</li> <li>• Teaching experience in a primary school.</li> <li>• Evidence of professional development / recent training.</li> <li>• Willingness to participate, where necessary, in professional development training.</li> <li>• ICT literate.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of teaching KS1 and EYFS</li> <li>• Good honours degree</li> <li>• Other qualification specific to primary teaching</li> </ul>	Application form Letter references
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Recognised as an effective classroom practitioner.</li> <li>• Use of successful strategies to improve pupil attainment and engagement in their own learning.</li> <li>• Commitment to own professional development and that of colleagues.</li> <li>• Ability to deliver well planned and stimulating lessons across the curriculum / age range.</li> <li>• Use and development of assessing pupil progress and AFL.</li> <li>• Be a proactive practitioner in developing effective cross curricular learning.</li> </ul>	<ul style="list-style-type: none"> <li>• Had some experience of teaching across the primary age range.</li> <li>• Being involved in staff inset / training.</li> <li>• Experience of using pupil performance data to raise achievement.</li> <li>• Experience of raising attainment in a variety of diverse pupil groupings e.g. EAL.</li> <li>• Evidence of some curriculum Development / leadership.</li> </ul>	Application form Letter References Interview
<b>Special Knowledge / skills</b>	<ul style="list-style-type: none"> <li>• Clear understanding of principles and practices of effective teaching and learning.</li> <li>• A thorough knowledge of the primary strategy and its implementation.</li> <li>• An understanding of the role of formative assessment and target setting in raising standards for all pupils.</li> <li>• A clear understanding of inclusive practice.</li> <li>• Be able to demonstrate principles and practices of monitoring / assessment / evaluation.</li> <li>• Have a clear understanding of principles and practices of pupil behaviour management.</li> <li>• Knowledge of what constitutes effective teaching and learning including different learning styles.</li> <li>• Ability to model and promote best practice.</li> <li>• Ability to coordinate pastoral care across a range of disciplines</li> </ul>	<ul style="list-style-type: none"> <li>• Have experience of the processes and systems for quality assurance.</li> <li>• English as an additional language – strategies to employ.</li> <li>• Have the ability to work in teams/partnerships to deliver improvements.</li> <li>• Knowledge of autism</li> </ul>	Application form Letter References Interview

<b>Practical / intellectual skills</b>	<ul style="list-style-type: none"> <li>• Good time management and able to work to deadlines.</li> <li>• Be a reflective practitioner.</li> <li>• Engage pupils in their learning with AFL.</li> </ul>	<ul style="list-style-type: none"> <li>• Willingness and ability to contribute to whole school development.</li> </ul>	Application form Letter References Interview
<b>Disposition and Attitude</b>	<ul style="list-style-type: none"> <li>• Able to work as part of a team.</li> <li>• Able to work on own initiative.</li> <li>• Excellent organisational skills.</li> <li>• Excellent interpersonal skills.</li> <li>• Highly motivated and dedicated.</li> <li>• Ability to listen and value opinions of others.</li> <li>• Flexible, enthusiastic with a sense of humour.</li> <li>• Retain confidentiality.</li> <li>• Punctual and reliable.</li> <li>• Resilience and a positive attitude.</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to transfer a love for learning to pupils.</li> </ul>	Application form Letter References Interview
<b>Personal Circumstances</b>	<ul style="list-style-type: none"> <li>• Should be able to allow for some out of hours working eg school functions, residentials, meetings, training, twilights etc</li> <li>• Clear CRB record (DBS checked).</li> <li>• Good health and attendance record.</li> </ul>	<ul style="list-style-type: none"> <li>• Safeguarding knowledge and awareness.</li> </ul>	Application form Letter References
<b>Faith &amp; Christian Vision</b>	<ul style="list-style-type: none"> <li>• To pray, support and have fellowship with colleagues.</li> <li>• To have a personal faith and ongoing faith journey.</li> <li>• To have a desire to nurture children in their faith.</li> <li>• To desire a part in the vision and worldview of the school.</li> <li>• To lead devotions, worship and assemblies which contribute to pupil's experience and spiritual development.</li> </ul>	<ul style="list-style-type: none"> <li>• To desire to teach from a Christian perspective.</li> <li>• To have a heart for mission and service which enables pupils to influence their communities.</li> </ul>	Application form Letter References Interview