



<p><b><u>Desirable</u></b></p> <ul style="list-style-type: none"> <li>Any professional training course attendance related to the post</li> </ul>	<p><b>Application, interview</b></p>
<p><b>TEACHING SKILLS</b></p>	
<p><b><u>Essential</u></b></p> <ul style="list-style-type: none"> <li>Excellent classroom practitioner</li> <li>Recent experience of working within the primary age range</li> <li>Able to cater for a wide range of ability through differentiation in planning and teaching</li> <li>Able to plan, deliver and assess the National Curriculum</li> <li>Willing to comply with school policy of sharing the planning workload with colleagues</li> <li>Good communicator</li> <li>Able to manage change and remain flexible</li> <li>Good understanding of the teaching of Phonics</li> <li>Able to monitor, assess record and report on pupils' progress</li> <li>Knowledge of national Curriculum requirements at appropriate stage</li> </ul> <p><b><u>Desirable</u></b></p> <ul style="list-style-type: none"> <li>Recent experience of working with enhanced provision</li> </ul>	<p><b>Application, Interview</b></p>
<p><b>EQUAL OPPORTUNITIES</b></p>	
<p><b><u>Essential</u></b></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><b>Interview</b></p>
<p><b>DISPOSITION AND ATTITUDE</b></p>	
<p><b><u>Essential</u></b></p> <ul style="list-style-type: none"> <li>Able to form good relationships with pupils, colleagues, parents, governors and external bodies</li> <li>Capable of working as part of a team</li> <li>Ability to remain calm under pressure</li> </ul>	<p><b>Interview</b></p>

<ul style="list-style-type: none"> <li>• Demonstrate good co-operative, interpersonal and effective listening skills</li> <li>• Flexibility and willingness to accept change</li> <li>• Enjoy the work and the children</li> <li>• Maintain confidentiality in matters relating to the school, its pupils, parents and carers</li> </ul> <p><b><u>Desirable</u></b></p> <ul style="list-style-type: none"> <li>• Good sense of humour</li> <li>• Maintain a work-life balance</li> </ul>	<p><b>Interview</b></p>
<p><b>PRACTICAL AND INTELLECTUAL SKILLS</b></p>	
<p><b><u>Essential</u></b></p> <ul style="list-style-type: none"> <li>• Good numeracy/literacy skills</li> <li>• Ability to use relevant technology after training if required</li> <li>• Keyboard / computer skills</li> <li>• Create a happy, challenging and effective learning environment</li> <li>• Efficient and organised</li> <li>• Can work on own initiative</li> <li>• Child development and equal opportunities across the curriculum</li> <li>• Knowledge of statutory requirements of legislation concerning GDPR, Equal Opportunities, Health &amp; Safety, SEN &amp; Child Protection</li> </ul>	<p><b>Application, Interview/test</b></p>
<p><b>PERSONAL</b></p>	
<p><b><u>Essential</u></b></p> <ul style="list-style-type: none"> <li>• Approachable</li> <li>• Committed</li> <li>• Empathetic</li> <li>• Enthusiastic</li> <li>• Organised</li> <li>• Patient</li> <li>• Resourceful</li> <li>• Flexible enough to attend out of hours activities relating to own job and whole school issues</li> <li>• Will not require holiday leave during term time</li> <li>• Must be legally entitled to work in the UK (Asylum and Immigration Act 1996)</li> <li>• No contra-indications in personal background or</li> </ul>	<p><b>Application Interview and sight of appropriate documents</b></p>

[illegible]

## 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. All posts involving access to children will be subject to completion of a successful DBS.

## **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.