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Early Career Teacher (ECT)

Job Description & Information

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**Job Description**

**Reports to:** Head of Department/ Key Stage Lead & ECT Mentor

**Start date:** September 2024

**Salary:** Ark main scale 1 or 2 (£28,704 - £37,054), dependant on region and experience

**Contract:** Full time, permanent

**Location:** ECT positions available in London, Birmingham, Portsmouth, and Hastings

**The Role**

As an Early Career Teacher (ECT) at Ark, you will play a vital role in shaping the minds of our students 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 young people.

**Key Responsibilities:**

* **Classroom Teaching:** Deliver engaging and inclusive lessons to students 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 as part of Ark Curriculum+ (English Mastery, Maths Mastery) that meet the needs of diverse learners.
* **Assessment and Progress Monitoring:** Regularly assess student 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 students can thrive academically and socially.
* **Pastoral Care:** Support the personal development of students, 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 Ark’s 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, taking advantage of Ark Schools' training programs 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 students and promote the school's values.
* **Safeguarding:** Prioritize the safety and well-being of students, 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 and young people.

**Other**

* This post is subject to an enhanced DBS disclosure.
* For international teachers, you must be eligible for UK QTS and have applied for this via the Department for Education (DfE). For more information, visit <https://apply-for-qts-in-england.education.gov.uk/eligibility/start>

**Application Process**

* To join our ECT Pool, complete the form by visiting <https://arkonline.org/careers/training-and-development/early-career-teachers>
* If requirements are met, you will be contacted by our ECT Recruitment Advisor for a short initial call. This will be to discuss your experience, why you want to join Ark and your school preferences.
* An up-to-date CV with full education and work history will be required.
* Following a discussion, your details will be shared with multiple Ark schools that fit your requirements. You will be invited to interview if shortlisted by the schools.
* An application form will only need to be completed once invited to interview to follow ‘Safer Recruitment Guidelines’
* Throughout the process, you will have support of our ECT Recruitment Advisor for advice on interview techniques, lessons and any queries about our schools or the process.

**Ark Early Career Teacher Programme Information**

We know the first few years of your development as a teacher are crucial. That is why we have used our expertise in teacher development in partnership with Ambition Institute to create a supportive two-year Early Career Teacher programme.

The curriculum is carefully designed and evidence-based, focusing on how teachers learn, as well as what they learn. We use a model of instructional coaching on the programme which has been successfully embedded in all our schools for several years. This is one of the best-evidenced forms of professional development, meaning early career teachers will benefit from bite-sized content and personalised, observational feedback to ensure they successfully pass their induction period and continue to impact the classroom positively.

*“I really like the one-on-one support that is available in my school. There are mentors and SLT/ALTs who will look at data and feedback and help you improve in specific areas depending on your classes and subjects. For example, currently I need specific help with de-escalating corrections, and I am being provided with some action steps around that. I love the atmosphere in my department as well, where everyone has an open-door policy and are ready to help at the drop of a call.”*

*Simran Vohra*

*Ark Elvin Academy, Science ECT*

**Programme Content**

Our Early Career Teacher programme offers a blend of clinics, conferences, and online self-study modules via the Steplab platform as well as dedicated in-school support from a mentor and an Induction lead. Across the two years, you will be set up for success with:

* Three full-day conferences (focused on deepening your understanding of how pupils learn, the principles of responsive teaching, and effective implementation).
* Six one-hour virtual clinics to share strategies for classroom practice, based on your study materials and key areas from Early Career Framework.
* Weekly self-study modules of online learning which engage with the latest research and ideas for practical classroom implementation.
* Weekly instructional coaching sessions where mentors will provide early career teachers with a specific, bite-sized action step to practise each week and links to the weekly self-study modules.

**How to find out more**

* Find our recruitment team at a University event, ECT Open Day or online webinar – details of events can be found here - <https://arkonline.org/careers/training-and-development/early-career-teachers>
* Visit <https://arkonline.org/careers/training-and-development/early-career-teachers> to register your interest.
* To find out more about Ark’s network, see our prospectus [here](https://arkschools.sharepoint.com/:b:/r/ArkNetCentral/hr/People%20Team%20Documents/Recruitment%20%26%20Talent/01.%20Recruitment/05.%20Schools%20Attraction%20and%20outreach/Early%20Career%20Teachers/Adverts/Ark%20employer%20brand%20prospectus.pdf?csf=1&web=1&e=v2X1PV)
* Email [scarlett.armstrong@arkonline.org](mailto:scarlett.armstrong@arkonline.org) with any questions or to arrange an initial phone call.

*“What I like most at my school is the support I get from the school overall but particularly from my department and both from my subject mentor and tutor.”*

*Fortune Mbakop*

*Ark Charter Academy, MFL ECT*

*Ark is committed to safeguarding and promoting the welfare of children and young people in its academies. To meet this responsibility, its academies follow a rigorous selection process to discourage and screen out unsuitable applicants.*

*Ark requires all employees to undertake an enhanced DBS check. You are required, before appointment, to disclose any unspent conviction, cautions, reprimands, or warnings under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975. Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar you from employment - this will depend upon the nature of the offence(s) and when they occurred. To read more about Ark’s safer recruitment process, please click this link.*