

Person Specification

Post: Early Career Teacher

Key: MOA – Method of Assessment: **Essential** – Essential, **Desirable** – Desirable, **A** – Application, **I** – Interview and assessment, **R** – Reference, **C** – Certificate

| KNOWLEDGE/QUALIFICATIONS | Essential | Desirable | MOA |
|---|------------------|------------------|------------|
| Graduate with Qualified Teacher Status (on track to successfully complete) | * | | A/C |
| Knowledge of current educational practice and issues | * | | A/I |
| An excellent classroom trainee practitioner | * | | I/R |
| Knowledge of assessment procedures | | * | A/I |
| Knowledge of the provisions of national strategies i.e. National Curriculum | * | | A/I |
| Effective use of ICT to support learning | * | | A/I |
| The implications of the Code of Practice for Special Educational Needs for teaching and learning | | * | A/I |
| Any statutory curriculum requirements and requirements for assessment, recording and reporting of pupils' attainment and progress | * | | A/I |
| Working knowledge of relevant policies/codes of practice/legislation | | * | A/I |
| Knowledge of the professional teaching standards | * | | A/I |
| EXPERIENCE | | | |
| Experience of teaching in the Primary phase | | * | A/I/R |

| SKILLS | | | |
|--|---|---|-------|
| High level of written, oral and communication skills | * | | A/I |
| Ability to communicate effectively orally and in writing to a range of audiences | * | | A/I/R |
| High level of organisational and planning skills | * | | A/I/R |
| Evidence of sharing in and contributing to the life of the school | * | | A/I/R |
| Work effectively as part of a team, relating well to colleagues, pupils and parents | * | | A/I/R |
| A solution focused approach to solving problems, supporting staff and addressing barriers. | * | | A/I/R |
| Ability to demonstrate a commitment to equality of opportunity for all pupils | * | | A/I |
| Emerging ability to analyse data, identify issues, create plans and monitor impact | | * | A/I |
| Ability to use own initiative and motivate others | * | | A/I/R |
| Ability to relate to and empathise with pupils and parents to develop trusting and respectful relationships with them | * | | A/I/R |
| Respect for confidentiality of information concerning individual pupils and ability to use discretion in circumstances of disclosure | * | | A/I/R |
| BEHAVIOUR AND OTHER RELATED CHARACTERISTICS | | | |
| Evidence of continuing professional development | * | | A/I |



| | | | |
|--|---|--|-----|
| Establish clear expectations and constructive working relationships in your own classroom through team working and mutual support; devolving responsibilities and delegating tasks where appropriate | * | | A/I |
| Commitment to an involvement in extra-curricular activities | * | | A/I |
| Commitment to contribute to School Improvement Areas | * | | A/I |
| Work in ways that promote equality of opportunity, participation, diversity and responsibility | * | | A/I |
| A commitment to abide by and promote the Equal Opportunities, Health and Safety and Child Protection Policies | * | | A/I |
| The post holder will require an enhanced DBS | * | | C |

