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| **EMPLOYEE SPECIFICATION** |

*The Council is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment.*

When filling in the application form, please demonstrate with clear, concise examples how you meet the requirements of the post. You will be assessed in relation to the *Essential and Minor* criteria. Please bear in mind that you must possess the Essential Criteria on day 1 to be able to do the job. If there are large numbers of applicants for the post then all of the criteria will be used for shortlisting. Under the Disability Discrimination Act (DDA), we recognise and welcome our responsibility to remove any barriers in our recruitment and selection process. We have tried to assess this in our Job Description and Employee Specification, however if you feel that there are barriers, please tell us in the application form. As part of the DDA, we are committed to making reasonable adjustments, wherever possible and it would help us to know your needs in order to do this.

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| **Post Title: Class Teacher KS2** | **Directorate/School: Oxspring Primary** | **Grade/Scale : MPS** |

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| **Criteria No** | **Attributes** | **Criteria** | How Identified **(either Application Form or Interview)** | **Rank**  **(Essential/**  **Desirable, Minor)** |
|  | **Relevant Experience** | * Experience of teaching mixed age groups * Experience of teaching primary aged children * Sound subject knowledge of the National Curriculum. * Experience of working in a small team * Contributing to the professional development of other colleagues | **AF/I**  **AF/I**  **AF/I**  **AF**  **AF** | **D**  **E**  **E**  **M**  **M** |
|  | **Education and Training Attainments** | * Educated to degree level with QTS or related professional qualification. * Evidence of continued professional development that has impacted on teaching and learning. | **AF**  **I** | **E**  **E** |
|  | **Essential skills** | * Well-developed planning and organisational skills * An excellent role model for high quality teaching and learning * High expectations of all pupils * Ability to use initiative and prioritise work * Ability to develop good relationships with pupils and staff * Have regard for the need to safeguard pupils well-being, in accordance with statutory provisions * Ability to meet and manage deadlines * Ability to contribute to the raising of pupils’ standards * Experience of motivating pupils to their full potential and meeting the needs of all pupils * Be self-motivated and able to work independently as well as being an effective team player * Able to interpret and act upon data for assessment | **AF / I**  **AF / I**  **AF / I**  **AF**  **AF/I**  **AF**  **I**  **I**  **I**  **AF/I**  **AF / I** | **E**  **E**  **E**  **E**  **E**  **E**  **E**  **E**  **E**  **E**  **E** |
|  | **Personal Qualities** | * High level of motivation and commitment * Flexible thinking * Participate in extra-curricular activities that my take place at weekends or evenings * A good sense of humour | **I**  **I**  **AF**  **AF** | **E**  **E**  **D**  **D** |