

Webheath Academy Primary School Person Specification for Class Teacher/ECT

	Essential	Desirable
Qualifications	<p><i>The Class Teacher/ECT should have:</i></p> <ul style="list-style-type: none"> • Qualified Teacher Status (QTS) or working towards achieving QTS by the start date. • Evidence of successful completion of Initial Teacher Training (ITT). • Secure understanding of the Teachers' Standards and expectations for Early Career Teachers. • Commitment to continued professional development and engagement with the Early Career Framework (ECF). 	<p><i>In addition, the Class Teacher/ECT might have:</i></p> <ul style="list-style-type: none"> •
Skills and Experience	<p><i>The Class Teacher/ECT should have:</i></p> <ul style="list-style-type: none"> • Experience of planning and delivering engaging, well-structured lessons that support pupil progress. • Ability to create a positive, safe and inclusive classroom environment. • Ability to use assessment to monitor progress and adapt teaching accordingly. • Strong communication and interpersonal skills, with the ability to build positive relationships with pupils, colleagues and families. • Ability to work collaboratively as part of a team and contribute positively to the wider life of the school. • Good organisational skills and the ability to manage workload effectively. • Ability to reflect on practice, respond to feedback and demonstrate a commitment to professional growth 	<p><i>In addition, the Class Teacher/ECT might have experience of:</i></p> <ul style="list-style-type: none"> • Teaching or placement experience in Key Stage 1/Key Stage 2. • Evidence of additional training or particular strengths in curriculum areas, inclusion or pastoral support.
Knowledge and Understanding	<p><i>The Class Teacher/ECT should have knowledge and understanding of:</i></p> <ul style="list-style-type: none"> • Effective teaching and learning strategies within the primary phase, particularly Key Stage 1/Key Stage 2. • Key Stage 1/Key Stage 2 National Curriculum and age-related expectations. 	<p><i>In addition, the Class Teacher/ECT might have:</i></p> <ul style="list-style-type: none"> • Experience of using formative and summative assessment to inform teaching. • Understanding of preparing pupils for statutory assessment within Key Stage 2

	<ul style="list-style-type: none"> • Assessment for learning and how assessment informs planning and progress. • Effective behaviour management strategies to promote positive learning behaviours. • Inclusive practice and how to meet the needs of all learners, including pupils with SEND and those requiring stretch and challenge. • Safeguarding responsibilities and commitment to promoting the welfare of children. 	<ul style="list-style-type: none"> • Experience of contributing to wider school life, enrichment activities or curriculum development. • Awareness of current developments in primary education.
Personal Qualities	<p><i>The Class Teacher/ECT will have:</i></p> <ul style="list-style-type: none"> • A genuine commitment to the vision and values of Webheath Academy Primary. • Commitment to promoting respect, resilience and responsibility in all aspects of school life. • Passion for helping every child achieve their full potential. • Enthusiasm, initiative and a positive approach to learning and development. • Commitment to building strong relationships and contributing to a supportive team culture. • High expectations of self and others. • Professional integrity, reliability and commitment to safeguarding. 	<p><i>The Class Teacher/ECT might have:</i></p> <ul style="list-style-type: none"> • Ambition to develop professionally and progress within the teaching profession. • Willingness to engage in leadership development opportunities over time. • Commitment to contributing to whole-school improvement and the wider school community.