



PERSON SPECIFICATION

POST TITLE: KS1 OR KS2 ECT CLASS TEACHER

SALARY: ECT MPS FOR TEACHERS – Inner London

PERSON SPECIFICATION

KS2 Class Teacher (ECT Suitable)

Hatfeild Primary School

Salary: Main Pay Scale – Inner London (ECT1 and ECT2 may apply)

At Hatfeild Primary School, we are looking for a reflective, enthusiastic and inclusive practitioner who shares our vision that every child can flourish. The successful candidate will demonstrate a commitment to high-quality teaching, inclusive practice and collaborative working within a caring and ambitious school community.

Criteria	Essential	Desirable
Qualifications	Qualified Teacher Status (QTS) or currently completing a recognised teaching qualification leading to QTS	Degree classification of 2:2 or above
	Commitment to ongoing professional development and reflective practice	Evidence of additional professional training relevant to primary education or SEND
Experience	Experience of successful teaching practice during training placements	Experience of teaching within KS2
	Experience of planning and working collaboratively with colleagues	Experience of teaching across KS1 and KS2

	Experience of assessing pupils' achievement and progress	Experience of using assessment and tracking systems such as SIMS
	Experience of working with children from diverse backgrounds, including pupils with EAL and SEND	Experience of working alongside external professionals, including therapists or educational psychologists
Teaching, Learning and Curriculum	Secure understanding of effective lesson planning and progression in learning	Experience of delivering high-quality phonics teaching
	Ability to deliver engaging and inclusive lessons that enable all pupils to make progress	Knowledge of adaptive teaching strategies for pupils with SEND
	Good understanding of assessment for learning and using assessment to inform next steps	Experience supporting pupils with Autism Spectrum Disorder
	Good subject and curriculum knowledge appropriate to primary education	Experience of working within an inclusive mainstream setting alongside an ARP or specialist provision
	Ability to create a stimulating and purposeful learning environment	
	Commitment to high expectations for all pupils	
	Understanding of the needs of vulnerable groups, including pupils with SEND, EAL and disadvantaged pupils	
	Commitment to inclusive practice and ensuring all children feel valued and successful	
Inclusion and SEND	Commitment to inclusive education and adaptive teaching	Experience of supporting children with additional needs within mainstream classrooms

	Understanding that inclusion is the responsibility of all staff	Knowledge or experience of autism-friendly classroom practice
	Ability to work collaboratively with support staff and specialist colleagues	
Behaviour Management	Secure understanding of positive behaviour management strategies	Experience implementing restorative approaches
	Ability to establish positive relationships and maintain high expectations of behaviour	
Safeguarding and Child Protection	Good understanding of safeguarding and child protection responsibilities	Recent safeguarding training
	Commitment to safeguarding and promoting the welfare of children	Familiarity with safeguarding platforms such as CPOMS or MyConcern
Equality, Diversity and Inclusion	Commitment to equality, diversity and inclusion	Experience of promoting inclusive practice across the curriculum
	Understanding of barriers to learning and how these can be overcome	
Health and Safety	Awareness of health and safety responsibilities within a school environment	
Skills and Personal Qualities	Positive, reflective and resilient approach	Ability to contribute to wider school life, including clubs and enrichment opportunities
	Excellent communication and interpersonal skills	
	Ability to build positive relationships with pupils, parents and colleagues	

	Ability to work collaboratively as part of a team	
	Organised, professional and able to manage workload effectively	
	High standards of professionalism, conduct and attendance	
	Warmth, enthusiasm, integrity and a sense of humour	
	Commitment to the ethos and values of Hatfeild Primary School	
Physical Requirements	Physically and mentally able to meet the demands of the role	

Safeguarding Statement

Hatfeild Primary School is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. All appointments are subject to satisfactory enhanced DBS clearance, references and safeguarding checks.