

**BANKFOOT PRIMARY SCHOOL
PERSONNEL SPECIFICATION TEACHER-MAIN SCALE**

Qualifications

- 1. Essential** Professional qualifications recognised by Department for Education
Ability to fulfil all the requirements of Teachers' Standards September 2012
- Desirable** Other recognised relevant qualifications
- How identified** Application form and certificates

Experience

- 2. Essential** Experience of teaching bi-lingual children
Recent experience of teaching in Early years foundation stage
Sound knowledge of the new Early years foundation stage statutory framework
Evidence of teaching learners so they can make good start and excellent progress
Ability to use modern technologies to enrich children's learning across the curriculum
Experience of benchmarking, target setting, tracking and assessment
Experience of developing strategies for raising standards
Experience of using effective behaviour management strategies
Experience of working in schools in challenging circumstances
- How identified** Letter of application, interview and reference, work scrutiny, observation

Capabilities and Interests

- 3. Essential** Evidence of successful early years practice, including using outdoor provision
Evidence of excellent organisational and communication skills
Evidence of an understanding of families from different cultures and linguistic backgrounds
Ability to identify barriers to learning and implement strategies for improvement
Commitment to working with parents and the wider community
Able to work independently, as part of a team and to direct the work of others
- How identified** Letter of application, work scrutiny, observation, interview and reference

Special Knowledge

- 4. Essential** Understanding of the importance of speaking and teaching the use Standard English
Understanding of the importance of speaking and listening to support learning
Understanding of SEN and Safeguarding requirements
Committed to equal opportunities, inclusion and promoting community cohesion
Knowledge of strategies for ensuring inclusive practices
Knowledge of how to create an achievement culture in a positive learning environment
Understand different learning styles and how children learn
Understanding of the New National Curriculum skills based approach
Understanding of the SMSC/Prevent agenda and expected outcomes for learners
- How identified** Letter of application, work scrutiny, observation, interview and reference

Aptitude and Personal Qualities

- 5. Essential** Hardworking and committed to raising achievement and standards
Have a good sense of humour, be respectful and perceptive
Be a positive thinker, including **managing own health and wellbeing**
Like children, enjoy being with them and be cheerful
Prepared to work in a flexible way to raise achievement
Ability to prioritise workload and work to specific deadlines
Excellent interpersonal and communication skills
High expectations of all areas of pupil achievement
Be committed to meeting all teacher's standards exceptionally well

How identified Letter of application, work scrutiny, observation, interview and reference

Motivation, Disposition and Intellectual Skills

- 6. Essential** Ability to take on innovative ideas and share your own ideas with others
Ability to encourage others and facilitate change to develop new skills
To have vision for the learners you teach and for the school
Awareness of recent developments in curriculum development and raising achievement
To be highly motivated and can rise to challenges
To be self-critical and analytical thus enabling you to solve problems creatively
Understanding of and commitment to modelling and promoting high expectations

How identified Letter of application, work scrutiny, observation, interview and reference

HEALTH AND WELLBEING

- 7. Essential** Good health record
Ability to physically and mentally fulfil the demands of the job
Ability to be able to manage your own stress and understand the stress of others

How identified Letter of application, interview and reference

Training and development

- 8. Essential** Literacy, Numeracy and ICT Training
Willing to extend professional knowledge and expertise

Desirable Evidence of recent INSET appropriate to role

How identified Letter of application, interview and reference