

Holme Junior & Infant School



EMPLOYEE SPECIFICATION

SERVICE AREA: Education

JOB TITLE: Key Stage 2 Teacher

	ATTRIBUTES		RELEVANT CRITERIA	HOW IDENTIFIED	RANK
1.	RELEVANT EXPERIENCE		Experience of teaching in the primary setting and a good working knowledge of education. Evidence of excellent teaching within the primary curriculum. Experience of assessing and working with pupils incorporating the full range of the ability spectrum, including those who are more able and those with additional needs. Experience of managing additional staff and leading individuals. Experience of working as part of a team.	Application form/ Interview/ References	A A A A A
2.	EDUCATION AND TRAINING ATTAINMENTS		Qualified Teacher Status. Training for teaching within the primary setting.	Application form / Interview / References	A A
3.	SPECIAL KNOWLEDGE AND SKILLS		A clear philosophy of Primary Education. Good knowledge of the primary National Curriculum and its links with learning in Key Stage 3. The ability to plan, teach, assess and monitor the curriculum for primary aged children. Excellent teaching skills. Excellent classroom and behaviour management. Ability to create an attractive classroom environment which stimulates children's interest and supports their learning. Commitment to a child centred curriculum with skills-based learning. Knowledge of ongoing assessment/profiling procedures including reporting to parents. Some understanding of data and using it for school improvement. Good knowledge of and competence in ICT, including use of the interactive whiteboard. Interest, specialism or knowledge of a curriculum area.	Application form / Interview / References	A A A A A A A A B A B
4.	SKILLS AND ABILITIES		Excellent classroom practitioner. Excellent communication skills at all levels. Ability to work as part of a team. Ability to establish good relationships with parents and carers. Ability to provide exciting first-hand experiences in an inclusive classroom. Willingness to engage in continuing professional development. Ability to demonstrate a range of strategies to support positive behaviour. A commitment to continuous school improvement.	Application form / Interview / References	A A A A A A A A
5.	ANY ADDITIONAL FACTORS		Commitment to inclusion, equal opportunities and parental involvement. Ability to work positively with children and colleagues. Enthusiasm, flexibility and a positive approach. Commitment to support the ethos of our School. Willingness to contribute to the wider life of the school. Willingness to undertake an enhanced Disclosure and Barring Service check. Please note a conviction may not exclude candidates from employment but will be considered as part of the selection process.	Application form / Interview / References	A A A A A A

Please make sure that you demonstrate your ability to meet the requirements of the job by giving clear, concise examples of how you meet each criteria on your application form. The letters A, B and C in the "Rank" column refer to the importance we will give your answers when we read your applications. You must have all the A's on day one to be able to do the job, you need to have all the B's to do the job, but they could be learnt during the induction, and if you have C criteria this would be an additional bonus. We recognise and welcome our responsibility to remove any barriers in our Recruitment and Selection process for disabled people. We have tried to do this, but if you have a disability and identify any barriers in the job description or employee specification, please tell us of these in your application. We are committed to making reasonable adjustments to the job wherever possible and it would help us to know your needs in order to do this.

Where criteria are to be identified through the "Selection Process", this may involve written exercises, group discussions, presentations, interview etc.