

Early Career Teacher (ECT)

Job Description and Person Specification

Start date:	September 2024
Salary:	Main Scale 1
Contract:	Full time, permanent

The Role

As an Early Career Teacher (ECT), you will play a vital role in shaping the minds of our pupils and contributing to our vision of delivering exceptional educational experiences. We are seeking enthusiastic and dedicated individuals who are eager to embark on their teaching career with a passion for making a positive impact on the lives of our children.

Main Purpose

- Fulfil the professional responsibilities of a teacher, as set out in the School Teachers' Pay and Conditions Document
- Meet the expectations set out in the Teachers' Standards

Key Responsibilities:

- **Classroom Teaching:** Deliver engaging and inclusive lessons to pupils in line with the National Curriculum, promoting a love for learning and fostering a stimulating educational atmosphere.
- **Curriculum Development:** Collaborate with colleagues develop creative, innovative, and well-structured lessons that meet the needs of diverse learners.
- **Assessment and Progress Monitoring:** Regularly assess pupils' performance and progress, providing constructive feedback and utilizing data to inform teaching strategies.
- **Behaviour Management:** Implement effective behaviour management strategies to maintain a positive and respectful learning environment, ensuring all pupils can thrive academically and socially.

- **Pastoral Care:** Support the personal development of pupils, offering guidance and mentorship to help them overcome challenges and achieve their potential.
- **Parent and Community Engagement:** Establish and maintain strong partnerships with parents, guardians, and the local community to foster a collaborative and supportive approach to education.
- **ECT Induction:** Actively participate in the two-year ECT induction by attending in-person and online training. Meeting regularly with your mentor and completing self-study modules.
- **Professional Development:** Participate actively in continuous professional development opportunities to enhance teaching skills and knowledge. This can be in addition to your ECT induction.
- **School Initiatives:** Contribute to school-wide initiatives, extracurricular activities, and events that enrich the school experience for pupils and promote the school's values.
- **Safeguarding:** Prioritise the safety and well-being of pupils, adhering to safeguarding policies and reporting any concerns appropriately.

Requirements:

- **Qualifications:** Possession of a recognised bachelor's degree in education or a relevant subject, along with Qualified Teacher Status (QTS) achieved through successful completion of teacher training.
- **ECT Status:** Early Career Teachers who have completed their initial teacher training and have not yet completed two full years of induction.
- **Moral Purpose:** Enthusiastic about teaching pupils from a range of backgrounds and ensuring they have access to a range of opportunities and high-quality education.
- **Passion for Education:** A genuine desire to make a positive impact on the lives of students, fostering a love for learning and promoting academic excellence.
- **Adaptability:** Ability to adapt teaching methods and strategies to meet the diverse needs and abilities of students.
- **Collaborative:** Strong collaborator with excellent communication and people skills, willing to collaborate with colleagues, parents, and external partners.

- **Commitment:** Dedication to professional growth and development, with a desire to progress and contribute to the school community.
- **Resilience:** Ability to manage challenges and setbacks with resilience, maintaining a positive and purposeful attitude.
- **Safeguarding Awareness:** Understanding of safeguarding principles and a commitment to promoting the welfare of children.