

**EMPLOYEE SPECIFICATION**  
**PRIMARY TEACHER (ECT)**

The following criteria will be used for short-listing/selection and should be addressed in your application, i.e. the 3 key questions. Criteria will be further tested at interview stage for successfully short-listed applicants.

<b>(1)</b> <b>Qualification</b>	<ul style="list-style-type: none"> <li>• Currently undertaking a course leading to QTS in the present academic year, or</li> <li>• to have recently attained QTS and not taken up a permanent teaching post since this award, or</li> <li>• to have held QTS in the Secondary Education field and recently completed or be currently undertaking an approved conversion course for Primary Education.</li> </ul> <p><i>Please note that any offer of employment is subject to attainment of QTS by September 2024 as confirmed by the TRA.</i></p>
<b>(2)</b> <b>Experience</b>	<p>2.1) Appropriate 'school experience'.</p> <p>2.2) Experience of reflecting on your 'school experience' and using this self-evaluation to further develop your skills as a classroom practitioner.</p>
<b>(3)</b> <b>Knowledge and Skills</b>	<p>3.1) Understanding of the theory and practice involved in providing an effective child centred education.</p> <p>3.2) The ability to create a rich learning environment through:</p> <ul style="list-style-type: none"> <li>i) managing behaviour effectively to ensure a good and safe learning environment</li> <li>ii) planning, preparation and delivery of programmes of work (to include coverage of the Early Years Foundation Stage/National Curriculum) as appropriate</li> <li>iii) assessing and recording the progress of children's learning in order to inform the next step for teaching and learning</li> </ul> <p>3.3) The ability to teach using a variety of styles and approaches: e.g. whole class, groups, individual.</p> <p>3.4) Knowledge and understanding of the teacher's role in safeguarding and the promotion of the well-being of children.</p> <p>3.5) Knowledge of how a range of factors can inhibit pupil's ability to learn, and how best to overcome them.</p>
<b>(4)</b> <b>Commitments</b>	<p>4.1) Commitment to supporting pupils of all backgrounds, abilities, and dispositions.</p> <p>4.2) Commitment to showing tolerance and respect for the rights of others.</p> <p>4.3) Commitment and ability to work as part of a team with both teaching and support staff.</p> <p>4.4) Commitment to working with parents / carers.</p> <p>4.5) Commitment to furthering own professional knowledge and skills.</p>