**ECT (Early Career Teacher)**

**Person Specification**

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| **Category** | **Essential requirements** | **Method of assessment** |
| **Qualifications and training** | Qualified teacher status |  A / P |
| Commitment to on-going professional development |  A / P |
| Excellent classroom practitioner based on recent experience |  I / R |
| **Knowledge** | Knowledge of curricular matters and the requirements of recent legislation |  I / A |
| Current methodology and classroom management including planning |  I / A |
| Understanding the needs of all pupils including SEN and gifted and talented | I / A |
| Understanding of assessment, recording and reporting of pupils progress and achievement | I / A |
| Commitment to safeguarding requirements including health and welfare of all pupils | I / A |
| Knowledge and application of professional standards for teachers | I / A |
| **Skills and Abilities** | Ability to lead a curriculum area (excluding NQTs) | I / A |
| Evidence of high caliber teaching | I / A |
| Commitment to good professional standards | I |
| Evidence of willingness to become fully involved in all aspects of school life | I / A |
| Ability of effective communications both orally and written | I |
| Ability to use ICT to support the curriculum | I / A |
| Ability to develop effective relationships | I |
| **Application** | A well-constructed high standard of application demonstrating a high command of grammar, spelling and punctuation. | A |
| **References** | References from your last employer will be sought. | A / R |
| ***Entitlement to work in UK if from abroad - mandatory requirement please bring to*** ***interview*** | P |
| ***Proof of identity required – please bring to interview*** | P |
| ***Evidence of Qualifications – please bring to interview*** | P |
| Enhanced DBS will be undertaken | P |

A = evidence obtained from the application form D = Desirable

E = Essential I = Interview

P = personal proof required-please bring to interview R = Reference