



## Fixby Junior & Infant School

### Employee Specification – Teacher



	ATTRIBUTES		RELEVANT CRITERIA	HOW IDENTIFIED	RANK
1.	<b>RELEVANT EXPERIENCE</b>		<ul style="list-style-type: none"> <li>Recent relevant experience with Key Stage 1 &amp; 2 children</li> <li>Recent relevant experience in year LKS2 &amp; KS1</li> <li>Evidence of excellent class teaching across the curriculum and especially in English and Maths</li> <li>Recent experience of organising a high-quality learning environment.</li> <li>Recent evidence of good liaison with parents and the school community.</li> <li>Recent experience of working with pupils with additional needs</li> </ul>	Application form/ Interview/  References	A A A  A A A  A
2.	<b>EDUCATION AND TRAINING ATTAINMENTS</b>		<ul style="list-style-type: none"> <li>Qualified Teacher Status.</li> <li>Training for Teaching relevant key stages.</li> <li>Evidence of continuing professional development.</li> <li>Knowledge of current educational issues</li> </ul>	Application form / Interview / References	A A A A
3.	<b>GENERAL AND SPECIAL KNOWLEDGE + SKILLS</b>		<ul style="list-style-type: none"> <li>Ability to manage a calm, ordered environment.</li> <li>Commitment to the promotion of high-quality teaching and learning and high expectations of pupils.</li> <li>An interest in and commitment to a creative curriculum.</li> <li>Ability to create an attractive classroom environment which stimulates children's interest and supports their learning.</li> <li>Commitment to a child centred curriculum.</li> <li>A clear understanding of assessment methods, both formative and summative.</li> <li>A commitment to supporting and developing the ethos of the school.</li> <li>Knowledge and understanding of recent developments and initiatives in Primary Education.</li> <li>High expectations of children's behaviour and achievement.</li> <li>Effective time management and organisational skills.</li> <li>Effective communication and interpersonal skills.</li> <li>A commitment in supporting positive mental health throughout school</li> </ul>	Application form / Interview / References	A A  A  A  A  A A A A

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5.	<b>ANY ADDITIONAL FACTORS</b>		<ul style="list-style-type: none"> <li>• Commitment to a whole school approach and working in a team</li> <li>• The ability to develop excellent professional relationships with colleagues</li> <li>• Commitment to equal opportunities and inclusion</li> <li>• Commitment to working in partnership with parents, governors and the community</li> <li>• Hardworking with a positive approach, enthusiasm and flexibility</li> <li>• Willingness to co-ordinate a curriculum area.</li> <li>• Willingness to contribute fully to the life of the school including the development of extra-curricular activities.</li> </ul>	Application form / Interview / References	A A  A A  A A A
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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.