



**Job Title:** Early Career Teacher (ECT) – Reception or KS1  
**Grade:** Main Scale  
**Reporting to:** Headteacher

	Essential	Desirable
<b>Qualifications</b>		
Teaching Degree (including BEd or PGCE) or BA Degree	✓	
Qualified teacher status (QTS) either in the UK or if not in own country combined with a desire to achieve English QTS	✓	
Eligible to undertake the statutory ECT induction programme	✓	
Evidence of on-going professional development towards teaching standards	✓	
<b>Knowledge &amp; Understanding</b>		
Understanding of Early Years Foundation Stage and/or Key Stage 1 curriculum	✓	
Knowledge of early reading, including systematic synthetic phonics	✓	
Understanding of how young children learn, including those with SEND, EHCPs and EAL	✓	
Awareness of effective behaviour management strategies	✓	
Understanding of formative and summative assessment	✓	
<b>Knowledge &amp; Understanding - Safeguarding</b>		
Understanding of safeguarding responsibilities in line with Keeping Children Safe in Education and Prevent	✓	
Knowledge of signs of abuse and neglect and appropriate reporting procedures	✓	
Understanding of confidentiality, professional boundaries and safeguarding culture	✓	
<b>Skills &amp; Abilities</b>		
Ability to plan and deliver engaging, well-structured lessons	✓	
Ability to adapt teaching to meet a wide range of needs (SEND, EHCPs, EAL, SCLN)	✓	
Developing classroom management skills and commitment to improving practice	✓	
Ability to use assessment to inform planning and support pupil progress	✓	
Strong communication skills with pupils, parents and colleagues	✓	
Ability to create stimulating indoor and outdoor learning environments	✓	



Ability to work collaboratively as part of a team		
<b>Skills &amp; Abilities - Safeguarding</b>		
Ability to identify and respond appropriately to safeguarding concerns	✓	
Confidence to follow procedures and report concerns promptly	✓	
Ability to contribute to a safe, inclusive and nurturing environment	✓	
<b>Personal Qualities</b>		
Commitment to high expectations for all pupils	✓	
Enthusiastic, reflective and motivated to develop as a teacher	✓	
Positive, resilient and open to feedback	✓	
Strong commitment to inclusion and equality	✓	
Professional integrity and commitment to safeguarding	✓	
Willingness to contribute to the wider life of the school	✓	
<b>Experience</b>		
Experience of teaching or placement in EYFS or KS1		✓
Experience supporting pupils with SEND or EAL		✓
Familiarity with phonics programmes (e.g. Little Wandle or similar)		✓